



BRITISH COLUMBIA
COMMISSIONER FOR
TEACHER REGULATION

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

AND

IN THE MATTER CONCERNING

ADAM GUY STANLEY



CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

ADAM GUY STANLEY
(“Stanley”)

BACKGROUND and FACTS

1. Stanley 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 September 24, 1999, is valid from September 1, 1999, and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Stanley was employed as an administrator by School District No. 42 (Maple Ridge-Pitt Meadows) (the “District”) at an elementary school in the District (the “School”).
3. On November 1, 2023, the District made a report to the Commissioner regarding Stanley, under section 16 of the *School Act*.
4. On June 6, 2023, the following events occurred:
 - a. Stanley was supervising students on the school grounds during recess.

- b. A group of grade seven students were playing football. After a play, a small group were clustered together. One student accidentally stepped on the foot of another student ("Student A"), which hurt Student A, who was not wearing shoes. Student A expressed a strong reaction through his body language and by loudly shouting and using a swear word.
 - c. Stanley observed this interaction from a distance. He heard Student A swear and was concerned that the situation would escalate into a confrontation between Student A and the other student. He went over to intervene, and using a loud voice, told Student A that the language was inappropriate and to go to the office.
 - d. Student A quickly moved away from Stanley, but headed in the direction of the cluster of students, rather than towards the School building.
 - e. Stanley says he thought that Student A was heading towards the other student. In fact, Student A was moving in that direction to pick up their shoes.
 - f. Stanley grabbed the lower arm of Student A. Stanley's action in grabbing Student A's arm had the effect of abruptly stopping Student A.
 - g. As he did so, Stanley again loudly said "go to the office" and asked what Student A was doing. Student A replied by saying words to the effect of "I'm getting my shoes". At this point, Stanley saw that Student A was not wearing shoes.
 - h. Stanley let go of Student A's arm. Student A picked up the shoes and went into the School building.
 - i. Student A was visibly upset by Stanley's actions.
 - j. Stanley's interaction with Student A lasted only a few seconds.
- 5. On October 20, 2023, the District disciplined Stanley by issuing a letter of discipline.
 - 6. On January 10, 2024, the Commissioner considered this matter and determined to propose a consent resolution agreement to Stanley, in accordance with section 53(1)(a) of the *Teachers Act*.

CONSEQUENCES

- 7. This Agreement is made under section 53 of the *Teachers Act*.
- 8. Stanley 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").

9. Stanley admits that the facts set out in paragraphs 1 to 5 of this Agreement are true.
10. Stanley admits that the conduct described in paragraph 4 of this Agreement constitutes professional misconduct and is contrary to Standards #1 and 3 of the *Professional Standards for BC Educators*, June 2019.
11. Stanley 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.
12. Stanley agrees under section 64(f) and (h) of the *Teachers Act* that by August 15, 2024 (the "Condition Date"):
 - a. He will successfully complete the course *Creating a Positive Learning Environment* through the Justice Institute of British Columbia (the "Course") and provide satisfactory proof of completion to the Commissioner by the Condition Date.
 - b. If Stanley 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 Condition Date to a later date (the "Extended Date").
 - c. If Stanley 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 Stanley's certificate of qualification under section 64(f) of the *Teachers Act*, until such time as he successfully completes the Course.
13. In determining that a reprimand and completion of a course are appropriate consequences, the Commissioner considered the following factors:
 - a. Stanley used physical contact to restrain the movement of Student A, when it was not necessary to protect students and without using an alternative measure to re-direct Student A or to de-escalate the situation.
 - b. The physical contact was brief and Stanley immediately let go of Student A's arm when Stanley understood that Student A wanted to get their shoes.
14. Stanley 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 online registry of the Ministry of Education and Child Care, under section 79(d) of the *Teachers Act*.
16. Stanley 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>
17. A breach by Stanley of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
18. Stanley 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 Stanley has admitted to the conduct and matters set out in this Agreement.
19. Stanley acknowledges that he has voluntarily entered into this Agreement after being advised of his right to obtain independent legal advice, and that he fully understands the terms and conditions set out in this Agreement.

Signed in Maple Ridge, B.C.
this 25 day of April, 2024.


Adam Guy Stanley

Signed in Coquitlam, B.C.
this 29th day of May, 2024.


Ana R. Mohammed, Commissioner