



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

AND

IN THE MATTER CONCERNING

ALEXANDRA CLARE MCLEAN



CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

ALEXANDRA CLARE MCLEAN
(“McLean”)

BACKGROUND and FACTS

1. McLean 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 October 19, 2009, is valid from September 1, 2009, and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, McLean was employed as a middle school teacher by School District No. 48 (Sea to Sky) (the “District”) at a District school (the “School”).

[REDACTED]: Matter 1

3. On May 13, 2021, the District made a report to the Commissioner regarding McLean, under section 16 of the *School Act*. This has been designated Matter 1.
4. The following events occurred on March 15, 2021, when McLean was teaching a Grade 7 Fine Arts class at the School:

- a. A group of five students in McLean’s class was working on a project which involved filming a skit they had written. The students were using a small weight room so that they could film. Before leaving the room to check on other students, McLean instructed the students not to play with the weights and gym equipment due to safety concerns.
 - b. A short while later, McLean was passing by the room and saw that a student was swinging a kettlebell. McLean responded by running into the room, yelling at the students, and directing them back to the classroom. Students in the classroom perceived McLean as being angry. McLean quickly collected scattered gym equipment in her arms, then kicked a balance board back to its storage place against a wall. One student reported feeling scared by McLean’s actions, and another reported feeling anxious.
 - c. Student A was one of the students in the weight room. As this incident occurred during the height of the Covid-19 pandemic, students and District employees were expected to wear face masks and follow physical distancing requirements. Student A had lowered their facial mask so that it was not covering Student A’s nose and mouth. After asking Student A to wear their face mask properly, McLean reached out and pulled the mask up over Student A’s mouth and nose when Student A did not comply.
 - d. When the students were all back in the classroom, Student A told their classmates that McLean had adjusted Student A’s mask. When Student B asked McLean why she had touched Student A, McLean exclaimed loudly to Student A: “I didn’t touch you, why are you saying that?” Students perceived McLean as yelling.
5. On March 16, 2021, the District placed McLean on paid administrative leave pending completion of its investigation. McLean returned to the School on April 12, 2021.
 6. On May 6, 2021, the District issued McLean a letter of discipline and suspended her for two weeks without pay. McLean served the suspension from May 27, 2021, to June 8, 2021, inclusive.

██████████: Matter 2

7. On June 8, 2021, the District made a report to the Commissioner regarding McLean, under section 16 of the *School Act*. This has been designated Matter 2.
8. The following events occurred after April 12, 2021, when McLean was teaching a Grade 7 Fine Arts class:
 - a. McLean yelled at the students in her class.

- b. McLean would sometimes take pencils and papers abruptly from students' hands.
 - c. McLean told a student, "I won't let you leech off this group", in front of some of the student's classmates.
 - d. McLean made negative comments to students about their class and some students reported feeling that they were disappointing her.
9. On June 8, 2021, the District issued McLean a letter of discipline and suspended her for three weeks without pay. McLean served the suspension from June 9, 2021, to June 30, 2021, inclusive. Also, effective September 1, 2021, McLean's assignment with the District would be as a teacher teaching on call.

Previous concerns

10. The District had previously issued McLean a letter of discipline on May 14, 2018, and suspended her for two weeks without pay, following allegations that she had made unnecessary physical contact with and yelled at students in her elementary school class.
11. The District had previously issued McLean letters as follows:
- a. On April 19, 2021, the District issued McLean a letter of direction in which she was directed to:
 - i. uphold the requirements of the District's respectful workplace policy;
 - ii. create an atmosphere of emotional safety for students;
 - iii. follow the direction of her supervisor; and
 - iv. ensure that her actions contribute to the wellness and dignity of students.
 - b. On March 13, 2015, the District issued McLean a letter of expectation following a situation where it was concluded that while not intentional, McLean had made physical contact with a student.
 - c. On December 19, 2014, the District issued McLean a letter of expectation reminding her that she was expected to exercise sound judgment in her interactions with students. This was to include speaking and acting towards students with respect and dignity.
12. McLean had previously taken the Justice Institute of B.C. course, *Creating a Positive Learning Environment*, in March 2019.

13. On July 20, 2021, the Commissioner ordered an investigation under section 47(1) of the *Teachers Act*.
14. On April 18, 2023, the Commissioner considered this matter and determined to propose a consent resolution agreement to McLean, in accordance with section 53(1)(a) of the *Teachers Act*.

CONSEQUENCES

15. This Agreement is made under section 53 of the *Teachers Act*.
16. McLean 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”).
17. McLean admits that the facts set out in paragraphs 1 to 12 of this Agreement are true.
18. McLean admits that the conduct described in paragraphs 4 and 8 of this Agreement constitutes professional misconduct and is contrary to Standard #1 of the *Professional Standards for BC Educators*, June 2019.
19. McLean agrees to a two-day suspension of her certificate of qualification under sections 53 and 64(b) of the *Teachers Act*, from February 20, 2025, to February 21, 2025, inclusive.
20. McLean further agrees under sections 64(f) and (h) of the *Teachers Act* that by **June 27, 2025** (the “Condition Date”):
 - a. McLean will complete six counselling sessions with a registered psychologist or clinical counsellor which will focus on interpersonal communication and increasing awareness of how McLean’s actions are perceived by her students.
 - b. McLean will provide the registered psychologist or clinical counsellor with a copy of this Agreement before the counselling sessions begin.
 - c. McLean will provide the Commissioner with a letter from the registered psychologist or clinical counsellor which:
 - i. confirms that McLean has completed the six counselling sessions;
 - ii. provides the dates of the counselling sessions and the topic(s) addressed;and

- iii. confirms that McLean provided a copy of this Agreement to the registered psychologist or clinical counsellor before the counselling sessions began.

(the “Letter”)

- d. If McLean does not provide the Commissioner with the Letter by the Condition Date, she will immediately advise the Commissioner in writing of the reason(s) she has not done so and set out the date by which she proposes to do so, at which time the Commissioner may extend the deadline to a later date (the “Extended Date”).
 - e. If McLean fails to provide the Commissioner with the Letter by the later of the Condition Date or the Extended Date, the Commissioner may require the Director of Certification (the “Director”) to suspend McLean’s certificate of qualification under section 64(f) of the *Teachers Act* until such time as she provides the Commissioner with the Letter.
21. In determining that a two-day suspension and counselling are appropriate consequences, the Commissioner considered the following factors:
- a. McLean has engaged in a pattern of similar conduct and has been previously told by her employer that she needed to be mindful of the manner in which she interacts with her students.
 - b. McLean previously took the course, *Creating a Positive Learning Environment*, through the Justice Institute of B.C., but it does not seem to have had an impact on her.
22. McLean 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

- 23. 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*.
- 24. McLean 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: teacherregulation.gov.bc.ca.
- 25. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.


26. A breach by McLean of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
27. McLean 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 McLean has admitted to the conduct and matters set out in this Agreement.
28. McLean acknowledges that she has voluntarily entered into this Agreement with the benefit of independent legal advice, and that she fully understands the terms and conditions set out in this Agreement.

Signed in Whistler, B.C.
this 9th day of December, 2024.



Alexandra Clare McLean

Signed in New Westminster, B.C.
this 3rd day of January, 2025.



Donnaree Nygard, Acting Commissioner