



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

AND

IN THE MATTER CONCERNING

A TEACHER



SUMMARY OF CONSENT RESOLUTION AGREEMENT

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

1. The Teacher held an Interim Professional Certificate of Qualification. It was issued by the B.C. College of Teachers (the “College”) under the *Teaching Profession Act* on January 8, 1999, and was valid from January 1, 1999, to August 31, 2002.
2. The Teacher holds a valid Professional Certificate of Qualification. It was issued by the College under the *Teaching Profession Act* on August 21, 2008, is valid from July 1, 2008, and was continued under the *Teachers Act* on January 9, 2012.
3. At all material times, the Teacher was employed as a secondary school teacher by a School District in B.C. (the “District”) at a District school (the “School”).
4. On July 11, 2022, the District made a report to the Commissioner about the Teacher, under section 16 of the *School Act*.
5. The following events occurred at the School in 2022:
 - a. The School’s Student Behaviour Interventions policy required certain chronic student issues to be dealt with by the School’s vice principal (the “Policy”).
 - b. The Teacher had heard that two students had been engaged in concerning behaviour. The Teacher had spoken with one of the students about such conduct on a few previous occasions. Under the Policy, repeated instances of this kind of conduct should have been addressed with the students by the School’s vice principal.

- c. Rather than report the matter to School administrators in accordance with the Policy, the Teacher confronted the students himself on two consecutive days.
 - d. The first time the Teacher confronted the students about an alleged incident, he told them that they were lying when they denied the allegations and that he would find out more information about what they had done. The Teacher did not report this to School administrators.
 - e. The second time the Teacher confronted the students, he was visibly angry and used self-described “bad cop” tactics in addressing them. This included using a raised voice, profanities, and telling the students that if he were in high school he would “kick your a** right now”. Both students reported feeling threatened and unsafe after this exchange. The Teacher did not tell School administrators about his discussion with the students.
6. On June 30, 2022, the District issued the Teacher a letter of discipline and suspended him for three days without pay and required him to complete a course on restorative action. The Teacher served the suspension on September 6 to 8, 2022, inclusive.
7. On [REDACTED], the Teacher entered into a consent resolution agreement with the Commissioner, in which the Teacher admitted that the conduct set out in paragraph 5 constitutes professional misconduct and is contrary to Standard #1 of the *Professional Standards for BC Educators* (June 2019).
8. In the consent resolution agreement, the Teacher agreed to reprimand under sections 53 and 64(a) of the *Teachers Act*.
9. In determining that a reprimand is an appropriate consequence, the Commissioner considered the following factors:
 - a. The Teacher failed to model appropriate behaviour expected of an educator.
 - b. The Teacher failed to properly consider the potential impact of his words and actions on the students.
 - c. The Teacher failed to report to School administrators who could have taken action to address the student conduct.
 - d. Students who witnessed the Teacher’s conduct would have been negatively impacted.
 - e. Mitigating factors include the discipline imposed by the District and the fact that the Teacher recognizes that his conduct was inappropriate.

10. The Teacher agreed that he 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.