



2023

**Annual
Report**

Message from the Chair

Last year, the Board of Directors of the BC Public School Employers' Association (BCPSEA) engaged with boards of education, school districts and sector partners to create a new BCPSEA Strategic Plan 2023 – 2025. There was high participation, resulting in a new Vision, Mission, Values, Goals, and Objectives. We believe that this strategic plan truly reflects our collective work of creating “an inclusive and thriving BC public education sector with a workforce that fosters student success.”

Throughout the 2022–2023 school year, our Board worked hard to guide BCPSEA to implement the new Strategic Plan. Near the end of the school year, we issued our second annual survey of boards of education, school districts and sector associations to hear how we are doing and how we can improve.

This Annual Report presents our Strategic Plan and actions BCPSEA is undertaking to achieve our goals. Results, including the results of our satisfaction survey, are tied to each action item and shared with you in this report.

Thank you for your ongoing support of BCPSEA. As a Board, we are constantly striving to best serve our key stakeholders and member employers – the public boards of education and school districts in British Columbia.

Sincerely,
Alan Chell, Chair, BCPSEA Board of Directors

Message from the CEO

Thank you to all who were involved in helping create BCPSEA's new Strategic Plan. Thank you to those who completed the annual satisfaction survey and to those who are continually engaged in working together for a successful public education system. It is through your involvement and feedback that we are able to constantly improve to best meet your needs.

To implement the Strategic Plan, BCPSEA creates an annual Operational Plan with action items directly tied to the Goals and Objectives within the Strategic Plan. These Operational Plan action items are shared with you through this report, along with our achievements to date and the results we have measured. We did a great deal of work this year and strive for continual improvement.

We look forward to serving you and working together throughout the 2023–2024 school year.

Sincerely,
Bruce L Anderson, CEO, BCPSEA

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2023 - 2025

Strategic Plan

VISION

An inclusive and thriving BC public education sector with a workforce that fosters student success.

MISSION

BCPSEA provides trusted sectoral leadership in labour relations and human resources by working together with school districts, partners and stakeholders to ensure the success of the public education system.

GOALS

- Sectoral Leadership and Service Excellence
- Stakeholder and Partner Relations
- Effective Resource Management and Sustainable Operations
- Diversity, Equity and Inclusion
- Reconciliation

FIVE CORE VALUES

Accountability

We set high standards for ourselves in the conduct of our work and we lead by example in promoting respect, inclusion and integrity.

Service Excellence

We are school district-focused, working to enhance the efficiency, effectiveness, credibility and success of the public education system.

Collaborative Leadership

We lead collaboratively and collegially with school districts, government, partners, stakeholders, and rightsholders to provide high-quality, comprehensive support for BC's boards of education.


Trusted Expertise

We are the leading voice and trusted advisor in providing valuable, reliable, and timely advice on challenges and opportunities in labour relations and human resources.

Adaptability

We are committed to continuous improvement for the current and future human resources needs of school districts. We use best practices and listen to our stakeholders to adapt quickly to evolving circumstances across the sector.

GOAL: Sectoral Leadership and Service Excellence



*Be the leading voice in
the sector by providing
key support, advice,
and professional
learning to school
districts on labour
relations and human
resources services.*

Sectoral Leadership and Service Excellence

OBJECTIVES

RESULTS

A. Effectively lead provincial collective bargaining for the public education sector.

Successfully negotiate a provincial framework agreement with the CUPE K-12 Presidents' Council and Support Staff Unions.

SUCCESSFULLY COMPLETE

98%

Satisfaction with the support staff provincial framework agreement.

Successfully negotiate the provincial collective agreement with the British Columbia Teachers' Federation (BCTF).

SUCCESSFULLY COMPLETE

90%

Satisfaction with provincial teacher bargaining outcomes.

During bargaining, regularly update school districts and boards of education on bargaining progress and anticipated outcomes.

SUCCESSFULLY COMPLETE

90%

Said provincial teacher bargaining communication was sufficient.

94%

Said local teacher bargaining communication was sufficient.

94%

Satisfaction with support staff provincial bargaining communications.

PLEASE NOTE

Percentages presented are from the results of the 2023 Satisfaction Survey that was completed by school district leadership and human resources staff, boards of education, and sector management associations. Overall, 76 respondents completed the survey.

Sectoral Leadership and Service Excellence

OBJECTIVES

Provide clear and timely documentation, training and communication on the implementation of bargaining outcomes.

B. Support local collective bargaining for the public education sector.

Support districts in developing local bargaining plans.

During bargaining, provide districts with strategic advice and timely responses to questions and concerns.

RESULTS

SUCCESSFULLY COMPLETE

- 100% Satisfaction with provincial teacher ratification process.
- 96% Satisfaction with support for salary grid and provincial allowances implementation support.

SUCCESSFULLY COMPLETE

- 88% Satisfaction with review/ approval of local bargaining plans.

SUCCESSFULLY COMPLETE

- 93% Satisfaction with answering questions related to proposals.
- 92% Satisfaction with advice provided during active bargaining.

Sectoral Leadership and Service Excellence

OBJECTIVES

RESULTS

(Continued) During bargaining, provide districts with strategic advice and timely responses to questions and concerns.

95%

Satisfaction with town halls/open forums/virtual updates.

During bargaining, support districts at local tables where needed.

SUCCESSFULLY COMPLETE

93%

Satisfaction with local support staff bargaining support.

C. Increase the connection to school districts by providing transparent and accessible services and engagement opportunities.

Provide District Liaison services.

SUCCESSFULLY COMPLETE

97%

Overall satisfaction rating with District Liaison services.

Provide exempt staff services, including HR advice and compensation support.

SUCCESSFULLY COMPLETE

87%

Overall satisfaction with exempt staff services.

100%

Satisfaction with exempt staff advice.

Sectoral Leadership and Service Excellence

OBJECTIVES

(Continued) Provide exempt staff services, including HR advice and compensation support.

Provide sector initiative services, including EDAS, Make A Future, OHS, and Workplace Wellness.

Host annual Symposium.

Host annual AGM.

Improve understanding of CLASS.

RESULTS

91%

Satisfaction with contract advice.

94%

Satisfaction with approval of compensation terms.

SUCCESSFULLY COMPLETE

88%

Satisfaction with EDAS

82%

Satisfaction with Make A Future

91%

Satisfaction with OHS

85%

Satisfaction with workplace wellness

SUCCESSFULLY COMPLETE

85%

Overall satisfaction rate

SUCCESSFULLY COMPLETE

89%

Overall satisfaction rate

SUCCESSFULLY COMPLETE



Communication plan developed and implemented.

Sectoral Leadership and Service Excellence

OBJECTIVES

(Continued) Improve understanding of CLASS.

RESULTS

91%

Overall satisfaction rating for CLASS

D. Anticipate and be proactive in addressing emerging workforce changes, challenges and needs.

Maintain strong government relationships.

SUCCESSFULLY COMPLETE



Overall, BCPSEA is well informed and involved in government decision making relevant to our work.

Attend BC School Trustees Association, BC School Superintendents Association, BC Association of School Business Officials, and BC Principals' & Vice-Principals' Association events to learn more about challenges and opportunities.

SUCCESSFULLY COMPLETE



Attended 18 sector partner events.

100%

Overall satisfaction rating from management associations.

Sectoral Leadership and Service Excellence

OBJECTIVES

RESULTS

E. Develop a targeted plan to help address challenges of recruitment and retention across school districts that accounts for evolving sector needs.

Review and update candidate information on the Make a Future recruitment portal to ensure that the information is up to date.

SUCCESSFULLY COMPLETE

✓ Completed. Review to be completed not less than annually.

Make a Future to host information sessions with immigrant employment organizations.

PARTIALLY COMPLETE / IN PROGRESS

✓ Hosted immigration seminar for school districts.

Participate in Ministry of Education and Child Care’s broader workforce planning initiatives.

PARTIALLY COMPLETE / IN PROGRESS

✓ Actively participating in broader workforce planning lead by the Ministry of Education and Child Care.

Sectoral Leadership and Service Excellence

OBJECTIVES

Create an incentives working group to plan for providing hiring incentives for the sector, legally and labour relations compliant, in a coordinated provincial-wide strategic manner.

Gather sector information on recruitment challenges.

Implement the Northern Recruitment Pilot Project.

RESULTS

PARTIALLY COMPLETE / IN PROGRESS

✓ Committee has formed and work is in progress.

SUCCESSFULLY COMPLETE

✓ Hosted regional meetings that focused on recruitment challenges and the issues facing school districts.

✓ Shared this information with the Ministry of Education and Child Care to inform their workforce planning.

PARTIALLY COMPLETE / IN PROGRESS

✓ Pilot project has begun

✓ Northern recruitment specialist hired.

✓ Incentives program in place for four school districts.

Sectoral Leadership and Service Excellence

OBJECTIVES

RESULTS

F. Provide leadership on Labour Relations and Human Resources professional development for the public education sector, including DEI, Reconciliation, and anti-racism.

Provide professional development opportunities to school district staff through ONCORE.

SUCCESSFULLY COMPLETE

97%

Overall satisfaction with ONCORE

95%

Satisfaction rating for ONCORE courses from those who attended.

Move five ONCORE trainings to be self-paced online courses.

PARTIALLY COMPLETE / IN PROGRESS



First two courses complete.



On schedule to complete the remaining three by April 2024.

Add a DEI ONCORE course.

SUCCESSFULLY COMPLETE



DEI course added. It was offered twice this school year and 52 people took the course.

100%

Satisfaction with the course.

Sectoral Leadership and Service Excellence

OBJECTIVES

RESULTS

G. Build BCPSEA’s profile through sharing successes and providing clear messaging on BCPSEA’s core services and activities.

Issue quarterly Board highlights bulletins.

SUCCESSFULLY COMPLETE

99%

Overall satisfaction rating for BCPSEA bulletins.

Issue an annual report.

SUCCESSFULLY COMPLETE



This is the first BCPSEA Annual Report.

Increase trust of BCPSEA.

SUCCESSFULLY COMPLETE

75%

Agreement that BCPSEA upholds its Core Value: *Trusted expertise: We are the leading voice and trusted advisor in providing valuable, reliable, and timely advice on challenges and opportunities in labour relations and human resources.*

Sectoral Leadership and Service Excellence

OBJECTIVES

BCPSEA attendance and presentations at sector events.

RESULTS

SUCCESSFULLY COMPLETE




Did 16 presentations at sector events.



Satisfaction with BCPSEA presentations at sector events.

GOAL: Stakeholder and Partner Relations



*Collaborate
meaningfully with
key stakeholders and
partners to support
BC's public school
system and workforce.*

Stakeholder and Partner Relations

OBJECTIVES

RESULTS

A. Develop a shared understanding of BCPSEA’s stakeholders, rightsholders and partners, and identify opportunities to deepen relationships and support stakeholder goals.

Increased understanding of BCPSEA’s mandate.

SUCCESSFULLY COMPLETE

- ✓ Created a handout about BCPSEA and shared broadly across the sector.
- ✓ Presented at BCSTA Academy and new trustee orientations about what BCPSEA does.

Host a series of new trustee orientation sessions in partnership with BCSTA.

SUCCESSFULLY COMPLETE

- ✓ BCPSEA presented several sessions at the BCSTA Academy and at one BCSTA online orientation session. Feedback received was good.

Stakeholder and Partner Relations

OBJECTIVES

Partners, stakeholders and rightsholders feel valued and heard.

RESULTS

SUCCESSFULLY COMPLETE

90%

Satisfaction with action taken by BCPSEA towards Goal: Stakeholder and Partner Relations.

91%

Satisfaction with BCPSEA responsiveness to school district requests.

100%

Attendance from partners invited to BCPSEA meetings/events.

B. Regularly conduct meaningful member consultations to understand core needs and ensure stakeholders are heard and centered as part of BCPSEA's work.

Issue an annual client satisfaction survey, which informs strategic priorities.

SUCCESSFULLY COMPLETE



76 responses from 58 school districts

Survey attendees after events and training sessions.

SUCCESSFULLY COMPLETE



Attendee surveys are distributed after each event and training session.

Stakeholder and Partner Relations

OBJECTIVES

RESULTS

Conduct consultations on specific issues as needed.

SUCCESSFULLY COMPLETE

80%

Rates of participation in surveys and meetings is always more than 80%.

C. Build robust, trusting, and engaged two-way information sharing and collaboration with school districts and boards.

Create and execute an engagement calendar, including hosting a series of regional meetings throughout the school year with school districts and boards, and one-on-one meetings with school districts.

SUCCESSFULLY COMPLETE

82%

Satisfaction with regional meetings.

92%

55/60 school districts attended the spring in-person regional meetings.



CEO had 44 one-on-one meetings with school district leadership.

91%

Satisfaction with BCPSEA responsiveness to school district requests.

Continue communications branding plan that is proactive and clear.

SUCCESSFULLY COMPLETE

99%

Satisfaction with BCPSEA bulletins.

Stakeholder and Partner Relations

OBJECTIVES

RESULTS

D. Build meaningful, robust, trusting, and engaged two-way information sharing and collaboration with government.

Meet regularly with government on a variety of topics.

SUCCESSFULLY COMPLETE



Weekly meetings established with BCPSEA leadership and Ministry of Education and Child Care.



Weekly meetings established with BCPSEA leadership and PSEC Secretariat.

Share all BCPSEA bulletins with Ministry of Education and Child Care and PSEC Secretariat.

SUCCESSFULLY COMPLETE



All bulletins shared with Ministry and PSEC-S.

Stakeholder and Partner Relations

OBJECTIVES

RESULTS

E. Build robust, trusting, and engaged two-way information sharing and collaboration with partners and stakeholders, including unions and employee associations in the public education sector.

Create and execute an engagement calendar, including meeting regularly with partners and stakeholders.

SUCCESSFULLY COMPLETE



Implemented a calendar of partner meetings throughout the year.



Satisfaction with action taken by BCPSEA towards Goal: Stakeholder and Partner Relations.

Meet regularly with unions.

SUCCESSFULLY COMPLETE



Regular meetings scheduled and held.

Share BCPSEA bulletins with partners.

SUCCESSFULLY COMPLETE



All relevant bulletins are shared with BCSTA, BCSSA, BCASBO and BCPVPA.

GOAL: Effective Resource Management and Sustainable Operations

*Maximize efficiency
through accountable
resource management
and sustainable
internal systems.*

Effective Resource Management and Sustainable Operations

OBJECTIVES

RESULTS

A. Implement a planned approach to train, on-board and support BCPSEA staff and board members.

Create and implement a comprehensive on-boarding and training process for new staff and board members.

SUCCESSFULLY COMPLETE



New on-boarding package and process created and implemented.

Create and implement an exit process for staff who are leaving.

SUCCESSFULLY COMPLETE



New process of exit interviews created.

B. Develop effective internal systems and processes and invest in in-house resources, including IT systems.

Complete an IT review and, if approved, implement the resulting plan.

SUCCESSFULLY COMPLETE



IT review completed, plan to move to Office 365 researched and approved.

Maintain IT systems and technologies in a sustainable way.

SUCCESSFULLY COMPLETE



A variety of new IT policies and processes have been created.

Effective Resource Management and Sustainable Operations

OBJECTIVES

Complete a BCPSEA employment and operations policies and procedures review.

Continue to assess efficiencies within CLASS, including in-house counsel.

Adopt a paperless accounting approach to improve efficiency and be environmentally friendly.

EDAS: explore options with the Salus system vendor to enable more robust reporting tools and evaluating cost, practicality and feasibility of potential extensive upgrades to EDAS.

RESULTS

PARTIALLY COMPLETE / IN PROGRESS

90%

Of all Board policies have been updated

75%

Of all internal BCPSEA policies have been updated

PARTIALLY COMPLETE / IN PROGRESS



Second in-house legal counsel position created.

SUCCESSFULLY COMPLETE



New paperless accounting software and process in place.

PARTIALLY COMPLETE / IN PROGRESS



BCPSEA is working with Salus Systems Ltd. to investigate options to enhance data security and overall functionality.

Effective Resource Management and Sustainable Operations

OBJECTIVES

RESULTS

C. Collaborate with government ministries and other partners to increase resources for support to school districts.

Receive additional government funding for French teacher recruitment efforts through Make a Future.

PARTIALLY COMPLETE /
IN PROGRESS



Funding received and a provincial recruitment marketing program is in place.

Partner with BCPVPA to bring leadership training to new/aspiring school district principals and vice-principals.

PARTIALLY COMPLETE /
IN PROGRESS



BCPSEA is actively involved in this project and is creating one learning module.

D. Engage in sound fiscal management to strategically target and allocate resources to maximize benefits to school districts.

Annual balanced budget.

SUCCESSFULLY COMPLETE



Annual balanced budget presented and approved at AGM 2023.

Effective Resource Management and Sustainable Operations

OBJECTIVES

RESULTS

E. Provide professional development to support excellence among BCPSEA staff and board members.

Offer a series of professional learning trainings to all BCPSEA staff that is aimed at supporting strategic plan goals and objectives.

SUCCESSFULLY COMPLETE

- ✓ Hosted a series of staff professional learning sessions throughout the year. Attendance was good. Employee feedback was positive.

Create a BCPSEA staff Community Committee to support occupational health and safety and employee well-being.

SUCCESSFULLY COMPLETE

- ✓ Community Committee created and actively up and running.

Implement an annual BCPSEA employee engagement survey.

SUCCESSFULLY COMPLETE

- ✓ Employee engagement survey was distributed. High completion rate. Results are being analyzed and actioned.

Individual short- and long-term planning for professional development.

SUCCESSFULLY COMPLETE

- ✓ Annual professional learning process created that ties into performance planning and reviews.

GOAL: Diversity, Equity and Inclusion



*Embed DEI
throughout BCPSEA
and champion DEI
initiatives across
school districts.*

Diversity, Equity and Inclusion

OBJECTIVES

RESULTS

A. Develop transparent and clear internal DEI processes for BCPSEA board members and staff.

Embed a DEI lens into the policy and procedure review.

PARTIALLY COMPLETE / IN PROGRESS



A DEI lens has been applied to all updated policies. This work continues.

Implement equitable policies and practices regarding hiring and promotions to support diversity across the organization.

PARTIALLY COMPLETE / IN PROGRESS



The hiring and exiting processes have been updated to include DEI elements. This work continues.

B. Better understand the DEI landscape in BC's school districts.

Seek input from school districts to provide recommendations for potential changes to the employee data collected through EDAS.

SUCCESSFULLY COMPLETE



Working Committee of school district representatives created. The committee met all year and has presented recommendations.

Diversity, Equity and Inclusion

OBJECTIVES

RESULTS

C. Engage in training opportunities as a BCPSEA staff and board, and support training at school districts, around key topics of anti-racism, anti-oppression and more.

Add a DEI ONCORE course.

SUCCESSFULLY COMPLETE



DEI course added. It was offered twice this school year. 52 people took the course.



Satisfaction with the course

Offer training for BCPSEA Board on key DEI topics.

PARTIALLY COMPLETE / IN PROGRESS



Two DEI training sessions with the Board have been completed. This work continues.

Offer a series of trainings for staff about DEI to increased subject matter expertise around key DEI topics.

SUCCESSFULLY COMPLETE



A 5-part DEI deep dive series was conducted. Staff feedback was very positive.

Diversity, Equity and Inclusion

OBJECTIVES

Host a panel at the 2022 BCPSEA Symposium of school districts that are championing DEI work.

RESULTS

SUCCESSFULLY COMPLETE

91%

Of attendees rated the session as good or excellent

D. Engage in deep learning and listening with other organizations that are experts in championing this work and that have implemented best practices.

Gather DEI resources and best practices from other organizations.

PARTIALLY COMPLETE / IN PROGRESS



Benchmarks provided by Elevate Inclusion. This work continues.

GOAL: Reconciliation



*Embed Reconciliation
considerations
throughout BCPSEA.*

OBJECTIVES

RESULTS

A. Develop internal processes around Reconciliation and ensure their successful implementation.

Embed Reconciliation into the BCPSEA policy and procedure review.

PARTIALLY COMPLETE / IN PROGRESS



A Reconciliation lens has been applied to all reviewed policies. A new Indigenous Cultural Leave policy is being created. This work continues.

B. Develop strong relationships with Indigenous partners to advance Reconciliation efforts across the sector.

Work collaboratively with First Nations Education Steering Committee (FNESC) on a variety of topics, including collective bargaining, to create meaningful impact.

PARTIALLY COMPLETE / IN PROGRESS



Collective bargaining team met with FNESC to discuss LOU 15 and LOU 13.

Reconciliation

OBJECTIVES

RESULTS

C. Engage in training opportunities as a BCPSEA staff around key topics of truth, decolonization and Reconciliation.

Offer a series of trainings for BCPSEA staff about truth, Reconciliation and decolonization.

SUCCESSFULLY COMPLETE



Staff have received four training sessions specific to Reconciliation. Feedback has been positive.

Seek out different opportunities for staff to be involved with other organizations that have successfully implemented truth and Reconciliation initiatives.

SUCCESSFULLY COMPLETE



Staff are regularly provided with external professional learning opportunities related to Reconciliation.

D. Implement LOU 13

Implement LOU 13 Re: Committee to Discuss Indigenous Peoples Recognition and Reconciliation.

PARTIALLY COMPLETE / IN PROGRESS



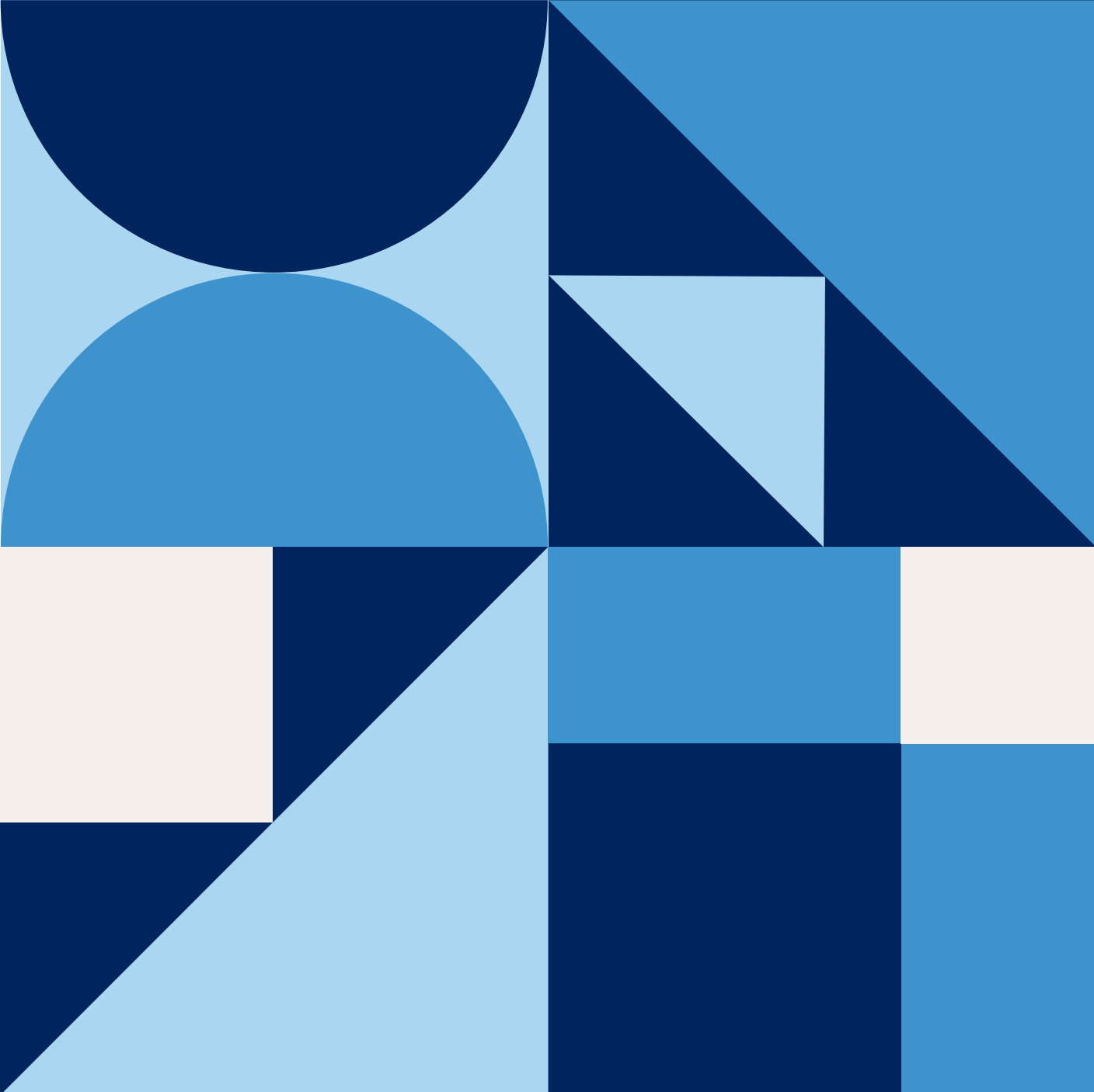
The committee has commenced.

Thank you

Thank you for taking the time to read the 2023 BCPSEA Annual Report. As an organization, we are excited to have a Vision guiding us that reflects the broader purpose of public education in our province. BCPSEA's Board of Directors and staff work hard to uphold our Mission of ensuring that we provide "trusted sectoral leadership in labour relations and human resources by working together with school districts, partners and stakeholders to ensure the success of the public education system."

For the coming 2023-2024 school year, we will build off of the work undertaken last year. We have created our next year's Operational Plan to guide the actions we will take towards our Strategic Plan Goals and Objectives. We will uphold our Five Core Values in everything that we do – Accountability, Service Excellence, Collaborative Leadership, Trusted Expertise, and Adaptability.

BCPSEA is here to support our members, and we work collaboratively with school districts, boards of education, government, and sector associations in doing so. We look forward to working with you all throughout the school year ahead.



BRITISH
COLUMBIA
**PUBLIC
SCHOOL
EMPLOYERS'
ASSOCIATION**

2023 Annual Report

