



BRITISH COLUMBIA
COMMISSIONER FOR
TEACHER REGULATION

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

AND

IN THE MATTER CONCERNING
MICHAEL DAVID HENDRICKS
[REDACTED]

CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

MICHAEL DAVID HENDRICKS
(“Hendricks”)

BACKGROUND and FACTS

1. Hendricks held an Interim Professional Certificate of Qualification, No. [REDACTED]. It was issued by the B.C. College of Teachers under the *Teaching Profession Act* on September 26, 1994 and was valid from September 1, 1994 to August 31, 1998.
2. Hendricks holds a valid Professional Certificate of Qualification, No. [REDACTED]. It was issued by the B.C. College of Teachers under the *Teaching Profession Act* on December 18, 1998, was valid from January 1, 1999, and was continued under the *Teachers Act* as of January 9, 2012.
3. On February 12, 2026, Hendricks signed an undertaking not to teach in any role or position requiring a Ministry of Education and Child Care Certificate of Qualification, Independent School Teaching Certificate, or Letter of Permission as defined in the *Teachers Act*.
4. At all material times, Hendricks was employed as a Vice Principal by School District No. 34 (Abbotsford) (the “District”) at a high school in the District (the “School”).

5. On December 19, 2025, the District made a report to the Commissioner regarding Hendricks, under section 16 of the *School Act*.
6. The following events occurred in 2024 and 2025, when Hendricks was one of two vice-principals at the School and in charge of graduation events:
 - a. Hendricks invited students to contact him on Snapchat and frequently messaged with them on Snapchat.
 - b. Hendricks frequently messaged with students on Instagram, including sometimes on students' personal accounts, on matters unrelated to school, and late at night or on weekends. He continued to message students after the School principal verbally cautioned him to be careful of social media use with students.
 - c. Hendricks attended most of the 2025 games played by the School's girls volleyball team (the "Volleyball Team") and sat with the team on the bench during games.
 - d. Student A was on the Volleyball Team. Hendricks frequently messaged Student A on Snapchat and Instagram, including as follows:
 - i "How long until [the other vice-principal at the School] loses her mind because all her girls are migrating to the other VP?...Same thing happened last year. [Name of student], [name of student], [name of student], [partial name of student]...I lost track. I guess grad dad just has lots of daughters every year. And like a good Bollywood movie, some daughters tried to take advantage of their grad dad, eh [Student A]? But grad dad isn't as dimwitted as he might appear...I will hold you to that [amazing attendance]. Don't get lazy. You got goals...[Student A] goals. I'll coach you up so you get those as well. You'll be sick of me come June 30, but you'll be ready to launch".
 - ii At 2:28 a.m., in response to Student A posting an amusement park photo, Hendricks messaged, "Hmm, y'all been up to something here".
 - e. Hendricks frequently messaged Student B on Instagram, including as follows:
 - i In response to Student B saying they should do a "grad daughter" dinner or lunch, he messaged:
 1. "Well hey, that would be fantastic. Let's set it up. I've done sip and chats this summer with several 2025s at the [name of coffee shop]. I like your style, Miss [Student B]".

2. "Let's have some fun!".
 3. "Next week let's talk grad daughter lunch/dinner [winky emoji]".
- ii On September 19, 2025, in response to Student B posting photographs of Grad Cruise photos, he messaged, "Hey, love these! You all looked amazing. So proud. My Daughters! [Name of School] know how to show out. Saw some [name of another school] grad cruise pics. Not even close".
 - iii He reacted to Student B posting a photo of a group of girls with a fire emoji.
 - iv He responded to Student B's posts about food on her personal Instagram account.
- f. Student B was wearing a dress with exposed shoulders at the Grad Cruise. Hendricks put his arm around Student B while they were posing for a photo at the event, briefly touching her bare skin.
 - g. When Student B became emotional after Hendricks presented her with the student of the month award, he gave her a side hug.
 - h. Hendricks arranged for the Volleyball Team to attend a college volleyball game which he attended with the Volleyball Team, the coach, and parents. Student C was on the Volleyball Team. At the game, members of the Volleyball Team were looking at male college volleyball players' cards and talking about which player was their favorite or "fine shy". Hendricks participated in a conversation between Student C and other students regarding which of the players was Student C's "fine shy".
 - i. Student D played hockey. Following her invitation to watch some games, Hendricks regularly attended her hockey games even though they were not associated with the School. Student D's father was usually at these games. Hendricks usually stayed after the games to give Student D a fist bump and tell her she did a good job.
 - j. Hendricks messaged Student D on Instagram, including about her figure skating, his bike ride after donating blood, and his connection with an NHL player.
 - k. Student E operated a nail business out of her residence. Hendricks messaged Student E on Snapchat and responded with an emoji to stories posted on the Instagram account for her nail business. On her invitation, Hendricks attended her residence to see her nail business and stayed for approximately 10 to 15 minutes.
 - l. Hendricks messaged Student F on Instagram, including as follows:

- i "Hey birthday girl, I hope you have a great day with a moderate level of craziness with your girls. My gift to you is an essay extension".
 - ii On March 14, 2025, he messaged, "Hey have a fab euro adventure with the whole crew. And make sure you come and show me the things when you're back".
 - iii On April 16, 2025, he messaged, "Pass this along as needed...I know there are things this weekend. That's cool. I hope there is a plan for staying safe and looking out for each other. That's really cool. Everyone makes it home. Everyone has fun. Everyone is back on Tuesday. Grad Dad....Dads always worry about their kids".
 - iv On April 30, 2025, in response to Student F wishing him a happy birthday, he messaged, "hey thx! I've got my water wings and googles ready for a Cult[u]s evening paddle board, BBQ after. Wonder if I'll see anyone I know? No one I know ditched school this afternoon. [Name of teacher at the School]'s English class was full".
 - v In response to Student F telling him that she will be getting an apartment near campus when she goes to university, he messaged, "You'll love it. Moving away from Abby will be really good for you. I'll make sure to message you when I'm up there and will go for coffee. Being scared and excited are good things to feel. That's normal. Time to spread your wings. [Student F] will fly. I don't doubt that at all. You're ready".
 - vi "I have a soft spot for my W Abby girls. Life is sometimes unfairly hard. Not cool. I see how hard the girls work and how sometimes that's not recognized. So I'm super protective for them. I want the best for them. That's what grad dad do [sic]".
 - vii On June 14, 2025, he messaged, "Migrating things to Snapchat here, so @[Hendricks' Snapchat username] is the place. It's just easier. Feel free to share my handle".
- m. After Student F graduated in June 2025, Hendricks continued to message her on social media and met her for a meal in September 2025, once with Student F and another former student of the School, and once with Student F alone.
 - n. Hendricks messaged Student G on Snapchat while she was in Grade 12 and continued to do so for several months after she graduated in June 2025. He had lunch with Student G and another former student of the School several months after Student G graduated.
 - o. Student H attended Grade 12 in the 2024/2025 school year. During the summer of

2025, when Student H was enrolled in a summer program at the School to complete requirements for graduation, Hendricks engaged with another student regarding arrangements to surprise Student H with a birthday cake during her class. Student H dropped the class before her birthday. At the invitation of another student, Hendricks, another staff member, and other students attended Student H's residence with some balloons as a surprise for her birthday while her father and younger brother were present. Hendricks stayed at the residence for approximately 10 to 15 minutes.

- p. During the summer of 2025, Student H asked Hendricks for an academic plan to complete requirements for graduation, and they met at a coffee shop to discuss the plan.
7. Hendricks retired from his employment with the District effective May 31, 2026.
 8. On January 22, 2026, the Commissioner ordered an investigation under section 47(1) of the *Teachers Act*.
 9. On April 30, 2026, the Commissioner considered this matter and determined to propose a consent resolution agreement to Hendricks, in accordance with section 53(1)(a) of the *Teachers Act*.

CONSEQUENCES

10. This Agreement is made under section 53 of the *Teachers Act*.
11. Hendricks 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").
12. Hendricks admits that the facts set out in paragraphs 1 to 7 of this Agreement are true.
13. Hendricks admits that the conduct described in paragraph 6 of this Agreement constitutes professional misconduct and is contrary to Standard #1 of the *Professional Standards for BC Educators*, June 2019.
14. Hendricks agrees to a three-week suspension of his certificate of qualification under sections 53 and 64(b) of the *Teachers Act*, from October 19, 2026 to November 8, 2026 inclusive.
15. Hendricks also agrees under section 64(f) and (h) of the *Teachers Act* that by September 8, 2026 (the "Condition Date"):
 - a. He will successfully complete the course *Reinforcing Respectful Professional Boundaries* through the Justice Institute of British Columbia (the "Course") and

provide satisfactory proof of completion to the Commissioner by the Condition Date.

- b. If Hendricks 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 deadline to a later date (the "Extended Date").
 - c. If Hendricks 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 Hendricks' certificate of qualification under section 64(f) of the *Teachers Act*, until such time as he successfully completes the Course.
16. In determining that a suspension and coursework is an appropriate consequence, the Commissioner considered the following factors:
- a. Hendricks repeatedly violated professional boundaries with students and engaged in conduct that had the potential to compromise students' emotional safety and well-being.
 - b. Although Hendricks' frequent attendance at the Volleyball Team's games did not constitute professional misconduct in and of itself, such conduct added to a perception of undue favoritism towards team members and to their potential discomfort from his other boundary violations.
17. Hendricks 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

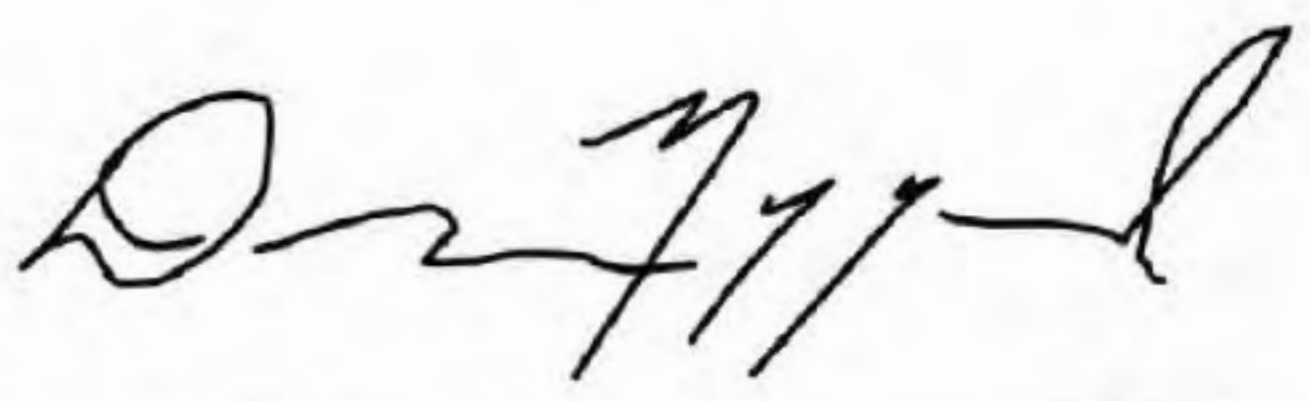
- 18. The Director will record the terms of this Agreement on the online registry of the Ministry of Education and Child Care, under section 79(d) of the *Teachers Act*.
- 19. Hendricks acknowledges that this Agreement will be published in accordance with section 54 of the *Teachers Act*, which includes posting the Agreement, in full, on the following website: <https://teacherregulation.gov.bc.ca>
- 20. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.
- 21. A breach by Hendricks of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.

22. Hendricks 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 Hendricks has admitted to the conduct and matters set out in this Agreement.
23. Hendricks 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 Langley, B.C.
this 27 day of July, 2026.


Michael David Hendricks

Signed in New Westminster, B.C.
this 18th day of August, 2026.


Donnaree Nygard, Commissioner