



BRITISH COLUMBIA  
COMMISSIONER FOR  
TEACHER REGULATION

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

AND

IN THE MATTER CONCERNING

SHARON LOUISE HEATH

[REDACTED]

CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

SHARON LOUISE HEATH  
(“Heath”)

**BACKGROUND and FACTS**

1. Heath held a Conditional Certificate of Qualification, [REDACTED] issued by the Director of Certification (the “Director”) under the *Teachers Act* on January 27, 2014, and valid from January 27, 2014 until June 30, 2018.
2. Heath holds a valid Professional Certificate of Qualification, [REDACTED] issued by the Director under the *Teachers Act* on October 1, 2018 and valid from October 1, 2018.
3. At all material times, Heath was employed as a secondary school teacher by School District No. 36 (Surrey) (the “District”) at a District school (the “School”).

[REDACTED] **Matter 1**

4. On October 6, 2021, the District made a report to the Commissioner regarding Heath, under section 16 of the *School Act*. This has been designated Matter 1.

5. The following events occurred in the 2020/2021 school year when Heath was teaching drama at the School:
  - a. Students reported feeling uncomfortable with Heath patting them on the back, hugging cast members, or redirecting them physically when working on scenes.
  - b. Heath shared a significant amount of personal experiences from her youth with students.
  - c. Heath told students that she had a family member who was homophobic. On one occasion, Heath brought this family member to Theatre Company Club to assist in painting the stage. Bringing the relative to the School was a breach of the School directive that no visitors should be on premises due to the Covid-19 pandemic. Students who were part of the LGBTQ community and who were present felt uncomfortable and unsafe knowing that this relative was homophobic.
  - d. From January to June 2021, Heath failed to consistently wear a mask at the School as required by the relevant order of the Provincial Health Officer.
6. On September 27, 2021, the District issued Heath a letter of discipline and suspended her without pay for two days. The District also required her to complete a course on professional boundaries. Heath served one day of her suspension on December 13, 2021, and served the second day on February 4, 2022. Heath completed the JIBC course, *Reinforcing Respectful Professional Boundaries*, in March 2022.

**Matter 2**

7. On February 3, 2023, the District made a report to the Commissioner regarding Heath, under section 16 of the *School Act*. This has been designated Matter 2.
8. The following events occurred between September and November 2022 when Heath was teaching a Grade 10 Career Life Education class at the School:
  - a. Out of frustration, Heath told Student A that she hoped that they failed. Heath made this comment in the vicinity of at least one of Student A's classmates.
  - b. Heath told a group of disruptive students, including Student A, that if she could, she would kick them out of her class. This comment was made in the class, during class time, where it might have been overheard by the students' classmates.
  - c. Student A reported feeling sad that Heath wanted Student A to fail and get kicked out of the class.

- d. Heath told the class that it was her “nightmare class”.
  - e. One group of students in the class had a shared ethnic background. In speaking with the School’s vice principal about this groups of students, whom Heath found disruptive, Heath said that males of this ethnic background are rude and disrespectful. The vice principal to whom Heath made this comment was of the same ethnic background as the students in question.
9. On February 2, 2023, the District issued Heath a letter of discipline and suspended her for three days without pay. Heath served the suspension on February 3, February 6, and May 8, 2023. The District also required her to complete a workshop on anti-racism by June 30, 2023, and to complete the course *Creating a Positive Learning Environment* through the Justice Institute of B.C. by June 30, 2024.
10. The District had previously raised concerns with Heath as follows:
- a. By email dated October 2, 2020, she was reminded that professional conduct “is essential for maintaining the integrity, credibility and reputation of teachers to students and our community.” The email confirmed that Heath had acknowledged that “becoming escalated in office and making offensive hand gestures, regardless of frustration levels, was inappropriate and ultimately contrary to...professional conduct expectations.”
  - b. On June 29, 2018, the District issued Heath a letter of expectation in which the District affirmed that “as a teacher [Heath is] expected to treat students and colleagues in a consistently respectful way. As educators we refrain from physical contact with our students unless absolutely necessary.”
11. On November 17, 2021, the Commissioner considered this matter and determined to propose a consent resolution agreement to Heath, in accordance with section 53(1)(a) of the *Teachers Act*.

## CONSEQUENCES

12. This Agreement is made under section 53 of the *Teachers Act*.
13. Heath 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”).
14. Heath admits that the facts set out in paragraphs 1 to 10 of this Agreement are true.

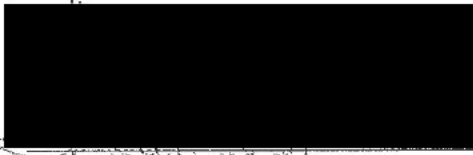
15. Heath admits that the conduct described in paragraphs 5 and 8 of this Agreement constitutes professional misconduct and is contrary to Standard #1 of the *Professional Standards for BC Educators*, June 19, 2019.
16. Heath agrees to a reprimand under sections 53 and 64(a) of the *Teachers Act*, which will take effect on the first business day following the Effective Date.
17. In determining that a reprimand is an appropriate consequence, the Commissioner considered the following factors:
  - a. Heath failed to create a positive learning environment for her students.
  - b. Heath had previously been reminded about the importance of treating students in a respectful manner and to refrain from physical contact unless absolutely necessary.
18. Heath 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**

19. The Director will record the terms of this Agreement on the Ministry of Education and Child Care's online registry under section 79(d) of the *Teachers Act*.
20. Heath 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: <https://teacherregulation.gov.bc.ca>.
21. A breach by Heath of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
22. Heath 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 Heath has admitted to the conduct and matters set out in this Agreement.
23. Heath acknowledges that she 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 Langley, B.C.  
this 28 day of October, 2023.



Sharon Louise Heath

Signed in Coquitlam, B.C.  
this 9th day of November, 2023.



Ana R. Mohammed, Commissioner