



BRITISH COLUMBIA
COMMISSIONER FOR
TEACHER REGULATION

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

AND

IN THE MATTER CONCERNING

ANDREW MICHAEL DENNIS

████████████████████
CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

ANDREW MICHAEL DENNIS
(“Dennis”)

BACKGROUND and FACTS

1. Dennis held a Basic Certificate of Qualification, ██████████. It was issued by the Director of Certification (the “Director”) under the *Teachers Act* on November 12, 2014 and was valid from November 12, 2014.
2. Dennis holds a valid Professional Certificate of Qualification, ██████████, issued by the Director under the *Teachers Act* on July 25 2017 and valid from July 1, 2017.
3. At all material times, Dennis was employed by School District No. 57 (“Prince George”) (the “District”).

██████████: Matter 1 and Matter 2

4. On October 23, 2018, the parent of Student A made a complaint to the Commissioner, under the *Teachers Act*. This has been designated Matter 1.

5. On October 24, 2018, the parents of Student B made a complaint to the Commissioner under the *Teachers Act*. This has been designated Matter 2.
6. Matter 1 and Matter 2 both relate to Dennis' conduct when he was employed as an elementary school teacher at a District school ("School A").
7. The following events occurred in September and October 2018 when Dennis was teaching a Grade 6/7 class at School A:
 - a. In September shortly after the start of the school year, Dennis showed the students the film 'The Hobbit' which was not curriculum related
 - b. In late September, Dennis showed his class the movie "To Kill a Mockingbird." This film was not curriculum-related, nor is it age-appropriate as it deals with racism and rape, and contains repeated use of the word "n****r." In the BC curriculum, the book "To Kill a Mockingbird" is listed as a secondary school level resource for Grades 10 and higher.
 - c. On September 25, 2018, after hearing that the class had watched "To Kill a Mockingbird", the parent of Student C wrote to the principal of School A, expressing concern about the number of movies the class had watched generally, and the appropriateness of "To Kill a Mockingbird" in particular. On September 26, 2018, Dennis told his class that he was having a meeting with the principal because a parent who was a teacher complained about "To Kill a Mockingbird." After Dennis was given a letter of expectation by the District on October 2, 2018, he shared this information with the class as well. Students in the class knew that Student C's parent was a teacher and that it was this student's parent who had likely complained about Dennis.
 - d. The classroom was very loud as Dennis was not able to maintain control over his students. At least one student reported being negatively affected by the noise level in the classroom.
8. On October 2, 2018, the District issued Dennis a letter of expectation regarding the viewing of non-curriculum related and age-inappropriate movies during instructional time. Dennis was reminded of the District's expectation that teachers in BC provide students under their care with age-appropriate material, consistent with the BC curriculum.
9. On October 24, 2018, the District issued Dennis a letter of direction after he shared confidential information about the District's investigation into his conduct with his class,

making Student C feel singled out and picked on.

10. The following events occurred on October 11, 2018:
 - a. Despite having received the October 2, 2018 letter of expectation, Dennis had his Grade 6/7 class read the short story “The Lottery” after which he showed students the corresponding short film on YouTube.
 - b. “The Lottery” tells the story of a small American town that conducts an annual pagan ritual which includes sacrificing a community member by stoning to ensure a good harvest. Members of the community would draw pieces of paper out of a box, and the person who drew a paper with a dot on it would be stoned to death. In the BC curriculum this short story is a secondary school level resource for Grades 11 and 12.
 - c. Shortly after reading “The Lottery” and watching the film, Dennis taught the class P.E. Students proceeded to play a version of dodgeball in P.E. class based on the stoning scene in “The Lottery.” Specifically, students drew pieces of paper out of a hat and the students who drew a piece with a dot on it had dodgeballs thrown at them.
11. On November 6, 2018, the District issued Dennis a letter of discipline in respect of the conduct described at paragraph 10 above. In its letter, the District reminded Dennis that he is expected follow the current Grade 6 and 7 BC curriculum.

██████████: Matter 3

12. On February 11, 2020, the District made a report to the Commissioner regarding Dennis, under section 16 of the *School Act*. This has been designated Matter 3.
13. The following events occurred on October 11, 2019, when Dennis was working as a teacher on call (“TOC”) at a District school (“School B”):
 - a. Dennis, who had been a TOC at School B before, was aware that School B had a “no touch” policy which applied to interactions between students.
 - b. Dennis was supervising outside and did not stop two students who he saw were wrestling and pulling on each other’s clothes. Another staff member came out of School B to put an end to it. Dennis told this staff member that he was supervising the students who were “just playing.”
14. On January 31, 2020, the District issued Dennis a letter of direction in which he was reminded about his professional responsibility to supervise students appropriately to ensure their physical safety and well-being.

Other District concerns

15. The District has previously raised concerns it has had with Dennis. Specifically, on March 6, 2019, the District issued Dennis a letter of expectation following an incident which occurred in February 2019 when Dennis was a TOC at a District school. The school principal found several Kindergarten students in the hallway, unsupervised. In its letter, the District reminded Dennis of its expectation that students be properly supervised during class time.
16. On September 29, 2020, the Commissioner combined Matter 1, Matter 2 and Matter 3.
17. On September 29, 2020 the Commissioner considered Matter 1, Matter 2 and Matter 3 and determined to propose a consent resolution agreement to Dennis in respect of all three, in accordance with section 53(1)(a) of the *Teachers Act*.

CONSEQUENCES

18. This Agreement is made under section 53 of the *Teachers Act*.
19. Dennis 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”).
20. Dennis admits that the facts set out in paragraphs 1 to 15 of this Agreement are true.
21. Dennis admits that the conduct described in paragraphs 7, 10 and 13 of this Agreement constitutes professional misconduct and is contrary to Standard #1 of the *Standards for the Education, Competence and Professional Conduct of Educators in British Columbia*, Fourth Edition, January 2012.
22. Dennis agrees to a one-day suspension of his certificate of qualification under sections 53 and 64(b) of the *Teachers Act*. Dennis will serve the suspension on **April 6, 2021**.
23. Dennis further agrees under section 64(f) and (h) of the *Teachers Act* that by **December 31, 2021**, 2020 (the “Condition Date”):
 - a. He will successfully complete the course *Creating a Positive Learning Environment* through the Justice Institute of British Columbia (the “Course”) and provide satisfactory proof of completion to the Commissioner by the Condition Date.
 - b. If Dennis does not successfully complete the Course by the Condition Date, he will immediately advise the Commissioner in writing of the reason(s) he has not successfully completed it and set out the date by which he proposes to do so, at

which time the Commissioner may extend the Condition Date to a later date (the “Extended Date”).

- c. If Dennis 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 Dennis’ certificate of qualification under section 64(f) of the *Teachers Act*, until such time as he successfully completes the Course.
24. Dennis further agrees that, under sections 53 and 64(h) of the *Teachers Act*, the Director will place a limitation on his certificate of qualification prohibiting him from teaching Kindergarten and Grades 1-7 until such time as he has completed the Course.
 25. In determining that a one-day suspension and restriction on his certificate are appropriate consequences, the Commissioner considered the following factor/factors:
 - a. Dennis failed to establish a positive learning environment by using material that was not age-appropriate.
 - b. Dennis failed to model appropriate behavior expected of an educator.
 26. Dennis 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

27. 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*.
28. Dennis 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.
29. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.
30. A breach by Dennis of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
31. Dennis acknowledges and understands that if the Commissioner has reason to believe that he has breached any term of this Agreement:
 - a. the Commissioner may initiate an investigation under section 47(1)(b) of the



Teachers Act into his conduct; and

- b. the conduct and matters described in the "Background and Facts" to this Agreement are admissible in that inquiry as proof that Dennis has admitted to the conduct and matters set out in this Agreement.

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

Signed in Prince George, B.C.
this 17 day of March, 2021



Andrew Michael Dennis

Signed in Vancouver, B.C.
this 19 day of March, 2021


Howard L. Kushner, Commissioner