



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

AND

IN THE MATTER CONCERNING

RENEE DAWN MacCORMACK



SUMMARY OF CONSENT RESOLUTION AGREEMENT

This summary is published under section 54(3) of the Teachers Act to protect the identity of a student who was harmed, abused or exploited by the Teacher.

1. MacCormack 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 1, 2001, is valid from September 1, 2001, and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, MacCormack was employed as an elementary school principal by School District No. 5 (Southeast Kootenay) (the “District”) at a school in the District (the “School”).
3. On June 19, 2024, the District made a report to the Commissioner regarding MacCormack, under section 16 of the *School Act*.
4. During the 2023-2024 school year, MacCormack conducted herself inappropriately, as follows:
 - a. MacCormack gave permission to an employee at the school to use duct tape to tape a student (the “Student”) to their seat to help the Student focus on their work.
 - b. MacCormack also put duct tape on the Student to attach the Student to their seat.
 - c. MacCormack came by some time later and took a picture of the Student’s work, helped to remove the duct tape, and gave the Student a prize for completing the assigned work.

- d. After this incident, when the District started an investigation, MacCormack did not say that she was involved, that she told the employee that it was okay to duct-tape the Student to the chair, or that she also participated in duct-taping the Student.
5. On June 18, 2024, the District disciplined MacCormack by suspending her without pay for 20 days. In addition, the District re-assigned MacCormack to another school.
6. On June 24, 2024, the Commissioner ordered an investigation under section 47(1) of the *Teachers Act*.
7. On January 3, 2025, MacCormack entered into a consent resolution agreement with the Commissioner, in which MacCormack admitted that the conduct set out in paragraph 4 constitutes professional misconduct and is contrary to Standards #1, 2 and 3 of the *Professional Standards for BC Educators* (June 2019).
8. In the consent resolution agreement, MacCormack agreed to a five-day suspension of her certificate of qualification and to successfully complete the course *Creating a Positive Learning Environment* through the Justice Institute of British Columbia by March 31, 2025.
9. In determining that a five-day suspension and completion of the course are appropriate consequences, the Commissioner considered the following factors:
 - a. MacCormack did not act in the Student's best interests nor treat the Student with dignity and respect.
 - b. MacCormack had a leadership role as a principal and she ought to have known that duct-taping a student to a chair was inappropriate; other staff at the School were aware that it was inappropriate.
 - c. MacCormack did not act with integrity when she did not disclose to the District in a timely manner her participation in the duct-taping of the Student. This conduct undermines the perception of the profession as a whole.
10. MacCormack agreed that she will not make any statement orally or in writing which contradicts, disputes or calls into question the terms of the consent resolution agreement or the admissions made in it.