



BCSS Annual General Meeting, April 27, 2019

Agenda Item 4

4.1.1 BCSS President's Report

Another successful school year in sport is coming to an end and I would like to take this opportunity to thank Jordan Abney for his continuing leadership as BCSS Executive Director, the staff Karen Hum, Shannon Key and newcomer Jeff Cheung for the great job they all do in the BCSS office.

I would also like to thank, Geoff Davies and Bob Jackson, our two eligibility officers who are entrusted in ensuring our eligibility rules are met and that we maintain a fair and equitable playing field for all our members. They are very meticulous and do a great job.

In addition, I would like to thank Merrilla Thorp for the many years she gave to our organization. She retired in January and has moved back to the Kootenays to be close to her family, especially her grandchildren. Thank you Merrilla for your contribution and for a job well done.

Lastly, I would like to recognize and thank our Board of Directors: Brent Sweeney, Rick Lopez, Tim Martens, Rick Thiessen, Sean Juteau and Gerry Karvelis who have been essential in maintaining a positive environment at BCSS. The executive has been instrumental in pushing forward the BCSS Strategic Plan, which is now in its third phase. We clearly see the new zones taking shape as they will come into effect for the 2019-2020 school year. Each of the Board members has contributed greatly and I am very thankful for their time and dedication.

BCSS is a membership driven organization. The contribution made by all of you to the benefit our organization is incredible. The leadership that exists in each of our commissions and member schools has to be noted. The organization's thousands of volunteers who create our sports programs that benefit over 90, 000 student athletes in our province is greatly valued and appreciated. I thank you all for your commitment and time.

Please remember this coming year that one of the roles of BCSS and the office staff has is to ensure that our rules and regulations are enforced equally and fairly to all our members. These rules and regulations are created by the membership and not the staff and are voted in or out at our AGM. I urge all of you to get informed and be involved. Read our handbook so that we can all take part in creating the best possible rules and regulations for our organization.

I have really enjoyed my three years as President of our organization. I feel that BCSS plays a very important part in the overall education of our students and thus has been very rewarding in seeing the work that goes into BCSS by all of you. I hope to continue to create positive changes within BCSS so that everyone feels the benefits of having a governing body that is well organized, interested in the well-being of all its members and in producing the best opportunities for all our student-athletes to participate in.

On behalf of the BC School Sports' Board of Directors, I want to thank you again for your commitment to school sports and wish you all continued success.

A handwritten signature in blue ink that reads "Mike Allina".

Mike Allina
BCSS President

4.1.2 BCSS Executive Director's Report

Serving as your Executive Director continues to be a tremendous privilege. This job is challenging in more ways than one, but I continue to be inspired by the countless people contributing to the welfare and development of our young citizens. As I finish my 3rd year as your Executive Director, I am encouraged by all the progress we have made as an organization, but conscious of the long journey ahead.

It is an exciting time for BCSS and its members. At the 2017 AGM, the membership approved the rezoning alignment, and schools, local associations, zones and commissions have been working hard all year to plan for the implementation next academic year. Change is always difficult, but I know the various parties have been looking at making the required adaptations with the best of intentions. There will undoubtedly be some growing pains as we transition, but I am confident in the ability of BCSS, its stakeholders and partners to deliver through this transition.

We are concluding year one of the strategic plan that was developed throughout the 2017-18 academic year. BCSS has made good strides in various areas targeted in Phase 1 (Years 1-2). Most noticeable is laying the groundwork for an important governance review. The membership made it clear in their feedback that our governance structure was long overdue for an evaluation. To that, the Board has engaged a 3rd party expert to lead a committee in a review, with the goal of making a recommendation to the membership at the 2020 AGM. This ad-hoc committee will be meeting three times prior to the end of the school year, and again in the fall. They have been tasked with looking at all aspects related to the Voting Body, the structure and selection of the Executive, Local Association structures, Zones, Sport Leadership Structures, Championships, Tiering, AGM and process for conducting business and committee structures. It is a large undertaking, and we will provide you updates along the way so that there is an understanding of the progress and direction that is being made.

In addition to the Governance project, BCSS launched the Competitive Fairness Committee this year in response to data indicating that outside of those schools who created a positive and inclusive athletic culture, there may be some systemic imbalances that compromise competitive fairness in the school system. This committee is tasked with researching and providing recommendations to the membership in areas but are not limited to the differences of rural vs urban schools, independent vs public schools, the effect of international students or boarding students on competitive balance, BCSS tiering structures and philosophy, and any other policy or absence of a policy that has an impact on the ability for all schools to have an equitable opportunity to succeed. This committee will have met four times by the AGM. They are working to breakdown research data to understand where imbalances may be and explore possible tools for adjusting for them.

We in the office are constantly looking for ways to improve policy and operations. We currently are collecting data from the school districts on how they evaluate, approve and structure their district academic programs. Further, in trying to understand how many schools are affected by various policies, we learned that within our membership we have twenty-one different grade structures within our organization! It is extremely difficult to navigate that many different structures, which explains the challenge we have in creating policy that affects every school evenly.

We also invested time and effort in trying to increase our services and value to our member schools. This year saw us launch an Athletic Director Survival Guide course, meant to assist all new and returning AD's in understanding the basic requirements of the role. We launched monthly Video Updates to supplement the newsletter with information and reminders of important dates and deadlines, as well as any other relevant information. Lastly, we moved our STARS host and developer to a new company, and while the team worked hard to ensure you wouldn't notice, hopefully, you noticed a significant speed increase this year as a result.

We work to engage in an open dialogue with our members as much as possible. We saw at last year's AGM some motions to do with Grade 7 students. There are more again this year. In response, we had a call with many representatives of schools that expressed frustration over the current rule to understand their

concerns. This has led to a wider discussion on what the appropriate grade levels for BCSS to operate within. In the coming weeks, there will be a survey coming out to both provide some information and context and to request feedback on this big and important topic.

A motion in the package would approve a partnership with the Canadian Interscholastic Athletic Administrators Association (CIAAA). This organization is solely for the support and development of high school athletic directors. This often overlooked position is critical to the success of any athletic program and we are hopeful that this partnership, as exists in other provinces already, will benefit and support our AD's tremendously.

I have spent the better part of my professional career in not-for-profit sport leadership. As a result, I have worked with many Boards. I can honestly say this board has been one of the best I have been a part of. The conversation around the Board table is honest, transparent, and sometimes tough. They look to understand the viewpoints from around the province. I am thankful for their leadership and amazing service to BCSS. Being a Director of an organization like BCSS is a large responsibility to take on, and the membership should be thankful for the time they have dedicated on their behalf. Thank you to Rick Thiessen, Sean Juteau, Rick Lopez, Gerry Karvelis, Brent Sweeney, Tim Martens and our President, Mike Allina. Mike and I have continued a great relationship, often speaking multiple times a week and as he enters his final year as President, I appreciate his dedication and commitment to seeing BCSS succeed.

I would like to acknowledge the tremendous work of our Eligibility Officers: Geoff Davies and Bob Jackson. These gentlemen do a tremendous amount of work that is often challenging and thankless. They perform a necessary service to our membership with great diligence and they truly epitomize servant leadership. I thank them both for their dedication and professionalism.

To our BCSS Sport Commissioners, our Athletic Association Presidents, committee members and all those who go above and beyond to ensure our student-athletes are receiving positive educational sport experiences, I thank you. Your direct impact cannot be measured. I encourage each administrator and AD to ask where they can get involved.

Lastly, the staff at BC School Sports. It is a sincere pleasure to work with you on a daily basis. Despite our limitations in budget and pay, you show up each day and work tirelessly on behalf of the member schools and the students of BC. I would like to recognize Merrilla Thorp, who retired in January after six years of service to BCSS. I also welcome Jeff Cheung, who as Manager of Finance and Grants, has made a good transition into the role after joining us just before Christmas. To Shannon Key and Karen Hum, I simply say Thank You! You are both rock stars. Without you, this organization would be far from where it is now. I am thankful every day for your work ethic, dedication and service.

To close, I would like to remind everyone what a privilege and responsibility we have to leverage the power of sport, extend the classroom environment to the field of play, and build tomorrow's leaders in safe, inclusive and educationally centred environments. As Member Schools, BCSS is your organization, and school sport is yours to grow, protect and celebrate. I thank you for your trust and on-going contributions to this organization.

Sincerely,



Jordan Abney
Executive Director

4.2.1 Fall Council Meeting Report

We had a great turnout for the 2018-2019 Fall Council Meeting in October. We continued the joint council meeting format which included the Council of Athletic Association Presidents, Council of Sport Commissioners, the BCSS Board of Directors, and PE District Contacts in one meeting. In addition, we invited the chair of the Eligibility Appeals Committee, and the Eligibility Officers to add their input and expertise to the meeting.

The joint meeting allowed for well-rounded discussion to take place on topics that both sport commissions and athletic associations deal with on a daily basis. It is important for these groups come together and meet to discuss what is happening within their organization and understand what is going on in others. The structure of this meeting was well received and we hope to continue with it moving forward. Topics that were discussed at the joint council meeting were:

- BCSS Operational Update
- BCSS Strategic Plan
- BCSS Re-zoning Update
- CIAAA Partnership
- Independent/Boarding Policy Update
- Competitive Fairness Research Results
- 18-19 Policy Changes

To close out the meeting, the room was split into three working groups to discuss and provide guidance to BCSS on the following topics/issues that we field questions about on a regular basis.

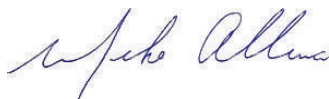
- Possible policies to enhance the ability of the Eligibility Officer to approve without going to appeal
- Single Gender Schools in mixed or co-ed sports
- Potential adaptations to Grade 7 policy

We would like to thank everyone who was in attendance and participated in the Fall Council Meeting this year. These meetings are beneficial and provide an opportunity to share and collaborate with others from across the province.

Respectfully submitted,



Jordan Abney
Executive Director



Mike Allina
BCSS President

4.2.2 BC Superintendents Association Representative Report

I would like to begin my comments by thanking our Executive Director, Jordan Abney, the BCSS staff, Jeff Cheung, Shannon Key, Karen Hum, Bob Jackson and Geoff Davies and the Board of Directors, led by Mike Allina, for their passionate and exemplary work on behalf of student-athletes throughout British Columbia. I would also like to recognize the Athletic Associations, Sport Commissioners and particularly the thousands of coaches and volunteers who give countless hours to our student-athletes. School teams help build leadership, sportsmanship, citizenship, and athletic skills through hard work and dedication-many of the same skills that help build a successful life.

I commend the Board of Directors for leading the organization through a comprehensive Strategic Planning process that defines our mission, values and key initiatives.

On behalf of all the Superintendents and District staff throughout the province Thank You for your dedication and willingness to share your time and talents with our student-athletes.

Best Regards,

Joe Rogers
BC School Sports Superintendent Representative
Superintendent SD #22 Vernon

4.2.3 Eligibility Appeals Committee Report

The Eligibility Appeal Committee (EAC) exists to hear the second level of appeal concerning a student's eligibility. The BCSS EAC has authority and responsibility as per the BCSS Eligibility Policies approved by the BCSS membership. The EAC meets via conference call to discuss and rule on eligibility appeals. The EAC currently consists of 7 members, and as of March 2, 2019 heard 82 appeals of eligibility. Of the 82 appeals, the EAC accepted 53 and denied 29.

The EAC members are Tom Dinsdale (Chair), Krista Walden, Susan Thorne, Scott Spurgeon, Alec Lewis, Darren Rowell and Peter Westhaver. As Chair, I have appreciated the time commitment and the thoughtful work of the Committee members. The EAC would also like to acknowledge the work of the Eligibility Officers, as their work and attention to detail has provided the Committee with valuable information given the complexities associated with many of the appeals received. The EAC appreciated BCSS bringing us together in September in Burnaby in order to gain valuable insight from the BCSS staff and legal team. This meeting helped in our decision making process as well as our increased use, when appropriate, of Rule 41.4.0.

The EAC also wishes to express thanks for the work of Jordan Abney and the BCSS staff in support of the EAC (timely communication, preparation of the documentation and information needed and constructive feedback on the work of the EAC).

Respectfully submitted,

A handwritten signature in black ink, appearing to be 'Tom Dinsdale', written in a cursive style.

Tom Dinsdale
Eligibility Appeals Committee Chair

4.2.4 Scholarship & Awards Committee Report

The BC School Sports Scholarships and Awards Committee is responsible for making selection recommendations to the BC School Sports Board of Directors for scholarships, student bursary award programs, and all other BC School Sports annual member awards.

In 2017/18 BC School Sports received 170 applications and awarded \$18,750 in Scholarship for the following scholarships: BC School Sports Zone Scholarships, David Gifford Memorial Scholarships, and Bert & Greta Quartermaine Badminton Scholarships.

2017-2018 Award Recipients	
Award	Recipient
BCSS Outstanding School	Bulkley Valley Christian School
BCSS Female Coach of the Year	Jill Polukoshko (Eric Hamber Secondary)
BCSS Male Coach of the Year	Mike Toakley (Belmont Secondary)
BCSS Merit Award	Paul Eberhardt (RC Palmer Secondary)
BCSS Honour Award	Jill Voros (SD 23)

2017-2018 Scholarship Recipients		
Scholarship	Male Recipient	Female Recipient
Dave Gifford Memorial	Adam Page - Semiahmoo Secondary	Savannah Purdy - Belmont Secondary
Zone A (Kootenay)	Andrew Craig - The Fernie Academy	Emily Lightburn - Fernie Secondary
Zone B (Okanagan)	Clarke Larsen - Okanagan Mission Secondary	Zoe Brown - Kelowna Secondary
Zone C (Northwest District)		Ashleigh Rempel - Cedars Christian
Zone D (Northwest District)	Nathan Steenhof - Bulkley Valley Christian	Chantal Gammie - Smithers Secondary
Zone E (Vancouver Island)	Aaron Badovinac - Alberni District Secondary	Emma Dewit - Cowichan Secondary
Zone F (Lower Mainland)	Ryan Baker - Windsor Secondary	Serena Woldring - Notre Dame Regional
Zone G (Fraser Valley)	Michael Dowhaniuk - Semiahmoo Secondary	Jenevieve Patry-Smith - Ecole des Pionniers
Bert & Greta Quartermaine Badminton Scholarship	<ul style="list-style-type: none"> • Lee Daryl Yang - Fraser Heights • Heyden Lam - JN Burnett • Ian Chen - Fraser Heights 	<ul style="list-style-type: none"> • Arshi Khalil - North Delta • Cassandra Wong - RA McMath • Madeleine Buss - Little Flower

Congratulations to our scholarship winners who exemplify the levels of participation and excellence for which BC School Sports is widely and deservedly recognized. Also, congratulations to our award recipients for the commitment and skills you have contributed as coaches and administrators of sport within our school system.

Respectfully submitted,

Joe Moreira (Committee Chair)

Scott Spracklin (Committee Member)

Chris Steenhof (Committee Member)

4.2.5 Competitive Fairness Committee Report

The Competitive Fairness Committee met three times via video call prior to the AGM and yesterday had its first face to face meeting prior to the AGM on Friday, April 26th. An important point about the committee to note is that its membership takes into account geographic representation from throughout the Province as well as a diversity of public and independent school representatives and those from large and small schools.

The purpose of this committee is to examine what issues BCSS member schools face with regards to the competitive balance of competitions. These have taken the form of questions related to the competitive balance of rural vs urban schools as well public vs independent schools. BCSS staff have provided research on questions that we have asked of them and our discussions have been productive. We have looked at a few different tiering models from around North America to see if there is something we can borrow or use as a template for some changes to how we tier schools in our Province. We've looked at some ideas that are outside of the box and we've looked at how some small tweaks to our tiering could change how this is delivered in BC.

This committee will not be changing policy but will be making recommendations to the membership for changes that reflect the values and goals of BC School Sports.

Brent Sweeney
Competitive Fairness Committee Chair

4.2.6 Eligibility Officer Report (Bob Jackson)

It has been an honour to serve the Member Schools of BC School Sports (BCSS) as an Eligibility Officer (EO) for this past year. In accordance with the BCSS Eligibility Policies, it is my responsibility to review and adjudicate Eligibility Applications and the Grade 7 Eligibility Applications. The Member Schools, at previous Annual General Meetings, adopted the BCSS Eligibility Policies and the criteria to be used to determine if a student-athlete is compliant with the Eligibility Policy.

ELIGIBILITY APPLICATIONS

The BCSS EO can approve a student-athlete to be immediately eligible after a transfer due to a bona fide academic reason (BCSS Policy 40.9.3.1), a transfer for a financial hardship (BCSS Policy 40.9.3.2), and a transfer for a district academic program (BCSS Policy 39.11.0). If I deem an Eligibility Application has not met by the BCSS Policies, then only the BCSS Eligibility Appeals Committee (EAC) has the authority to rule on these unique applications.

During the 2018-2019 academic year I ruled on 155 eligibility applications. I deemed that 34 (22%) eligibility applications were compliant with a BCSS Eligibility Policies. I denied 119 (77%) of the eligibility applications. 2 (1%) of the applications were withdrawn. After reading the documentation that was tendered as an Eligibility Application, BCSS recommended that the Member School should withdraw the Eligibility Application and we suggested that the school should submit a completed BCSS Compliance and Authorization Form.

I approved 25 applications for a transfer due to a bona fide academic reason (BCSS Policy 40.9.3.1). To be compliant with this policy a student-athlete MUST be taking a minimum of three (3) courses in a related program of study that was not available at the previous school. It is NOT any three (3) courses that were not available at the previous school.

I approved 7 applications for a transfer due to a Financial Hardship (BCSS Policy 40.9.3.2). To be compliant with this policy, the family was unable to meet their financial obligations due to an unexpected event or unforeseen changes that impacted the family's financial viability. Transferring from an independent school to a public school, to avoid paying a tuition fee, is NOT compliant with this policy.

This year I have approved 2 applications for a 6th year of athletic eligibility (BCSS Policy 33.1.3).

GRADE 7 ELIGIBILITY APPLICATIONS

In order to assist small schools an opportunity to field grade 8 teams, Eligibility Policy (31.5.0), allows a grade 7 student-athlete(s) to play up for a grade 8 team where the Member School would not be able to field a team due to insufficient numbers in grade 8. This policy was approved so that more grade 8 student-athletes could participate on school athletic teams. To date I have adjudicated 17 Grade 7 Eligibility Applications and approved 13 (76%) applications and denied 3 (18%) and withdrawn 1 (5%).

I would like to express my sincere gratitude to the school Athletic Directors for their cooperation and support. I would like to commend the BCSS Staff, Karen Hum and Shannon Key, for an outstanding job of collecting, preparing and providing me with the required documentation essential to render a just decision. Thank-you for your patience and support; it was sincerely appreciated.



Bob Jackson
Eligibility Officer

4.2.7 Eligibility Officer Report (Geoff Davies)

Greeting from one of your Eligibility Officers! This has been my first year as an EO and it has been my pleasure to serve the membership.

My role is assess and process both the School Declaration and Compliance and Authorization applications submitted by member schools. Each application is vetted through the BCSS Competitive Rules and Regulations to ensure that the policies are being adhered to.

To date, there were a total of 325 School Declaration forms submitted. Of these, 303 (93%) were Approved and 22 (7%) were Denied.

There were a total of 292 Compliance and Authorization applications and 148 (51%) were declared fully eligible and 144 (49%) were declared partially eligible.

A few requests of and reminders to Athletic Directors:

- Please download and utilize the up to date forms from the BCSS Website. Changes are made every year to streamline the process.
- When submitting a School Declaration application, a reminder to indicate which document was viewed to verify the address change AND include a copy of that document with the application. (as indicated at the bottom of the form)
- AD's are encouraged to double check with any student requesting eligibility via Compliance and Authorization as to the sports they played during the previous 12 months before their transfer to their school. They should inform the student/athlete that BCSS has a record of all the sports that athlete has participated in, and will be checking this, so misleading the AD is not beneficial to anybody.
- Please try to get your forms submitted in a timely manner and not leave them till the last minute! We try to complete things efficiently but when we work through 30 or so a day at peak times near the deadline in the fall, we cannot comply with requests for a quick decision as you have a game that afternoon!!

I would like to extend my appreciation to all Athletic Directors for your cooperation and efficiency with the eligibility process and for all of your efforts for the student-athletes of BC.

Respectfully Submitted,



Geoff Davies, Eligibility Officer