

**New 2026  
Location:  
UBCO  
July 2, 3 & 4**



**REGISTER NOW**



## 2026 Theme

# Compassionate Systems Through the Lens of the BCPVPA Leadership Competencies

Foundations for New School Leaders will immerse educational leaders in the [BCPVPA Leadership Competencies: Being in the Canoe](#), where leadership is understood as relational, contextual, and evolving.

Participants will explore the competencies through [Compassionate Systems Leadership](#) practices, building the inner, relational, and systems capacities required to lead in complex educational environments.

### DAY 1: Thursday July 2 - Seeing the System and Knowing Ourselves

The first day focuses on the inner work of leadership — developing the awareness and perspective needed to lead in complex systems.

With keynote speaker **Dr. Peter Senge**, participants will explore how systems thinking can help leaders understand the patterns, relationships, and mental models that shape our schools.

Through dialogue and reflective practices, participants will examine the values and assumptions that guide their leadership and consider how their actions contribute to the well-being and future of all learners.

#### Competencies explored:

- Stewardship for the Future of All Children
- Fostering a Culture of Curiosity and Inquiry

*Participants will begin building a shared understanding of leadership as an ongoing practice of inquiry, humility, and responsibility.*

### DAY 2: Friday July 3 - Leading With and Through Others

The second day focuses on the relational dimensions of leadership.

School leadership is collective work. Principals and Vice-Principals create the conditions in which teachers, staff, and students can grow, contribute, and lead together.

Through collaborative learning structures and dialogue processes, participants will explore how to cultivate professional cultures that support curiosity, distributed leadership, and collective learning.

#### Competency explored:

- Growing the Capacity of Self and Others

*Participants will reflect on how leaders foster trust, support professional growth, and create environments where diverse perspectives strengthen decision-making and innovation.*

### DAY 3: Saturday July 4 - Acting Within the System

The third day explores the role of the school leader as a bridge between system priorities and daily school practice.

School leaders operate at the intersection of policy, community, and student experience. They must interpret provincial and district priorities while responding thoughtfully to the unique context of their school communities.

Through systems thinking tools and case-based dialogue, participants will explore how leaders navigate complexity, align resources with priorities, and make decisions that honour both system commitments and community needs.

#### Competencies explored:

- Contextual Literacy and Agency
- Bridging Policy and Practice

*Participants will leave with a deeper understanding of how leadership decisions ripple outward through the systems in which schools are embedded.*

#### Dr. Peter Senge

*will lead a session  
at Foundations on  
Thursday July 2.*

*Dr. Senge has been at the forefront of organizational learning since publishing his classic text *The Fifth Discipline* in 1990, which provided theories and methods to foster aspiration, develop reflective conversation, and understand complexity in service of shaping learning-oriented organization cultures.*



*Starting with the creation of SoL (the Society of Organizational Learning) in 1997, Dr. Senge has focused on developing learning communities within and especially among organizations, as a way to bring about deep change that individual organizations are unable to achieve working alone.*

We welcome all BCPVPA members and friends to join us: Vice-Principals and Principals in their first two to five years of leadership will greatly benefit from these sessions!



# BC Practitioner Team



The **Foundations for New School Leaders** program is being co-facilitated by a team of British Columbia educators who are part of the Compassionate Systems Leadership (CSL) community of practice.

This group of practitioners has been working across school districts, communities, and provincial initiatives to bring the practices of Compassionate Systems Leadership into the daily work of education. Their work is aligned with the BC Mental Health in Schools Strategy and supports leaders in cultivating learning environments that strengthen well-being, relationships, and systems awareness.

Compassionate Systems Leadership integrates three essential capacities for leaders working in complex systems:

- Inner awareness — developing the self-awareness and emotional grounding needed to lead with clarity and presence
- Relational leadership — fostering trust, deep listening, and generative dialogue within teams and communities
- Systems thinking — understanding patterns, structures, and mental models that shape outcomes in complex systems

The BC CSL practitioner team brings extensive experience facilitating reflective dialogue, systems thinking tools, and collaborative learning structures that help leaders make sense of complex challenges together.

Throughout the three days, this team will guide participants through experiential learning processes that support both personal insight and collective problem solving, helping school leaders explore how the principles of Compassionate Systems Leadership can strengthen their practice in schools and communities across British Columbia.

## PROGRAM REGISTRATION

**BCPVPA Members \$1,149.00 +GST**

**Non-Members \$1,549.00 +GST**

**REGISTER NOW**

### IMPORTANT: Cancellations and Refunds Policy.

If you need to cancel your registration the BCPVPA refund policy is:

30 days notice, 100%      15-29 days notice, 50%

Less than 15 days notice, no refund

Questions? Please contact: [pldinfo@bcpvpa.bc.ca](mailto:pldinfo@bcpvpa.bc.ca)

## TRAVEL and ACCOMMODATIONS

**The 2026 Foundations for New School Leaders takes place at the UBC Okanagan campus in Kelowna.**

The registration fee is inclusive of the Foundations learning sessions Thursday to Saturday, breakfast and lunch on Thursday and Friday, breakfast on Saturday, and coffee and tea service each day.

**Program participants are responsible for their travel and accommodation arrangements and payment.**

### UBCO

Book at this link

The BCPVPA has secured a block of rooms and dorm style accommodation at special rates for a limited time.

Nechako: Single Rooms, double bed & bathroom \$165 + taxes  
Purcell: Dorm Rooms, single bed, two rooms share bathroom  
\$105 + taxes

### SHERATON

Book at this link

Alternate accommodations for those who prefer to stay in a hotel can be booked at the Sheraton Four Points for \$239/night.  
20 minute walk or 2 minute drive/taxi to UBCO.

## Three Days of Leadership Learning

The Foundations program brings together new school leaders from across BC to explore the **BCPVPA Leadership Competencies: Being in the Canoe** through the practices of Compassionate Systems Leadership.

The competencies describe leadership not as a checklist of skills, but as a journey of learning, reflection, and relationship. School leaders navigate complex waters alongside teachers, students, families, and communities — adapting, learning, and growing together.

Across three days, participants will explore leadership as both a personal practice and a collective responsibility.

<p><b>DAY 1: Thursday July 2</b></p> <p>7:30 am breakfast 8:00 am session start 3:30 pm session end</p>	<p><b>DAY 2: Friday July 3</b></p> <p>7:30 am breakfast 8:00 am session start 3:30 pm session end</p>	<p><b>DAY 3: Saturday July 4</b></p> <p>7:30 am breakfast 8:00 am session start 3:30 pm session end</p>
<p><b>Essential Question</b> <i>How do who we are as leaders shape the systems we create for students?</i></p>	<p><b>Essential Question</b> <i>How do leaders create the conditions for others to lead</i></p>	<p><b>Essential Question</b> <i>How do leaders create the conditions for others to lead?</i></p>
<p><b>Being the Leader: Self, Values, and Systems Awareness</b></p> <p><i>Keynote: Peter Senge - Understanding leadership as a systemic, relational practice</i></p> <p><b>Learning Intentions</b></p> <ul style="list-style-type: none"> <li>• Explore leadership identity and values</li> <li>• Understand schools as complex systems</li> <li>• Examine mental models shaping leadership decisions</li> <li>• Develop awareness of the relational field of leadership</li> <li>• Understand stewardship as responsibility for future generations</li> </ul>	<p><b>Leading Learning and Collective Capacity</b></p> <p><b>Learning Intentions</b></p> <ul style="list-style-type: none"> <li>• Understand leadership as collective work</li> <li>• Practice distributed leadership approaches</li> <li>• Explore professional learning cultures</li> <li>• Develop strategies to build leadership capacity in others</li> <li>• Understand change leadership in schools</li> </ul>	<p><b>Leading in Complexity: Systems, Context and Action</b></p> <p><b>Learning Intentions</b></p> <ul style="list-style-type: none"> <li>• Understand the policy landscape of BC education</li> <li>• Explore the role of the Principal as system interpreter</li> <li>• Apply systems thinking to real leadership challenges</li> <li>• Navigate tensions between policy, community, and practice</li> <li>• Make strategic decisions grounded in values and evidence</li> </ul>