



BRITISH COLUMBIA
COMMISSIONER FOR
TEACHER REGULATION

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

AND

IN THE MATTER CONCERNING

DEBORAH LAURIE CROFT

[REDACTED]

CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

DEBORAH LAURIE CROFT
 (“Croft”)

BACKGROUND and FACTS

1. Croft holds a valid Professional Certificate of Qualification, No. [REDACTED] issued by the Director of Certification (the “Director”) under the *Teachers Act* on January 14, 2019, and valid from January 14, 2019.
2. At all material times, Croft was employed as a teacher at an independent school in British Columbia (the “School”).
3. On July 3, 2020, the School principal made a report to the Commissioner regarding Croft, under section 7 of the *Independent Schools Act*.
4. The following events occurred in the 2019/2020 school year when Croft was teaching at the School:
 - a. Student A was an Indigenous student in Grade 11. Student A’s homeroom was Croft’s classroom. On November 5, 2019, Student A and a friend went to Croft’s

classroom to check their phones and decided to stay in the classroom as their next block was a study break. Croft was required to attend a meeting at that time and needed the students to vacate the classroom in order to secure the room. She asked the students to leave, but they refused. Croft became frustrated, shut the classroom blinds, and locked the door from the inside so that other students could not enter. Croft then pulled at Student A's arm and grabbed Student A's phone from Student A's hands, in an attempt to force them to leave the room.

- b. Student B, who is Indigenous, was a Grade 10 student in Croft's Social Studies class. On February 25, 2020, Student B was being disruptive in class, at one point noisily slamming a book shut at least once. Croft responded by asking Student B to leave the classroom. As Student B was leaving, Croft took Student B's book and hit Student B on the rear end with it. Student B was visibly upset and reported feeling humiliated afterwards.

- 5. On June 9, 2020, the School terminated Croft's employment, effective immediately.
- 6. On February 1, 2022, the Commissioner considered this matter and determined to propose a consent resolution agreement to Croft, in accordance with section 53(1)(a) of the *Teachers Act*.

CONSEQUENCES

- 7. This Agreement is made under section 53 of the *Teachers Act*.
- 8. Croft 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").
- 9. Croft admits that the facts set out in paragraphs 1 to 5 of this Agreement are true.
- 10. Croft admits that the conduct described in paragraph 4 of this Agreement constitutes professional misconduct and is contrary to Standards #1 and #9 of the *Professional Standards for BC Educators*, June 2019.
- 11. Croft agrees to a two-day suspension of her certification of qualification under sections 53 and 64(b) of the *Teachers Act*, from March 30 2023 to March 31 2023, inclusive.
- 12. Croft agrees under section 64(f) and (h) of the *Teachers Act* that by April 30, 2023 (the "Condition Date"):

- a. She will successfully complete the course *Systemic Racism in Canada in Partnership with Dr. Carl James* offered by the Canadian Race Relations Foundation (the “Course”) and provide proof of Course completion by submitting the four reflections that appear at the end of each of the four modules of the power point, to the Commissioner, and to the Commissioner’s satisfaction, by the Condition Date.
 - b. If Croft 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 Condition Date to a later date (the “Extended Date”).
 - c. If Croft 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 (“the Director”) to suspend Croft’s certificate of qualification under section 64(f) of the *Teachers Act*, until such time as she successfully completes the Course.
13. In determining that a two-day suspension and course requirement are appropriate consequences, the Commissioner considered the following factors:
 - a. Croft failed to treat students with dignity and respect.
 - b. Croft acted in a manner inconsistent with an educator’s responsibility to contribute to truth, reconciliation and healing.
14. Croft 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.

EFFECT OF THE AGREEMENT


15. The Director will record the terms of this Agreement on the Ministry of Education’s online registry under section 79(d) of the *Teachers Act*.
16. Croft 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.teacherregulation.gov.bc.ca.
17. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.

18. A breach by Croft of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
19. Croft 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 Croft has admitted to the conduct and matters set out in this Agreement.
20. Croft acknowledges that she has voluntarily entered into this Agreement after being advised of her right to obtain independent legal advice, and that she fully understands the terms and conditions set out in this Agreement.

Signed in Chilliwack, B.C.
this 2 day of March, 2023.


Deborah Laurie Croft

Signed in Victoria, B.C.
this 6th day of March, 2023.


Howard L. Kushner, Commissioner