



BRITISH COLUMBIA
COMMISSIONER FOR
TEACHER REGULATION

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

AND

IN THE MATTER CONCERNING
STEPHEN GRANT PAULGAARD



CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

STEPHEN GRANT PAULGAARD
 (“Paulgaard”)

BACKGROUND and FACTS

1. Paulgaard held a non-expiring Professional Certificate, No. [REDACTED]. It was issued by the Director of Teacher Services of the Ministry of Education on October 28, 1983 and was valid from September 1, 1983.
2. Paulgaard holds a valid Professional Certificate of Qualification, No. [REDACTED]. It was issued by the B.C. College of Teachers under the *Teaching Profession Act* on June 3, 1991, is valid from January 1, 1988 and continued under the *Teachers Act* as of January 9, 2012.
3. At all material times, Paulgaard was employed as an elementary school teacher by School District No. 36 (Surrey) (the “District”) at a District school (the “School”).
4. On January 17, 2017, the District made a report to the Commissioner regarding Paulgaard, under section 16 of the *School Act*.
5. The following events occurred in the fall of 2015 when Paulgaard was teaching a Grade

4/5 class at the School:

- a. Paulgaard raised his voice with students, acted in an angry or frustrated manner while interacting with students and had inappropriate physical contact with students, which included pushing them.
 - b. On October 21, 2015, in addition to a notice of investigation, the District issued Paulgaard a letter of direction, reminding him that he was not to discuss the fact that he was under investigation with students, parents or staff of the School. Contrary to the direction he had been given, Paulgaard spoke to one parent and one staff member about the District's investigation into his conduct.
6. On November 7, 2016, the District issued Paulgaard a letter of discipline, and suspended him for five days. Paulgaard was also directed to engage in professional development to gain a better understanding of differentiation, current instructional strategies, formative assessment and to develop proactive classroom management strategies. He was also encouraged to engage in the District's Peer Support program.
 7. Paulgaard was required to participate in four counselling sessions focusing on anger management strategies. Paulgaard completed these counselling sessions on April 3, 2017.
 8. Paulgaard completed the course "Creating a Positive Learning Environment" offered by the Justice Institute of B.C. in March 2017.
 9. On April 5, 2017 the Commissioner considered this matter and determined to propose a consent resolution agreement to Paulgaard, in accordance with section 53(1)(a) of the *Teachers Act*.

DISPOSITION

10. This Agreement is made under section 53 of the *Teachers Act*.
11. Paulgaard 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").
12. Paulgaard admits that the facts set out in paragraphs 1 to 8 of this Agreement are true.
13. Paulgaard admits that the conduct described in paragraph 5 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.


14. Paulgaard 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.
15. Paulgaard 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

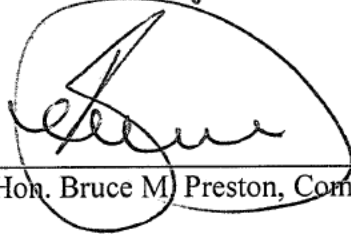
16. The Director of Certification will record the terms of this Agreement on the Teacher Regulation Branch's online registry under section 79(d) of the *Teachers Act*.
17. Paulgaard acknowledges that this Agreement will be published in accordance with section 54 of the *Teachers Act*, which includes posting the Agreement, in full, on the following website: www.bcteacherregulation.ca.
18. Paulgaard 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 Paulgaard has admitted to the conduct and matters set out in this Agreement.
19. Paulgaard 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 Surrey, B.C.
this 6 day of September, 2017.

Signed in Vancouver, B.C.
this 21 day of September, 2017.



Stephen Grant Paulgaard



Hon. Bruce M. Preston, Commissioner