



BRITISH COLUMBIA  
COMMISSIONER FOR  
TEACHER REGULATION

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

AND

IN THE MATTER CONCERNING  
SHELAGH MARILYN LAFLEUR



CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

SHELAGH MARILYN LAFLEUR  
("Lafleur")

**BACKGROUND and FACTS**

1. Lafleur held a Standard Certification of Qualification, [REDACTED]. It was issued by the B.C. College of Teachers (the "College") under the *Teaching Profession Act* on October 12, 2005 and was valid from September 1, 2005.
2. Lafleur holds a valid Professional Certificate of Qualification, [REDACTED]. It was issued by the College under the *Teaching Profession Act* on March 15, 2006, is valid from June 1, 2006, and was continued under the *Teachers Act* as of January 9, 2012.
3. At all material times, Lafleur was employed as an elementary school teacher by School District No. 42 (Maple Ridge & Pitt Meadows) (the "District") at a District school (the "School").
4. On March 13, 2019, the District made a report to the Commissioner regarding Lafleur, under section 16 of the *School Act*.



5. The following events occurred on February 16, 2018 when Lafleur was teaching a split Kindergarten/Grade 1 class at the School:
  - a. Student A was a Grade 1 student who transferred into Lafleur's class in January, 2018. Before Student A was transferred, the School principal told Lafleur that if Student A acted out or began hitting, Lafleur needed to move away and give Student A space.
  - b. During an indoor recess, while the rest of the class was watching a yoga video, Student A began throwing items out of the classroom window.
  - c. Lafleur approached Student A and said: "How would you like it if I threw your stuff out the window?" after which Student A hit her.
  - d. Lafleur then grabbed Student A by the arm, took them to another part of the classroom, placed them on a chair and forcefully restrained them with her hands so that they could not move. Student A continued to struggle and scream, at which point Lafleur grabbed Student A's face and moved it side to side, at one point briefly covering their mouth. Lafleur then yelled into Student A's ear and then said: "How do you like it when someone yells in your ear!" During this incident, which lasted over five minutes, Lafleur was visibly angry.
  - e. A support teacher then went to get the School principal and Lafleur left the classroom. On her way out the door, Lafleur was heard saying: "[Student A] messed with the wrong person."
6. On January 15, 2019, Lafleur retired from the District, effective February 1, 2019.
7. On June 6, 2019, the Commissioner considered this matter and determined to propose a consent resolution agreement to Lafleur, in accordance with section 53(1)(a) of the *Teachers Act*.

## CONSEQUENCES

8. This Agreement is made under section 53 of the *Teachers Act*.
9. Lafleur 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").
10. Lafleur admits that the facts set out in paragraphs 1 to 6 of this Agreement are true.

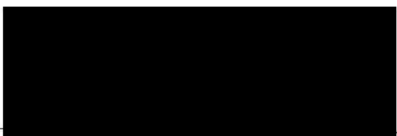
11. Lafleur admits that the conduct described in paragraph 5 of this Agreement constitutes professional misconduct and is contrary to Standard #1 of the *Standards for the Education, Competence and Professional Conduct of Educators in British Columbia*, Fourth Edition, January 2012.
12. Lafleur agrees to a 3-day suspension of her certificate of qualification under sections 53 and 64(b) of the *Teachers Act*. The suspension will take effect from April 1, 2020 up to April 3, 2020, inclusive.
13. In determining that a suspension is an appropriate consequence, the Commissioner considered the following factors:
  - a. Lafleur responded to Student A in a manner contrary to the approach suggested to her by the School principal;
  - b. Lafleur's actions were more likely to escalate the situation rather than bring it under control;
  - c. Lafleur engaged in inappropriate physical intervention with Student A; and
  - d. there is evidence that Lafleur's conduct was fueled by anger and animus towards Student A.
14. Lafleur 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 of Certification will record the terms of this Agreement on the Ministry of Education's online registry under section 79(d) of the *Teachers Act*.
16. Lafleur 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](http://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 Lafleur of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
19. Lafleur 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 Lafleur has admitted to the conduct and matters set out in this Agreement.
20. Lafleur 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 Maple Ridge, B.C.  
this 2 day of February, 2020.

  
Shelagh Marilyn Lafleur

Signed in Vancouver, B.C.  
this 21 day of February, 2020.

  
Howard L. Kushner, Commissioner