



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

**AND**

**IN THE MATTER CONCERNING**

**IAN MILLAR WARD**

**CONSENT RESOLUTION AGREEMENT**

**BETWEEN:**

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

**AND:**

IAN MILLAR WARD  
(“Ward”)

**BACKGROUND and FACTS**

1. Ward holds a valid Professional Certificate of Qualification, No. [REDACTED]. It was issued by the Director of Certification (the “Director”) under the *Teachers Act* on February 14, 2017 and is valid from February 14, 2017.
2. At all material times, Ward was employed as a teacher on call (“TOC”) by School District No. 43 (Coquitlam) (the “District”) at a school in the District (the “School”).
3. On November 22, 2018, the District made a report to the Commissioner regarding Ward, under section 16 of the *School Act*.
4. The following events occurred on May 31, 2018, when Ward was a TOC for a Grade 6 class at a District school:
  - a. Ward told two students to stand in the corner, facing the wall, as a strategy to manage student behaviour.

- b. During a fitness break, Ward joined the class in a game of “gaga ball.” Towards the end of the game Ward had caught the ball, and Student A jumped up and knocked it out of Ward’s hands. Ward’s response was aggressive, telling Student A in a loud voice not to do that again, or he would be punished. He made physical contact with Student A with both hands, forcing him towards a wall.
  - c. On the way back to the classroom, Ward approached Student A again, made physical contact with the student and told him: “That was well-deserved. You want to see me get aggressive, I can get aggressive.”
5. On November 22, 2018, the District issued Ward a letter of discipline and suspended him for 10 days without pay. Ward was removed from the TOC list from November 23, 2018 up to and including December 6, 2018. The District also set out its expectations of Ward as follows:
  - a. Ward is to regulate his own emotions and behaviour when interacting with students;
  - b. Ward is to ensure that his interactions with staff, students and parents are professional, civil and courteous;
  - c. Ward is to refrain from employing regressive classroom management techniques such as having students stand in the corner as a response to challenging student behaviour; and
  - d. Ward is to seek assistance from a colleague or school administration if he finds the behaviours of a class or an individual to be challenging or emotionally triggering.
6. On January 31, 2019, the Commissioner considered this matter and determined to propose a consent resolution agreement to Ward, 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. Ward 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. Ward admits that the facts set out in paragraphs 1 to 5 of this Agreement are true.
10. Ward admits that the conduct described in paragraph 4 of this Agreement 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.

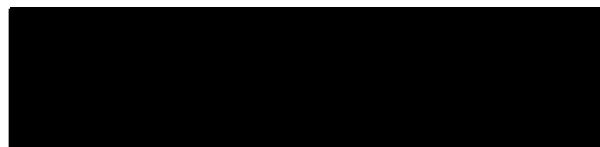
11. Ward agrees to a 2-day retroactive suspension under sections 53 and 64(b) of the *Teachers Act*. The suspension was served on December 5 and 6, 2018.
12. Ward further agrees under sections 64(f) and (h) of the *Teachers Act* that by **September 30, 2019**, (the “Condition Date”):
  - a. He will successfully complete the course *Building Your Communication Toolbox* through the Justice Institute of British Columbia (the “Course”) and provide satisfactory proof of completion to the Commissioner by the Condition Date.
  - b. If Ward 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 Ward 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 to suspend Ward’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 suspension and course requirement are appropriate consequences, the Commissioner considered the following factors:
  - a. Ward engaged in inappropriate physical contact with Student A both during the fitness break and again when returning to the classroom.
  - b. Ward acknowledged that his conduct was inappropriate and could be perceived as aggressive.
  - c. Ward engaged in inappropriate classroom management.
  - d. Ward was suspended by the District for 10 days.
14. Ward 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 will record the terms of this Agreement on the Teacher Regulation Branch’s online registry under section 79(d) of the *Teachers Act*.

16. Ward 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: [www.bcteacherregulation.ca](http://www.bcteacherregulation.ca).
17. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.
18. A breach by Ward of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
19. Ward 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 Ward has admitted to the conduct and matters set out in this Agreement.
20. Ward acknowledges that he has voluntarily entered into this Agreement with the benefit of independent legal advice, and that he fully understands the terms and conditions set out in this Agreement.

Signed in Maple Ridge, B.C.  
this 10<sup>th</sup> day of June, 2019.



Ian Millar Ward

Signed in Vancouver, B.C.  
this 18 day of June, 2019.

  
Howard L. Kushner, Commissioner