



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

AND

IN THE MATTER CONCERNING

A TEACHER

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CONSENT RESOLUTION SUMMARY

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. The Teacher held an Interim Professional Certificate of Qualification, No. ██████████. It was issued by the B.C. College of Teachers (the “College”) under the *Teaching Profession Act* on August 16, 2000 and was valid from September 1, 2000 until August 31, 2004.
2. The Teacher holds a valid Professional Certificate of Qualification, No. ██████████. It was issued by the College under the *Teaching Profession Act* on May 26, 2004, is valid from January 1, 2004 and was continued under the *Teachers Act* as of January 9, 2012.
3. At all material times, the Teacher was employed as a high school teacher by a B.C. school district (the “District”) at a District school (the “School”).
4. On August 22, 2019, the District made a report to the Commissioner regarding the Teacher, under section 16 of the *School Act*.
5. The following events occurred in 2018 and 2019 when the Teacher was the head of theatre instruction at the School, running theatre programs for students in Grades 7-12:
 - a. The Teacher yelled and used profanity when addressing students, thereby demeaning them.
 - b. In 2018, when Student A complained about being bullied, the Teacher was dismissive, saying he did not want to be involved in any drama.
 - c. On an overnight trip with theatre students in 2019, Student A grew anxious. Student

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- A told their parent who contacted the Teacher. The Teacher's response was to tell Student A that he never wanted to get a text from their parent again and that they needed to learn to deal with matters on their own.
- d. The School allowed Student B to sit in a part of the theatre when they were feeling anxious. The Teacher told Student B that they needed to put their sadness somewhere else and that he did not like dealing with it.
6. On July 23, 2019, the District issued the Teacher a letter of discipline and suspended him for five days without pay. In addition, the District required the Teacher to successfully complete a boundaries course and to issue an apology to a parent who had made a complaint about his conduct. The District also required the Teacher meet regularly with a member of the School's administration.
 7. The District had previously issued the Teacher a letter of expectation on September 19, 2016. In that letter, the District set out its expectations of the Teacher as follows:
 - a. the Teacher was to always treat his students with dignity and respect in keeping with the District's mission statement and core values; and
 - b. the Teacher was to use instruction, language and humour that is appropriate for children, avoiding sarcasm, questionable language and content of a personal or disrespectful nature.
 8. On [REDACTED], the Teacher entered into a consent resolution agreement with the Commissioner in which he admitted that his conduct described in paragraph 5 above 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.
 9. Under the terms of the consent resolution agreement, the Teacher also agreed to a three-day suspension of his certificate of qualification under sections 53 and 64(b) of the *Teachers Act*.
 10. In determining that a three-day suspension is an appropriate consequence, the Commissioner considered the following factors:
 - a. The Teacher failed to model appropriate behavior.
 - b. The Teacher failed to treat the students with respect.
 - c. Despite being aware that some students had anxiety, the Teacher failed to respond to them in an appropriate manner and caused them additional emotional stress.

- d. The Teacher was previously warned by the District to treat students with dignity and respect.

