



BRITISH COLUMBIA  
COMMISSIONER FOR  
TEACHER REGULATION

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

AND

IN THE MATTER CONCERNING

TARA ANNE BELCOURT

██████████

CONSENT RESOLUTION AGREEMENT

BETWEEN:

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

AND:

TARA ANNE BELCOURT  
(“Belcourt”)

### BACKGROUND and FACTS

1. Belcourt holds a valid Professional Certificate of Qualification, No. ██████████. It was issued by the B.C. College of Teachers under the *Teaching Profession Act* on September 17, 2007, is valid from September 1, 2007, and was continued under the *Teachers Act* as of January 9, 2012.
2. At all material times, Belcourt was employed as an elementary school teacher by School District No. 41 (Burnaby) (the “District”).
3. On April 22, 2014, the District made a report to the Commissioner regarding Belcourt, under section 16 of the *School Act*.
4. On May 22, 2013, while teaching a Grade 4/5 class at a school in the District, Belcourt took the students on a field trip to the Vancouver Art Gallery. During this field trip, Belcourt interacted with the students in her class in a disrespectful and unprofessional way, by using a loud voice that was perceived by other adults as screaming and by making comments to or about students that were demeaning.

5. During the 2013-2014 school year while teaching a grade 4/5 class at a school in the District, Belcourt failed to provide an effective learning environment for students by failing to properly plan and deliver lessons and by failing to manage the classroom, and in particular:
  - a. Belcourt failed on several occasions to complete student report cards by required deadlines.
  - b. Belcourt raised her voice inappropriately at the class and at individual students and used unprofessional language when speaking to students.
  - c. Belcourt gave confusing and contradictory instructions to students regarding homework which resulted in students feeling pressured to spend an unreasonable amount of time completing homework.
  - d. Belcourt did not manage class time effectively, so that students were sometimes kept after the dismissal bell had rung to complete activities which should have been completed during class time.
  - e. Belcourt failed to ensure that classroom discussions were consistently age – appropriate.
  - f. Belcourt failed to ensure that her choice of words and tone in communicating with parents was consistently professional.
  
6. On April 4, 2014, the District disciplined Belcourt by issuing a letter of discipline. The District also required Belcourt to do the following (the “District Conditions”):
  - a. transfer from an enrolling classroom position to a non-enrolling position,
  - b. complete the BCTF Boundaries workshop,
  - c. participate in counseling and provide written confirmation to the District that the identified issues were fully discussed and resolved,
  - d. complete the BCTF Living with Balance program, and
  - e. successfully complete course work in the areas of classroom management, assessment and reporting, and communication skills, after which the District may consider her for an enrolling position.

Belcourt has satisfied the District Conditions.

7. Prior to the 2013-2014 school year, the District had advised Belcourt that her conduct was not appropriate. Administrators provided Belcourt with directions on or around July 5, 2012 and March 25, 2013 and the District issued letters of expectation to her on June 24, 2013 and November 12, 2013.
8. In March 2016, Belcourt completed the course *Creating a Positive Learning Environment* through the Justice Institute.
9. On January 26, 2017, the Commissioner issued a citation under section 56(1) of the *Teachers Act*.
10. On December 14, 2017, the Commissioner considered this matter and determined to propose a consent resolution agreement to Belcourt, in accordance with section 53(1)(a) of the *Teachers Act*.

### **DISPOSITION**

11. This Agreement is made under section 53 of the *Teachers Act*.
12. Belcourt 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").
13. Belcourt admits that the facts set out in paragraphs 1 to 8 of this Agreement are true.
14. Belcourt admits that the conduct described in paragraphs 4 and 5 of this Agreement constitutes professional misconduct and is contrary to Standards #1, 2, 3, 4 and 5 of the *Standards for the Education, Competence and Professional Conduct of Educators in British Columbia*, Fourth Edition, January 2012.
15. Belcourt 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.
16. Belcourt agrees that under sections 53 and 64(h) of the *Teachers Act*, her certificate of qualification is limited to working only as a non-enrolling teacher and she may not work as a classroom teacher with enrolling students (the "Limitation"). Belcourt may apply to be released from this Limitation by providing satisfactory proof to the Director of Certification that she has successfully completed either EDUC 326 (Classroom Management and Discipline) at Simon Fraser University or EPSE 432 (Classroom Management) at the University of British Columbia.

17. Belcourt 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.
18. On the execution of this Agreement by the Commissioner on the Effective Date, no further action will be taken under sections 53 or 56 of the *Teachers Act* with respect to the matters contained in this Agreement, unless Belcourt does not comply with one or more of the terms of this Agreement.

### CONSEQUENCES OF THE AGREEMENT

19. The Director will record the terms of this Agreement on the Branch's online registry under section 79(d) of the *Teachers Act*.
20. Belcourt acknowledges that this Agreement will be published in accordance with section 54 of the *Teachers Act*, which includes posting the Agreement on the following website:  
[www.bcteacherregulation.ca](http://www.bcteacherregulation.ca).
21. A breach by Belcourt of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
22. Belcourt acknowledges and understands that if the Branch has reason to believe that she has breached any term of this Agreement:
  - a. the Commissioner may initiate an investigation under section 47(1)(b) of the *Teachers Act* into her conduct; and
  - b. the conduct and matters described in the "Background and Facts" to this Agreement are admissible in that inquiry as proof that Belcourt has admitted to the conduct and matters set out in this Agreement.
23. Belcourt acknowledges that she has voluntarily entered into this Agreement with the benefit of independent legal advice, and that she fully understands the terms and conditions set out in this Agreement.

Signed in Vancouver, B.C.  
this 5<sup>th</sup> day of January, 2018.



Tara Anne Belcourt

Signed in Vancouver, B.C.  
this 12 day of January, 2018.

Elena Miller  
Elena Miller, Acting Commissioner