



FISABC NEWS LETTER



Executive Director's Message

It is hard for me to believe that the Christmas Holiday season is already here. On behalf of the FISA BC Board of Directors and the FISA BC office staff I would like to extend our very best holiday wishes to all our member schools. You play such a vital role in making independent school education the gift it is for an increasing number of BC families.

Since I commenced my role as the Executive Director of FISA BC I have obtained a greater understanding of why independent schools in BC are so successful in serving their students, families and the province of BC. It is through the care, passion, and commitment of so many people who value the diverse educational needs of BC students and families, and the delivery of quality educational choices.

It was a rewarding experience to travel the province during October and early November as part of the Provincial Outreach and Regional Tour. Our Assistant Executive Director, Janet Dhanani, assembled an impressive team of independent school leaders that provided insightful and meaningful professional development to independent school staff members throughout the province. These events were co-sponsored by FISA BC and the Ministry of Education which speaks to the Ministry's commitment to BC independent schools. Thank you Brenda, Darren, Denise and Greg for sharing your expertise and passion for quality learning.

During many evenings throughout my provincial travels I was teamed with the BC Inspector of

Independent Schools, Theo Vandeweg, for presentations to school Board members and school leaders. What an exceptional learning experience that was for me. Theo went out of his way to speak to the new Ministry regulations in an in-depth way, providing rationales and anecdotes that brought clarity to the many issues he addressed. Theo's overriding message was that a well-regulated independent school system makes our schools better and enhances our sector's contribution to the public good.

I was so pleased that this tour also provided me with the opportunity to visit many schools that I can't readily visit due to their distance from the FISA BC office. It is my goal to visit all of the over 300 FISA BC member schools during my tenure as ED. Thank you to all of the schools I have had the pleasure to visit. In all cases the schools and their staff members have been extremely welcoming and eager to share their successes, challenges and provide direction on how FISA BC can best address their needs.

As we approach the new year, we look forward to working with our member schools, our friends in the Ministry of Education and our BC education partners to continue to advocate for and support the wonderful things happening in BC independent schools.

The best of this special season,
Shawn Chisholm

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Board of Directors

FISA BC 2018/2019 Directors

At the November 2018 Annual General Meeting, the Board elected the Executive Officers:

President – Ed Noot, Executive Director, Society of Christian Schools in BC (SCSBC)

Vice President – Elizabeth Moore, Executive Director, Independent Schools Association of BC (ISABC)

Secretary – Arnold Grimm, Director of Accreditation, Association of Waldorf Schools of North America (AMS)

Treasurer – Bev Pulyk, Superintendent, Island Catholic Schools (CISBC)

Ex-Officio – Phil Hills, Executive Director, Association of Christian Schools International, Western Canada (ACSIBC)

The other FISA BC Board of Directors:

ACSIBC Directors

Stuart Morris, Principal, Highroad Academy

Vijay Manuel, Head of School, Mennonite Education Institute

AMS Directors

Amber Papou, Executive Director, SelfDesign Learning Foundation

Rabbi Don Pacht, Principal, Vancouver Hebrew Academy

Kent Dykstra, Principal, Credo Christian High School

Phil Hudema, Superintendent, Seventh-day Adventist Schools in BC

Gabe Linder, Principal, Traditional Learning Academy Online

ISABC Directors

David Burton, Director of Finance, Brentwood College

Maureen Steltman, Head of School, Fraser Academy

CIS Directors

Sandy Marshall, Associate Superintendent, Catholic Independent Schools Vancouver Archdiocese

Art Therrien, Superintendent, Catholic Independent Schools Nelson Diocese

SCSBC Directors

Charles de Jager, Lawyer, De Jager Volkenant & Company

Dave Lowen, Superintendent, Surrey Christian School

The Ministry of Education announces Marnie Mayhew as the new Executive Director for Independent Schools and International Education

Marnie joins the Ministry of Education from the Ministry of Children and Family Development, where she has most recently been leading stakeholder relations, project management and business planning for the Early Years and Inclusion Division, supporting government's commitment to introduce universal child care across the province. Prior to this, Marnie has held leadership positions with the BC Public Service Agency, the Ministry of Justice, the Victoria Police Department, and the City of Victoria.

FISA congratulates Marnie on her new appointment and we look forward to continuing the positive and productive relationship shared between FISA and the Ministry of Education.

New Constitution and Bylaws

To comply with the Societies Act, FISA BC has revised its constitution and bylaws, which have been filed with the registrar of companies. FISA BC is a society consisting of five members: Association of Christian Schools International BC, Associate Member Society of FISABC, Catholic Independent Schools of BC, Independent Schools Association of BC, and Society of Christian Schools in BC. Many thanks to Dave Neufield, Kent Dykstra, Doug Lauson, David Horn and Charles De Jager for their efforts as members of the FISA BC constitution and bylaws committee. Our constitution and bylaws are available for viewing on the FISA BC website www.fisabc.ca under the "Who are we?" tab.

Associate Member Society of FISABC

Congratulations to the directors of the former Associate Member Group on the formation of the Associate Member Society of FISABC (AMS). A letter will be sent to all schools who were members of FISA BC under the now defunct Associate Member Group (AMG), on how to transition their membership to the AMS. FISA BC will continue to offer support to AMS and its member schools through contracted services.

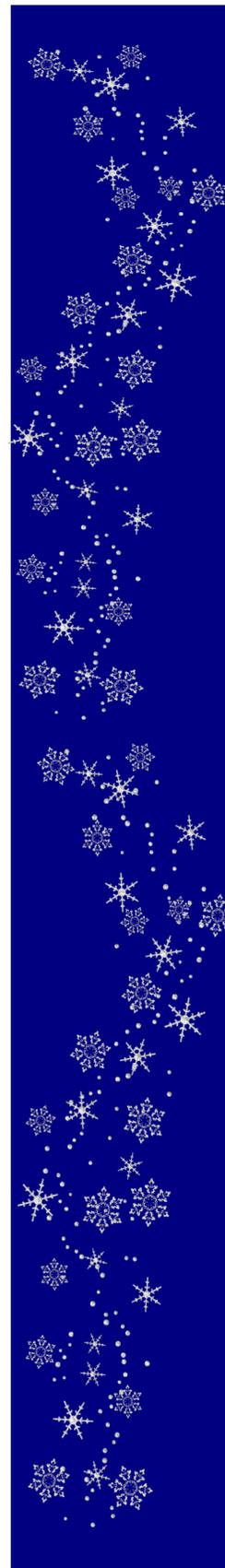
FISA BC Website Refresh



You may have noticed that the FISA BC website www.fisabc.ca has a fresh new look. This is thanks to a team of highly professional and dedicated BCIT students who redesigned our website and updated our data base as part of their applied research project. Working with this team was an extremely enjoyable experience. We are not surprised that they won the Top Project Award at the BCIT end of term celebration.

Make a Future

After several years of advocacy, FISA BC is pleased to announce that independent schools will be able to join the "Make a Future - Careers in BC Education" recruitment initiative. The FISA BC Board of Directors heartily recommends that all member schools take this opportunity to increase their applicant pool and widen their recruitment strategies. Please complete the survey you will receive from Make a Future in order to expedite the on-boarding of independent schools to this well-known and highly successful recruiting platform. For more information, visit www.makeafuture.ca.



ERASE Training

FISA BC thanks the Ministry for supporting six ERASE training sessions for independent school educators: Basic VTRA training in Surrey, Duncan, and Kelowna; and Basic DTA training in Vancouver, Nanaimo, and Kelowna; with a possibility of an additional Basic VTRA training in the Lower Mainland. Independent school personnel are also welcome to attend trainings held in their local school districts. Principals are encouraged to check the FISA BC Pro-D webpage for ERASE updates and registration information

**EXPECT RESPECT &
A SAFE EDUCATION**

POPEY Workshops

POPEY  Provincial Outreach Program
for the Early Years

FISA BC is pleased by the registration response to our first Provincial Outreach Program Early Years (POPEY) Comprehensive Literacy Pro-D on January 14, 2019 at the John Paul II Pastoral Centre, Vancouver. The first batch of 100 spots filled quickly so 30 more spots have been added. Plus, POPEY will hold a repeat performance of this Pro-D on April 29, 2019 in Kelowna. Please see our webpage under Pro-D for more information.

FSA Marking Sessions

This year 108 teachers marked over 2200 FSA booklets as part of the collaborative marking sessions organized by individual schools and member associations. FISA BC expresses its thanks to the Ministry of Education for supporting these marking sessions which teachers find tremendously valuable learning opportunities.

Provincial Outreach & Regional Tour

Nearly 500 educators attended the 3rd annual Provincial Outreach Pro-D held in 10 cities throughout BC. This year's focus was on using the core competencies of creative and critical thinking to enhance learning in the higher grades. FISA BC thanks the team of Denise Larmarche (ISABC), Brenda Ball (ISABC), Darren Spyksma (SCSBC), and Greg Gerber (SCSBC) for their enthusiasm in sharing their knowledge and experience with implementing the new curriculum. We also thank the Ministry of Education for funding this popular program.

In addition, over 300 people attended the evening Regional Tour information sessions with Theo Vandeweg and Shawn Chisholm. Participants expressed appreciation for being able to hear the latest information directly from the Independent School Branch and FISA BC.

White Rock Christian Academy –New Addition

Congratulations to White Rock Christian Academy on the opening of their beautiful new wing and on becoming the first North American Christian Continuum International Baccalaureate (IB) World School.



Awards & Scholarships

Premier's Awards for Excellence in Education

Shawn Chisholm and Elizabeth Moore represented independent schools at the Premier's Award for Excellence in Education held at Government House in October. This will be an annual award recognizing exemplary work in nine categories such as community engagement, technology and innovation, and leadership. Independent schools are encouraged to nominate individuals within your organization for next year's awards.

New applications will be available on the Premier's Awards for Excellence in Education in January 2019 with a submission deadline of March 31, 2019. For more info, [click here](#)



Provincial Scholarship, Bursary, and Award Opportunities

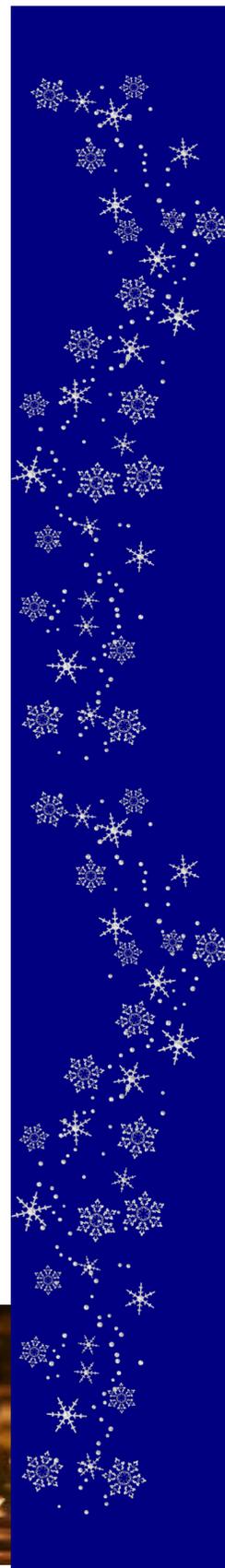
A number of Ministry of Education sponsored award opportunities have submission due dates rapidly approaching. A full list of can be found on the ministry's website, [click here](#)

◆ BC Excellence Scholarship

Secondary schools may nominate one graduating student for this \$5000 award. Applications due Feb. 15, 2019. For more info, [click here](#)

◆ Pathway to Teacher Education Scholarship

Graduating students may apply for this \$5000 scholarship redeemable when they enter an approved K-12 BC Faculty of Education program. Applications due Feb. 15, 2019. For more info, [click here](#)



President's Annual Report for 2017-2018



FISA BC PRESIDENT'S REPORT, November 28, 2018

Education is what remains after one has forgotten what one has learned in school - Albert Einstein

STATISTICS:

The FISA BC member schools have shown increased enrolment over the past year:

| Association | 2016-17 | | | 2017-18 | | |
|-------------|-----------|------------|------------|-----------|------------|------------|
| | # Schools | Enrollment | % of Total | # Schools | Enrollment | % of Total |
| ACSIBC | 28 | 12,536 | 15.7 | 25 | 12,326 | 15.0 |
| AMG | 126 | 19,954 | 24.9 | 135 | 21,054 | 25.6 |
| CISBC | 77 | 22,114 | 27.6 | 77 | 22,162 | 27.0 |
| ISABC | 27 | 13,546 | 17.0 | 27 | 13,800 | 16.8 |
| SCSBC | 40 | 11,898 | 14.9 | 43 | 12,824 | 15.6 |
| Total | 298 | 80,048 | 100 | 307 | 82,166 | 100 |

| | |
|---|----------------------|
| Total number of independent schools in BC | 364 |
| Total number of FISA BC member schools | 307 |
| Total membership enrolment | 82,166 |
| Increase in FISA BC member enrollment | 2,118 |
| Percentage increase FTE | +2.64% |
| Total public school enrolment (Head Count - HC) | 563,247 |
| Total independent school enrolment (HC) | 84,995 |
| Percentage of independent school students - FTE | 15.09% |
| Total independent DL students (HC) | 9,036 |
| Total FTE in public schools | 552,845 |
| Total FTE in independent schools | 82,214 |
| Total FTE | 635,059 |
| Grants for Group 1 & 2 independent schools | \$291,642,716 |
| Special Needs Grant –Group 1, 2, and DL | \$87,149,417 |
| Total funding for independent schools | \$413,753,073 |

FISA membership enrollment increased by 2,118 students (HC) while overall BC independent school enrollment increased by 1,315 students (HC), indicating FISA's representation growth within the independent school sector. Independent Brick and Mortar schools experienced a 1.8% enrollment growth and IDL schools' enrollment grew by 0.6%. Independent schools enroll approximately 15% of BC K – 12 students.



The government increased funding for BC Education from \$5.46 billion to \$5.92 billion. Independent school funding correspondingly increased from 6% to 6.9% of the budget, as independent schools were allocated funds from the Learning Improvement Fund (which were subsequently incorporated into the per student grant). The Provincial Budget provided an increase of \$32.16 million in funding allocation to independent schools, for a total of \$413.75 million for 2017-18.

LEADERSHIP TRANSITION AT FISA BC:

2018 was a year of significant leadership transition at FISA. In November 2017 at our AGM, the directors elected Mr. Ed Noot as President after our Mr. Doug Lauson retired from the Board having served 14 years at President. FISA BC honoured Doug for his years of service at a retirement luncheon on October 25, 2017. The FISA Board expressed deep appreciation for Doug’s visionary and steadfast leadership of FISA. During Doug’s tenure our enrolment continued to grow and our relationship with government was strengthened. Doug earned the respect of both bureaucrats and politicians on both sides of the house and steadfastly advocated for issues related to choice in education and equity in funding. Throughout Doug’s tenure as President FISA increasingly was viewed as an educational stakeholder and was routinely invited to the table to discuss and shape educational policy and direction within BC.

Shortly after our 2017 AGM, our Executive Director, Dr. Peter Froese announced his intention to retire from FISA at the end of the 2017-18 school year. Peter served FISA BC very well over his eight-year tenure as our Executive Director, working closely with the President to meet the goals and objectives of our organization and of our strategic plan. When the property tax exemption for schools was threatened Peter mounted a thoughtful and aggressive defense that ultimately led to protection in legislation being unanimously passed in the Legislative Assembly. This was but one of Peter’s outstanding contributions to the movement of independent schooling in BC. Peter was honoured at a retirement luncheon hosted by FISA on June 20, 2018.

Upon Peter’s retirement announcement the board immediately appointed a search committee that initiated a comprehensive search for a new Executive Director. Mr. Shawn Chisholm was the successful candidate and his appointment was announced to the Board on February 28, 2018. Shawn transitioned into the role during the spring and took on the Executive Director duties full time on August 1st, 2018. Shawn’s previous experience on the FISA board has benefitted him as he transitions into this new role. Welcome Shawn! The community of FISA BC looks forward to your leadership in the years to come.

NEW FISABC MEMBER SCHOOLS:

After a process of consultation, visitation and recommendation, the Board of Directors voted to accept, as members, the following schools:

| | | |
|-----------------------------|---------------------------------|--|
| Canada Star Secondary | Skeetchestn Community School | Royal Bridge High School |
| Dogwood School | St. John’s International School | Canada Royal Arts High School |
| Eaton Arrowsmith White Rock | N’kwala School | Maple Leaf School - KPU |
| Magnussen School | Concordia School | Relevant High School – and – Diamond Elementary |



BOARD OF DIRECTORS:

At the November 2017 AGM, the Board elected the Executive Officers: Ed Noot (SCSBC, President), Elizabeth Moore (ISABC, Vice President), David Neufeld (ACISBC, Treasurer), Bev Pulyk (CIS, Secretary) and Arnold Grimm (AMG, Member-at-large).

There were several changes to the members of the Board: New board members include David Burton (ISABC) who was seated on the board on September 27, 2017, replacing Phil Graham; Shawn Chisholm (CIS) was seated on the board on November 22, 2017, replacing Doug Lauson. Following the AMG elections held in the fall, four new AMG directors were seated on November 22, 2017: Kent Dykstra, Phil Hudema, Gabe Linder, and Amber Papou, replacing Corazon Pabo, Lloyd Robinson, Harry Moes, and a vacancy left by Karen Gledhill's resignation on October 7, 2015.

To the new members, I extend my welcome and invitation to be full participants in the Society's business, and to those who left, my sincere thanks for years of service to the independent schools of BC.

GUESTS ATTENDING BOARD MEETINGS:

October 25, 2017: Dr. Elizabeth Saewyc, Research Director, McCreary Centre Society

November 22, 2017: Patricia Kovacks, Director, Inclusive Education, Learning Division, MoE; Paul Squires, A/Assistant Deputy Minister, MoE; Theo Vandeweg, Inspector; Brian Jonker, Executive Director

January 24, 2018: Scott MacDonald, Deputy Minister; Paul Squires, A/Assistant Deputy Minister; Brian Jonker, Executive Director, ISB and Int'l Education; Theo VandeWeg, Inspector of Independent Schools

April 25, 2018: Matt Carruthers, BC SOGI Education Lead; Sarah Tremblay, Project Coordinator ARC Foundation; Katie Bowkett, Senior Director of LifeSpeak Academy

May 23, 2018: Keith Godin, ADM Governance and Analytics; Theo VandeWeg, Inspector of Independent Schools

MINISTRY OF EDUCATION:

The FISA BC continues to work collaboratively with the Ministry of Education in all aspects from curriculum development to policy and legislative matters. With a new government formed in 2017 FISA BC began working with the new Minister, the Honorable Rob Fleming, new Deputy Minister, Scott MacDonald, and new Assistant Deputy Minister, Paul Squires. Our relationship with government remains positive, constructive and collaborative. FISA BC thanks the Minister, Deputy Minister and the ADM for making time to consult with our board during this past year.

There has also been significant change in the staff at the Ministry of Education with Brian Jonker leaving his role as Executive Director, Independent Schools for a new role in the Ministry of Tourism and Grant Sheppard leaving his role as Acting Executive Director, Independent Schools - also for a role in the Ministry of Tourism. Dave Duerkson has taken on the role of Interim Executive Director, Independent Schools until a new Executive Director is announced by the Ministry. Upon the announcement of new Ministry of Education staff FISA will initiate contact to ensure our working relationships remain strong.

LEGISLATION AFFECTING INDEPENDENT SCHOOLS:

Education Funding Review – The Ministry of Education conducted an Education Funding Review throughout the province. The mandate of this review panel did not include independent school funding, however, any changes to provincial funding could have a collateral effect. As such, FISA did provide a submission to the panel. We are awaiting the outcome of this review process.

Employer Health Tax (EHT) – The February Provincial Budget introduced the EHT with a remuneration exemption of \$500,000 for not-for-profits. FISA submitted a letter to the Minister of Finance requesting a greater exemption for independent schools. The government

announced amendments to the legislation in July that included an increase of the renumeration exemption to \$1,500,000. FISA continues to be in conversation with the Ministry of Finance representatives to address our concerns with the legislation's definition of "qualifying location".

EDUCATION ACROSS BRITISH COLUMBIA

Modernizing Education in BC: FISA BC thanks the government for the \$80K grant to train independent school teachers in the modernized curriculum. We can report that FISA once again planned a successful 10-city educational training 'tour' across the Province where independent school teachers are being trained in the pedagogy of the Modernized curriculum. Over 1,100 teachers from BC independent schools attended this training in 2017 and 2018.

Shoulder Tapper Program: Two independent school educators, Herb Krul and Sean Engbers, are visiting schools across the Province to explain and help introduce programs to support career, skills and technology training. This program was renewed in September 2018 and is modelled on the Shoulder Tapper Program in public schools, but is modified for the eclectic diversity of independent schools.

Provincial Committee Appointments:

Independent School Teaching Certificate Standards Committee (ISTCSC): Shawn Chisholm, Elizabeth Moore, and I represent FISA on this important committee. As the teacher shortage has intensified, this committee has examined ways to streamline applications and to create increased flexibility for subject restricted certificate holders.

BC School Sports: Rick Thiessen (Mennonite Educational Institute) and Tim Martens (Kelowna Christian School) served on the BC School Sports Board of Directors as a representative of independent schools.

Provincial Dogwood District Awards: There were 610 applications submitted from member schools and 426 awards for \$1,250 each

were granted to independent school graduates in Metro Vancouver, Fraser Valley/Interior and Vancouver Island.

PROVINCIAL COMMITTEES:

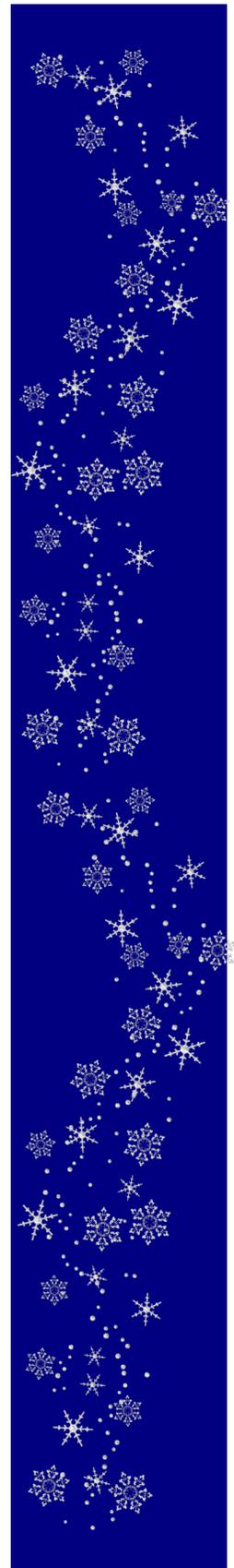
The leadership of the FISABC sits on several provincial councils and committees, assisting with the continued growth and development of the education sector:

Sector Advisory Council (SAC): Ed Noot, FISA BC President and Shawn Chisholm, FISA BC Executive Director serves on SAC. The SAC is an advisory body appointed under section 171 of the School Act. It is intended to advise the Minister of Education and has the objective of providing advice on policy considerations and ensuring sector perspectives are included in Ministry initiatives. The SAC may advise the Minister on overall policies of the education system, including, without limitation in the areas of curriculum and assessment, the teaching profession, system governance and finance.

Leadership Development Working Group (LDWG): Ed Noot, FISA BC President and Shawn Chisholm, FISA BC Executive Director serves on LDWG. The LDWG is a sub-committee of the SAC that has been tasked to develop a framework of leadership for all BC school administrators. This group has published a framework document, which outlines leadership development strategies and has resulted in a grant to FISA BC of \$37,500 for this school year and \$50,000 for 2019 – 2020. In 2017 – 2018 this grant was used to implement three conflict management professional development sessions across the province which were attended by 159 participants.

BC COUNCIL FOR INTERNATIONAL EDUCATION (BCCIE) :

Shawn Chisholm serves on the board of directors of this crown corporation that promotes and supports quality international education for BC public & independent K-12 and post secondary institutions.



THANKS:

The Board of Directors of FISA BC is comprised of 18 elected representatives from the five associations, three each from the Association of Christian Schools International, Catholic Independent Schools of BC, Independent Schools Association of BC, and the Society of Christian Schools of BC. The remaining six seats are from the Associate Member Group. To these board members, I express my sincere thanks for their support and diligence in effective governance and sound decision-making.

To the FISA staff, Executive Director, Shawn Chisholm, Assistant Executive Director, Janet Dhanani, Magda Hogewoning, Executive Assistant and Gina Kim, Office Assistant, I express my sincere gratitude for their hard work in supporting the mission of FISA BC *“to enable parents to exercise the right to choose*

the kind of education that shall be given to their children and to promote the rightful place and responsibility of independent schools within a democratic and pluralistic society”. The day-to-day operations of the FISA office reflect the active living of this mission statement – thank you for your dedication to the students in the independent schools we serve.

Respectfully submitted,



Ed Noot
President

