



BRITISH COLUMBIA
COMMISSIONER FOR
TEACHER REGULATION

IN THE MATTER OF THE *TEACHERS ACT*, SBC 2011 c. 19

AND

IN THE MATTER CONCERNING

TOBY ANNETTE CRAWFORD

██████████

CONSENT RESOLUTION AGREEMENT

BETWEEN:

THE COMMISSIONER, APPOINTED UNDER THE *TEACHERS ACT*
(the “Commissioner”)

AND:

TOBY ANNETTE CRAWFORD
 (“Crawford”)

BACKGROUND and FACTS

1. Crawford holds a valid Professional Certificate of Qualification, No. ██████████. It was issued by the B.C. College of Teachers under the *Teaching Profession Act* on October 9, 2007, is valid from September 1, 2007 and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Crawford was employed as a high school teacher by School District No. 35 (Langley) (the “District”) at a school within the District (the “School”).
3. On June 6, 2014, the District made a report to the Commissioner under section 16 of the *School Act*.
4. Crawford was the sponsoring teacher on a trip in March 2014 to Northern Ireland, Ireland and Wales (the “Trip”) by a high school girls’ sports team from the School. The students on the Trip were in grades 9 to 12. During the Trip, Crawford failed to take adequate steps to protect students’ safety, contrary to the District policy which stated that supervising staff

“are considered to be on supervision through a field trip”. In particular:

- a. Crawford permitted students to have significant free time in the cities they visited, without supervision, and during which time there was no plan in place with the students for dealing with any emergency that might arise.
 - b. On March 26, 2014, she failed to adequately supervise students when she agreed to extend the evening curfew to midnight and then permitted students to leave a restaurant in downtown Dublin at approximately 10:45 p.m. to walk around Dublin and back to their hostel. The students were supervised only by two female volunteer coaches/chaperones, who were aged 19 and 20. During this time, approximately nine students went to a bar where seven of them consumed alcohol, resulting in two students returning to the hostel visibly inebriated.
 - c. Crawford did not take a student whose hand was injured during a game for medical assessment and treatment nor did she arrange for another responsible adult to do so. The student did not receive medical treatment until four days after she was injured, at which time it was determined that her finger was broken with palm displacement and shortening.
5. Crawford also failed to perform her responsibilities as a supervisor on the Trip by not supervising the students during practices, games and other activities. Crawford spent a significant amount of the time on the Trip away from the team going sightseeing with her son.
6. On March 26, 2014, Crawford posted comments on her Facebook page, which was accessible by students, in which she wrote disrespectful comments about students who went on the Trip, including:
- a. “13 great days then a couple of idiots decide to F it up. Gotta love teenagers.” and
 - b. “Let’s get drunk on the last night in Ireland!! Sounds like a great idea!!!”
7. In May 2014, Crawford was suspended with pay by the District during its investigation and specifically instructed not to communicate with students. Crawford communicated with students by posting a message on the School’s Chamber/Jazz Choirs Facebook page, on which she wrote, in part:

Hey, all, I’ve received some messages from you and I thank you guys for not asking me too much about what’s going on, but it’s frustrating, isn’t it?? If your choir teacher HAS to be away then another, equally competent choir teacher should take her place, no? You and your parents have my support if you want to call the school district and complain! This whole situation is

messed up beyond belief and you guys are the ones being hurt by this situation. You SHOULD be complaining ... You don't deserve to sit here in limbo, just like I don't deserve what's happening to me – but we have our voice and should use it for good. I don't know if you will believe me when I say the last 5-6 weeks have been the hardest weeks of my life. I try not to think or [sic] you too often because when I do I just sit and cry ... this whole situation has me questioning everything in my life, but the only thing I know for sure it that I was meant to teach music and I was meant to be around people like you. Looking towards seeing you guys again has helped me to not “throw the towel in” and I hope the time we have together in the coming weeks rocks because I really need to smile again. Everyone involved is doing their darndest to get me back to school next week.

8. Crawford also used the same Facebook page to communicate with students to try to plan a year-end choir party, including to ask students who could host it and if anyone had a pool.
9. On June 6, 2014, the District disciplined Crawford by suspending her without pay from June 6, 2014 to June 30, 2014 and banning her from participating in any field trips with the District, unless the District gave its written permission for her to participate. Crawford resigned from employment with the District effective June 30, 2014.
10. On September 1, 2015, the Commissioner considered this matter and determined to propose a consent resolution agreement to Crawford, in accordance with section 53(1)(a) of the *Teachers Act*.

DISPOSITION

11. This Agreement is made under section 53 of the *Teachers Act*.
12. Crawford understands and acknowledges that this Agreement is not effective until executed by the Commissioner, and that the date of execution by the Commissioner will be the effective date of this Agreement (the “Effective Date”).
13. Crawford admits that the facts set out in paragraphs 1 to 9 of this Agreement are true.
14. Crawford admits that the conduct described in paragraphs 4 to 8 of this Agreement constitutes professional misconduct and is contrary to Standards #1 and 2 of the *Standards for the Education, Competence and Professional Conduct of Educators in British Columbia*, Fourth Edition, January 2012.
15. Crawford agrees to a reprimand under sections 53 and 64(a) of the *Teachers Act*. The reprimand will take effect on the first business day following the Effective Date.


16. Crawford also agrees under section 64(f) and (h) that by September 1, 2016 (the “Condition Date”):
 - a. She will successfully complete the course “Reinforcing Respectful Professional Boundaries” through the Justice Institute (the “Course”) and provide satisfactory proof of completion to the Commissioner by the Condition Date.
 - b. If Crawford does not successfully complete the Course by the Condition Date, she will immediately advise the Commissioner in writing of the reason(s) she has not successfully completed it and set out the date by which she proposes to do so, at which time the Commissioner may extend the deadline (the “Extended Date”).
 - c. If Crawford fails to provide satisfactory proof of completion of the Course by the later of the Condition Date or the Extended Date, the Commissioner may require the Director of Certification to suspend Crawford’s certificate of qualification under section 64(f) of the *Teachers Act*, until such time as she successfully completes the Course.
17. Crawford agrees not to make any statement orally or in writing which contradicts, disputes or calls into question the terms of this Agreement or the admissions made in it.

CONSEQUENCES OF THE AGREEMENT

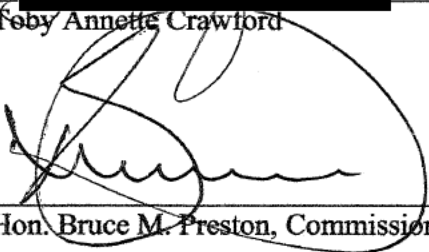
18. The Director of Certification will record the terms of this Agreement on the Branch’s online registry under section 79(d) of the *Teachers Act*.
19. Crawford acknowledges that this Agreement will be published in accordance with section 54 of the *Teachers Act*, which includes posting the Agreement, in full, on the following website: www.bcteacherregulation.ca.
20. A breach by Crawford of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
21. Crawford acknowledges and understands that if the Commissioner has reason to believe that she has breached any term of this Agreement:
 - a. the Commissioner may initiate an investigation under section 47(1)(b) of the *Teachers Act* into her conduct; and
 - b. the conduct and matters described in the “Background and Facts” to this Agreement are admissible in that inquiry as proof that Crawford has admitted to the conduct and matters set out in this Agreement.

22. Crawford acknowledges that she has voluntarily entered into this Agreement with the benefit of independent legal advice, and that she fully understands the terms and conditions set out in this Agreement.

Signed in Shanghai, China, B.C.
this 13th day of November, 2015.


Foby Annette Crawford

Signed in Vancouver, B.C.
this 23 day of December, 2015.


Hon. Bruce M. Preston, Commissioner