



Winter 2020: Issue 230

NEWSLETTER



EXECUTIVE DIRECTOR'S MESSAGE

Dear FISA Schools,

With only two more Provincial Outreach events left for this school year I offer my sincere thanks to Dr. Linda O'Neill and the many independent school staff members that attended this year's events. As a provincial organization, FISA was pleased to offer this high quality of professional development (the response from attendees was very positive) in ten regions throughout the province. The focus of this year's Provincial Outreach, Trauma Informed Practice, speaks to what we know as educators and what is supported by research. While content is an important element of learning, engaging all students interpersonally and creating a safe and supportive learning environment increases student learning and increases the efficacy of your teaching.

The Ministry of Education recently released their implementation plans for the funding of public schools. While independent schools were outside the scope of the Provincial Funding Model Review, both the Ministry and FISA are aware of the legislated connections that exist between public and independent school funding. Therefore, FISA will continue to engage with the Ministry to provide an independent school perspective on K-12 funding policies.

FISA is also busy working on plans to support mental health and wellbeing initiatives. Independent schools received a substantial grant from the Ministry of Education and a FISA committee, with representation from each of our 5 associations, has determined how these funds will be allocated to best serve the needs of our schools and the students they serve. You can look forward to more information from FISA on mental health and wellbeing resources and supports in the near future.

FISA continues to advocate and represent independent schools on a variety of provincial committees and the Ministry of Education appreciates the independent school voice at the table. Many thanks to the FISA Board members and the school leaders throughout the province that lend their time and talents to this valuable work.

Best regards,
Shawn Chisholm

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**Federation of
Independent School
Associations in
British Columbia**

PROVINCIAL OUTREACH & REGIONAL TOUR

Thank you to the 545 people who have attended FISA's Provincial Outreach Pro-D on supporting mental health and well-being in school communities with Dr. Linda O'Neill. If you have not yet had a chance to hear Dr. O'Neill, there are still two opportunities available:

- Friday, February 21, 2020 at Unity Christian School, Chilliwack. Register <https://www.eventbrite.ca/e/provincial-outreach-pro-d-2020-chilliwack-registration-72597716725>
- Monday, May 1, 2020 at Mountain Christian School, Dawson Creek. Register <https://www.eventbrite.ca/e/provincial-outreach-pro-d-2020-dawson-creek-registration-74760088437>

You can also access registration for any of the above events on the FISA website: <https://fisabc.ca> under the "Pro D" tab.

This year's Regional Tour was also well received. Theo Vandeweg, Inspector of Independent Schools, and Shawn Chisholm, Executive Director of FISA, addressed regulatory, policy, and advocacy issues. Attendees appreciated hearing the latest information impacting independent schools and having their questions answered.

We recognize that schools set their calendars in advance and appreciate knowing the dates for the Provincial Outreach and Regional Tour by the preceding spring. Therefore, we have begun working on the fall 2020 schedule now. We plan to hold sessions in Prince George, Cranbrook, Smithers, Dawson Creek, Surrey, Kelowna, Vancouver, the Fraser Valley, Nanaimo, and Victoria. If you are interested in hosting a Provincial Outreach/Regional Tour session, please let the FISA office know by email at info@fisabc.ca or phone 604-684-6023. FISA thanks the Ministry of Education for supporting professional development in independent schools by funding these events.

POPEY WORKSHOPS

FISA is once again partnering with the Provincial Outreach Program for the Early Years (POPEY) to provide an amazing professional development opportunity for teachers of students in grades K-3. This year's focus is on "Feedback for Literacy Learning: Effective Assessment Practices for K-3 Literacy Instruction." There are four opportunities to attend:

- Monday, April 6 - Vancouver - <https://www.eventbrite.ca/e/popey-workshop-vancouver-feedback-for-literacy-learning-k-3-tickets-91693907947>
- Friday, April 17 - Kelowna - <https://www.eventbrite.ca/e/popey-workshop-kelowna-feedback-for-literacy-learning-k-3-tickets-91711378201>
- Monday, May 4 - Surrey - <https://www.eventbrite.ca/e/popey-workshop-surrey-feedback-for-literacy-learning-k-3-tickets-91712537669>
- Tuesday, May 19 - Duncan - <https://www.eventbrite.ca/e/popey-workshop-duncan-feedback-for-literacy-learning-k-3-tickets-91713472465>

You can also access registration for any of the above events on the FISA website: <https://fisabc.ca> under the "Pro D" tab.



POPEY
Provincial Outreach Program for the Early Years
www.popey.ca

Feedback for Literacy Learning

Effective Assessment Practices for K-3 Literacy Instruction

How can we tell if students are learning what we want them to know, understand and do?

In this workshop, we'll reflect, discuss, and collaborate – as we deepen our understanding about how effective assessments for K-3 literacy can help to improve student learning.

Explore how to use information gathered from conversations, observations, and student self-assessments to drive literacy instruction forward and to make learning visible for primary students.

We will focus on:

- using multiple means to gain insight into student strengths, interests & needs
- considerations for meeting students where they're at – to move them forward
- using formative assessment to track literacy development
 - ▶ including using brain-compatible strategies

All POPEY workshops include a combination of hands-on activities, modelling and direct teaching, connections, teamwork, reflections, videos, and Fun!

ERASE TRAININGS

Due to a variety of factors, there has been a scarcity of ERASE training sessions offered this year on Vancouver Island. To help alleviate the pressure faced by independent schools in need of training, FISA is pleased to announce that we will be hosting two upcoming ERASE training sessions in the Victoria area.

- March 2-3, 2020 Basic VTRA (formerly Level 2) Shawnigan Lake. St. John's Academy, 2371 Shawnigan Lake Road, Shawnigan Lake. Registration 8:30 a.m. Event 9:00 a.m. – 4:00 p.m. Register <https://event-wizard.com/BasicVTRAFISAShawniganLake2020/0/register/>
- March 9, 2020 Basic DTA (formerly Level 1b) Victoria. St. Michaels University School, 3400 Richmond Road, Victoria (Senior School campus). Registration 8:30 a.m. Event 9:00 a.m. – 4:00 p.m. Register <https://event-wizard.com/BasicDTAFISAVictoria2020/0/register/>

You can also access registration for any of the above events on the FISA website: <https://fisabc.ca> under the "Pro D" tab.

Since 2012, the Ministry of Education has invested heavily in the ERASE program, which is intended to assist schools in being prepared to take a proactive stance when faced with students engaged in worrisome behaviour. The goal is to fill each training session to capacity in order to have as many people trained as possible and to be cost effective. Recently, the Ministry expressed concern regarding the number of educators from independent schools who register for ERASE training sessions but fail to attend. While we recognize that unexpected circumstances can arise, we ask that you do everything possible to honour your commitment. FISA's policy is to assess a \$50 "no show/late cancellation" fee for registrants who do not attend or provide less than seven days' notice of cancellation for events that we host. Most districts do not currently have a similar policy as many of the registrants for training sessions are from their own district and they would in essence be billing themselves. Please do not misconstrue the absence of a "no-show" fee as permission to not attend a training you signed up for. At a minimum provide as much notice as possible if you are unable to attend. If you need to cancel your ERASE registration, you may do so through the link provided in the confirmation email or by contacting the event organizer listed on the FISA webpage here <https://fisabc.ca/professional-learning/erase/>

erase | EXPECT RESPECT & A SAFE EDUCATION

MAKE A FUTURE – MAKING THE RIGHT HIRE WORKSHOP

Make a Future is hosting a special workshop for independent schools on how to "make the right hire." Topics covered will include recruitment advertising, employer branding, selection criteria and interview questions, and the reference checking process. Attendees will gain valuable information and understand the actions to take in order to ensure that new hires are a good fit for the school community. This event is open to all independent schools regardless of whether they have signed up for Make a Future services. The workshop will take place on March 11, 2020 at the Make a Future office located at 300-2889 East 12th Avenue, Vancouver. For more information and to register visit <https://www.eventbrite.ca/e/making-the-right-hire-a-comprehensive-approach-to-recruitment-selection-tickets-93588304137?aff=fisamembers>.

Make a Future  CAREERS IN BC EDUCATION

CAREER DEVELOPMENT "SHOULDER TAPPERS" SUPPORT

Herb Krul and Sean Engbers have once again been seconded by the Ministry of Education to serve as "Shoulder Tappers" in supporting trades, technical and professional career training in independent schools. Herb and Sean can offer practical assistance in establishing or advancing programs such as Work Experience and Youth Explore Trade Skills. They are also available to work with schools in enriching the work experience component of the Career Life Education curriculum. Sean can be reached at sengbers@surreychristian.com or 604-807-2073 and Herb can be reached at hkrul@timothychristian.ca or 604-316-6128. FISA encourages schools to take advantage of this free service.

CONSOLIDATED MSP BILLING FOR INTERNATIONAL STUDENTS

As a follow up to a request from FISA to allow independent schools access to consolidated/group billing for international student MSP fees, the government has established a website to facilitate this: "How to Set up Health Fee Group Billing": <https://www2.gov.bc.ca/gov/content/governments/about-the-bc-government/strategic-partnerships/revenue-services-of-british-columbia/how-to-pay/health-fee-group-invoices>.

Enrolment in group MSP billing is optional. Each school that enrolls international students should determine whether or not it makes sense for their school to participate. FISA thanks the Ministry of Education, Ministry of Health and Revenue Services BC for providing access for group billing and for creating a webpage to assist those schools wanting to pursue this opportunity.

PREMIER'S AWARDS FOR EXCELLENCE IN EDUCATION NOMINATIONS

FISA is well aware that BC independent schools are filled with exemplary educator's who are a credit to their profession. Therefore, we encourage school communities to nominate their most extraordinary teachers, administrators, and teaching assistants for the "Premier's Awards for Excellence in Education." There are 10 award categories to choose from:

- Community Engagement
- District Leadership
- Extracurricular Leadership
- Indigenous Education
- Outstanding New Teacher
- Outstanding Support – School Community
- Outstanding Support – Teaching Assistant
- Outstanding Team Collaboration
- School Leadership
- Social Equity and Diversity



Nominations may be made by administrators, colleagues, parents, or community members. For more information and to nominate a person visit <https://www2.gov.bc.ca/gov/content/education-training/k-12/teach/excellence-in-education/how-to-nominate>. The nomination deadline is April 30, 2020.

LEARNING IN FRENCH TOGETHER

B.C.'s Stakeholder Advisory Committee for French Education has created a website, Learning in French Together <https://mytrainingbc.ca/LIFT/EN/index.html#programs>. This site highlights BC's French programs and how they are designed to include all students. FISA thanks Cynthia McCarthy of Langley Christian School, for serving as the independent school representative on this committee.

DISTRICT/AUTHORITY SCHOLARSHIPS

Each spring, a FISA committee administers the District/Authority Awards (DAS) on behalf of the Ministry of Education for students enrolled in independent schools. For the 2019/2020 school year, over 400 awards of \$1250 each will be distributed. Although the application appears lengthy, this is due to the explanations of the individual criteria for the nearly 50 eligible specialty areas. Application due dates vary by geographical region: Vancouver Island due date is February 27, 2020, Vancouver region due date is March 13, 2020, Fraser Valley and Interior due date is May 1, 2020. Students enrolled in distributed learning schools, with an iDL school as their school of record, should apply in the region where the student resides. DAS applications are found on the FISA website: <https://fisabc.ca> under the "Services – Scholarships/Awards" tab.

COAST CAPITAL SAVINGS EDUCATION AWARDS

FISA manages the Coast Capital Savings Education Awards for independent schools. For 2019/2020 three awards of \$3,500 each will be distributed to students graduating from independent schools located in Metro Vancouver, Fraser Valley, mid and southern Vancouver Island and Kelowna. Application forms will be available March 1st on the FISA website: <https://fisabc.ca> under the "Services – Scholarships/Awards" tab. The applications deadline is April 10, 2020.

**FISA BC PRESIDENT'S REPORT
NOVEMBER 27, 2019**

*Democracy cannot succeed unless those who express their choice are prepared to choose wisely.
The real safeguard of democracy, therefore, is education."
– Franklin D. Roosevelt*

STATISTICS:

The FISA BC member schools have shown an increase in enrolment over the past year:

| Association | 2017-18 | | | 2018-19 | | |
|--------------|------------|---------------|------------|------------|---------------|------------|
| | # Schools | Enrollment | % of Total | # Schools | Enrollment | % of Total |
| ACSIBC | 25 | 12,326 | 15.0 | 24 | 12,289 | 14.7 |
| AMG | 135 | 21,054 | 25.6 | 144 | 21,439 | 25.6 |
| CISBC | 77 | 22,162 | 27.0 | 77 | 22,121 | 26.5 |
| ISABC | 27 | 13800 | 16.8 | 29 | 14,175 | 17.0 |
| SCSBC | 43 | 12,824 | 15.6 | 45 | 13,578 | 16.2 |
| Total | 307 | 82,166 | 100 | 319 | 83,602 | 100 |

| | |
|--|----------------|
| Total number of independent schools in BC | 364 |
| Total number of FISA BC member schools | 319 |
| Total membership enrolment | 83,602 |
| Increase in FISA BC member enrollment | 1,436 |
| Percentage increase FTE | +1.75 |
| Total public school enrolment (Head Count - HC) | 563,247 |
| Total independent school enrolment (HC) | 84,995 |
| Percentage of independent school students - FTE | 13.1% |
| Total independent DL students (HC) | 9,036 |

FISA BC membership enrollment increased by 1,436 students (HC) while overall BC independent school enrollment increased by 1,085 students (HC), indicating FISA BC's representation growth within the independent school sector. Independent Brick and Mortar schools experienced a 1.5% enrollment growth and IDL schools' enrollment grew by 2.4%. Independent schools enroll approximately 13.1% of BC's K-12 students.

FISA BC STAFF:

Shawn Chisholm assumed the role of FISA BC Executive Director on August 1, 2018 and recently completed his first year in that position. Shawn continues to build relationships with the FISA BC member schools, the Ministry of Education staff and the provincial education partners, while also gaining knowledge and experiences that will help to better serve independent schools in BC.

Janet Dhanani continues to provide leadership support to FISA BC as the Assistant Executive Director. Janet played an important role in the development of AMS as a more cohesive association and skillfully organizes many of the FISA BC facilitated Pro D initiatives.

Marina Cholakian commenced her role as Executive Assistant on April 29, 2019. Marina provides valued support for the executive staff, our member schools and has been a great addition to the FISA BC office team.

Patricia MacDonald served the FISA BC office for several months and her contributions were greatly appreciated. FISA BC will look to hire an additional staff member in the new year, in consultation with the FISA BC President. In the interim, Magda Hogewoning has graciously agreed to put her retirement on hold and provide FISA BC with her vast experience, expertise and support.

BOARD OF DIRECTORS:

After the November 2018 AGM, the Board elected the Executive Officers: Ed Noot (SCSBC, President), Elizabeth Moore (ISABC, Vice President), Bev Pulyk (CISBC, Treasurer), Arnold Grimm (AMS, Secretary) and Phil Hills (ACSIBC, Member-at-Large).

There were several changes to the members of the Board: New board members include Art Therrien (CIS) and Vijay Manuel (ACSIBC) who were seated on the board on September 26, 2018, replacing Shawn Chisholm (CIS) and Dave Neufeld (ACSIBC) respectively. Kelly Chow (ISABC) was seated on the board on February 27, 2019 replacing David Burton (ISABC). Diana Chalmers (AMS) was seated on the board on November 27, 2019 replacing Arnold Grimm (AMS). 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.

Arnold Grimm resigned from the board for health reasons in June 2019 leaving a vacancy among the AMS directors. Regretfully, Arnold passed away on September 10, 2019. A donation of \$200 was made to the Squamish Hospice Society in his memory later that month. Our organization also grieved the loss of two FISA BC pioneers, Gerry Ensing and Fred Herfst. Both of these gentlemen shared a passion for safeguarding and promoting choice in BC education and we are forever grateful for the foundation they established for FISA BC and independent education in BC.

GUESTS ATTENDING BOARD MEETINGS:

- September 26, 2018: Howard Kushner, Commissioner for Teacher Regulation; Wilma Clarke, TRB Executive Director; Alexandra (Sandy) Gillis, TRB Director of Certification; Shawn McMullin, Director of Professional Excellence and Outreach; Paul Squires, Assistant Deputy Minister; Grant Sheppard, Acting Executive Director Independent Schools and International Education
- October 24, 2018: Janet Stewart, Chief Operating Officer BC Public Schools Employer Association (BCPSEA); Andrew Jang, Business Development Officer BCPSEA
- November 28, 2018: Theo VandeWeg, Inspector of Independent Schools; Dave Duerkson, A/Executive Director, Independent Schools and International Education; Paul Squires, Assistant Deputy Minister
- January 23, 2019: Reg Bawa, Assistant Deputy Minister MoE; Kim Horn, Executive Director, Funding and Financial Accountability, MoE; Shelaina Postings, Executive Director of Workforce, MoE; Marnie Mayhew, Executive Director of Independent Schools and International Education, MoE; Paul Squires, Assistant Deputy Minister
- April 24, 2019: Theo Vandeweg, Inspector of Independent Schools; Marnie Mayhew, Executive Director of Independent Schools and International Education

MINISTRY OF EDUCATION:

FISA continues to work collaboratively with the Ministry of Education in all aspects from curriculum development to policy and legislative matters. As required we communicate directly with the Minister of Education, the Honorable Rob Fleming, Deputy Minister, Scott MacDonald, and the new Assistant Deputy Minister assigned to independent schools, Keith Godin. 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 Marnie Mayhew taking on the role of Executive Director, Independent Schools and International Education in December 2018. After a brief stint in the Ministry of Tourism, Grant Sheppard has returned to the Ministry of Education as the Deputy Inspector of Independent Schools, assisting Theo Vandeweg in his position as Inspector of Independent Schools.

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 BC did provide a submission to the panel. We are awaiting the outcome of this review process.

EDUCATION IN INDEPENDENT SCHOOLS ACROSS BRITISH COLUMBIA

- Mental Health and Wellbeing: FISA BC thanks the government for the funding support for this year's Provincial Outreach. In partnership with Dr. Linda O'Neill FISA BC once again is in the midst of a successful 10-city 'tour' across the Province where independent school teachers are engaging in mental health and trauma informed classroom professional development. FISA BC also thanks the BC Ministry of Education and the federal government for the Early Action Initiative grant. FISA BC received \$175,000 which was used in part to create a new website, <https://www.wellbeingbc.ca/>, which showcases strategies schools can use to support mental health and wellbeing in students and staff.
- 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 October 2019 and is modelled on the Shoulder Tapper Program in public schools, but is modified for the eclectic diversity of independent schools.
- Make a Future: FISA BC successfully negotiated with the BC Public School Employers' Association (BCPSEA) to allow independent schools to utilize the services of Make a Future (MaF). To date, over 150 independent schools have enrolled in MaF.
- ERASE Training: FISA BC continues to assist independent schools in accessing ERASE training. 2018-2019 was a record-breaking year with FISA hosting 10 sessions in a variety of locations, up from the usual offering of 4-6 sessions.
- Independent School Teaching Certificate Standards Committee (ISTCSC): Elizabeth Moore, Dave Loewen and Lesya Balsevich represent FISA BC on this important committee. As the teacher shortage has intensified, this committee will play an important role in addressing the certification challenges facing independent schools.
- Provincial DAS Awards 2018-19: There were 671 applications submitted from member schools and 430 awards for \$1,250 each were granted to independent school graduates in Metro Vancouver, Fraser Valley/Interior and Vancouver Island.

FISA BC ACTIVITIES:

The FISA BC Board continues to work at matters concerning effective and efficient operation of the Federation including developing and submitting various briefs to government that seek changes to existing protocols affecting independent schools, such as:

- Letter to the Minister of Education requesting independent schools gain access to the Employee Health Tax (EHT) supplemental grant identified in the 2019 Provincial budget.
- Two reports to the Ministry of Education outlining FISA BC's response to the 22 recommendations for public school funding.

PROVINCIAL COMMITTEES:

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

- Sector Advisory Council (SAC): The SAC is an advisory body appointed under section 171 of the School Act. Ed Noot and Shawn Chisholm serve on this committee. The Council advises the Minister of Education and has as its objective the providing of 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): The LDWG is a sub-committee of the SAC that has been tasked to develop a framework of leadership for all BC school administrators. Elizabeth Moore and Shawn Chisholm serve on this committee. The LDWG has published a framework document, which outlines leadership development strategies and has resulted in a grant to FISA BC of \$37,500 for 2018-2019 and \$50,000 for 2019 – 2020. This grant is distributed equally among the five FISA BC associations to support their leadership development initiatives.
- SOGI Collaborative: The Collaborative brings together representatives from each of the BC education partner groups to provide direction to BC schools on inclusive education. Shawn Chisholm and Ed Noot advocate for the uniqueness and diversity of independent schools while promoting their commitment to ensuring safe school environments for all BC students.
- BC Council for International Education (BCCIE): The BCCIE is a provincial Crown Corporation that supports the internationalization efforts of BC's public and independent educational institutions. Shawn Chisholm, FISA BC's Executive Director, serves as a BCCIE director and is Chair of the Finance and HR Committee.

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 (ACSIBC), Catholic Independent Schools of BC (CISBC), Independent Schools Association of BC (ISABC), and the Society of Christian Schools of BC (SCSBC). The remaining six seats are from the Associate Member Society (AMS). To these board members, I express my sincere thanks for their support and diligence in effective governance and sound decision-making.

To the FISA BC staff, Executive Director, Shawn Chisholm, Assistant Executive Director, Janet Dhanani, Executive Assistant, Magda Hogewoning, and Executive Assistant, Marina Cholakian, 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 BC 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