



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

**AND**

**IN THE MATTER CONCERNING**

**GLEN ALLEN HAMLLEN**



**CONSENT RESOLUTION AGREEMENT**

**BETWEEN:**

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

**AND:**

GLEN ALLEN HAMLLEN  
(“Hamlen”)

**BACKGROUND and FACTS**

1. Hamlen holds a valid Professional Certificate of, No. [REDACTED]. It was issued by the B.C. College of Teachers under the *Teaching Profession Act* on October 5, 2005, is valid from September 1, 2005 and continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Hamlen was employed as a high school teacher by School District No. 39 (Vancouver) (the “District”) at a District school (the “School”).
3. On May 11, 2016, the District made a report to the Commissioner regarding Hamlen, under section 16(3) of the *School Act*.
4. The following events occurred on October 30, 2015:
  - a. Three students in Hamlen’s Grade 8 math class forgot their textbooks.
  - b. Hamlen informed the students that there were repercussions to forgetting their

textbooks, and that they would have to perform “I’m a Little Teapot” in front of the class.

- c. Hamlen led the students through a rehearsal of the song, after which he turned to the rest of the class and said “cameras ready and...action!” at which point the students had to perform the song again. Hamlen was aware that some students in the class were recording this incident on their phones.
  - d. Videos of the three students performing “I’m a Little Teapot” were shared by some of their classmates on social media, to the embarrassment of the students involved.
5. On May 9, 2016, the District issued Hamlen a letter of discipline, and suspended him for one day without pay. Hamlen served this suspension on May 24, 2016.
  6. The District had previously issued Hamlen a letter of discipline on May 6, 2015. In that letter, the District reminded Hamlen that it is inappropriate to use profanity in front of students or other staff when either speaking to students, about them, or about their behaviour. He was also reminded that it was not acceptable to physically handle students at any time.
  7. On June 21, 2016 the Commissioner considered this matter and determined to propose a consent resolution agreement to Hamlen, in accordance with section 53(1)(a) of the *Teachers Act*.

## **DISPOSITION**

8. This Agreement is made under section 53 of the *Teachers Act*.
9. Hamlen 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”).
10. Hamlen admits that the facts set out in paragraphs 1 to 6 of this Agreement are true.
11. Hamlen 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.
12. Hamlen agrees to a reprimand under sections 53 and 64(a) of the *Teachers Act*. The reprimand will take effect on the first business day following the Effective Date.

13. Hamlen further agrees under section 64(f) of the *Teacher Act* that by **April 15, 2017** (the “Condition Date”):
  - a. He will, at his own expense, successfully complete the course “Creating a Positive Learning Environment” through the Justice Institute of B.C. (the “Course”) and provide satisfactory proof of completion to the Commissioner by the Condition Date;
  - b. If Hamlen 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 done so, and set out the date by which he proposes to do so, at which time the Commissioner may extend the deadline (the “Extended Date”); and
  - c. If Hamlen 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 of Certification (the “Director”) to suspend Hamlen’s certificate of qualification under section 64(f) of the *Teachers Act* until such time as he successfully completes the Course.
14. Hamlen 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.

#### **CONSEQUENCES 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. Hamlen 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. A breach by Hamlen of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
18. Hamlen 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 Hamlen has admitted to the conduct and matters set out in this Agreement.

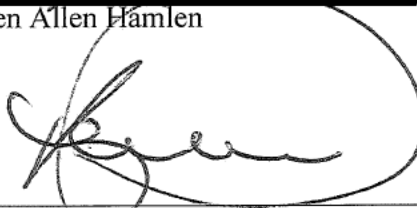
19. Hamlen acknowledges that he has voluntarily entered into this Agreement with the benefit of independent legal advice, and that he fully understands the terms and conditions set out in this Agreement.

Signed in VANCOUVER, B.C.  
this 31 day of OCTOBER, 2016.



Glen Allen Hamlen

Signed in VANCOUVER, B.C.  
this 15 day of NOVEMBER, 2016.



Hon. Bruce M. Preston, Commissioner