



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

AND

IN THE MATTER CONCERNING

A TEACHER



CONSENT RESOLUTION SUMMARY

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 holds a valid Professional Certificate of Qualification.
2. At all material times, the Teacher was employed as a teacher at a high school in B.C. (the “School”).
3. In 2018, a school district (the “District”) made a report to the Commissioner about the Teacher, under section 16 of the *School Act*.
4. The following events occurred in 2017:
 - a. Student A was a Grade 12 student taught by the Teacher at the School.
 - b. The Teacher allowed a relationship to develop with the Student which violated acceptable professional boundaries and left Student A viewing the Teacher as a friend and parental figure.
 - c. Between June 10 and November 2, 2017, the Teacher exchanged 5,455 text messages with Student A which violated acceptable professional boundaries. Of those, 2,496 of the messages were sent by the Teacher. The Teacher’s messages to Student A included the following:



- i. telling Student A that the Teacher loved them;
 - ii. making negative comments about Student A's parents and sibling;
 - iii. using profanity in their communications with Student A;
 - iv. texting Student A over the summer months, on weekends, early in the morning and late at night;
 - v. engaging in negative commentary with Student A about another teacher at the School;
 - vi. discussing Student A's sexuality and sexual orientation;
 - vii. pressuring Student A to allow the Teacher to help them with schoolwork;
 - viii. the Teacher's sharing personal information about their childhood and issues they had with their parents when growing up;
 - ix. telling Student A that they were intelligent and attractive;
 - x. telling Student A that they would "officially" be friends once Student A graduated;
 - xi. telling Student A that the Teacher needed Student A as much as Student A needed the Teacher and
 - xii. telling Student A that they enjoyed spending time with them.
 - d. Student A's mother contacted the Teacher in May, 2017 indicating that she thought it best if Student A stopped texting with them. The Teacher continued to exchange messages with Student A regardless.
 - e. In some of their exchanges, Student A expressed a desire to harm themselves. The Teacher's response was to counsel Student A by text message. This was contrary to the District's critical incident policy which requires teachers who are concerned about self-harm to report the matter to School administrators so that a risk assessment can be done and parents can be notified.
 - f. The Teacher gave Student A gifts.
5. In February 2018, the District issued the Teacher a letter of discipline and suspended them for two months without pay. In addition, the Teacher was transferred to a different school and was required to complete the course *Reinforcing Respectful Boundaries* through the Justice Institute of B.C. The Teacher completed the course in March, 2018.

6. On [REDACTED], the Teacher entered into a consent resolution agreement with the Commissioner in which the Teacher admitted that the conduct described in paragraph 4 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.
7. The Teacher has agreed to 2-month and 2-week suspension of their certificate of qualification under sections 53 and 64(b) of the *Teachers Act*.
8. In determining that a 2-month and 2-week suspension is an appropriate consequence, the Commissioner considered the following factors:
 - a. the Teacher's interactions with Student A demonstrate a pattern of inappropriate behaviour over a period of time;
 - b. the Teacher failed to appreciate the impact of their behaviour on the student and its effect on their future well-being; and
 - c. the Teacher left an impression with the family that they would only engage in limited text or email contact with the student and only in relation to school-related matters.