


April 28, 2023 

Dr. Paul Mason


Dear Dr. Mason:

The January 10, 2023 decision and recommendation of the Practice Review Hearing Committee has been referred to me, pursuant to the Practice Review of Teachers and Teacher Leaders Regulation. A copy of the decision is enclosed for your reference.

As you are aware, the hearing committee found your conduct to be unprofessional when you breached security protocols established by Alberta Education related to the administration of Diploma Examinations by accessing two exams and photocopying them prior to their administration, dishonesty in relation to failing to disclose the security breaches to school division staff and representatives from Alberta Education, and inflating  final teacher-awarded grades to a higher percentage in three high school course subjects.

The hearing committee recommended the Minister cancel your Superintendent Leadership Certificate, cancel your Leadership Certificate, and suspend your Permanent Professional Teaching certificate until June 30, 2023.

Further reasons noted in the hearing committee's decision demonstrated the significance of the nature of the charges as you engaged in conduct that is clearly detrimental to Teacher Leaders and tarnished the integrity and reputation of the role of Superintendent and the school authority, of which you were the Superintendent. Superintendents have a unique position of trust, and are expected to conduct themselves with due regard to the honour, dignity, welfare, rights and best interests of students, parents, colleagues and their employer and the teaching profession as a whole.

While the hearing committee recommended that the Minister cancel your Superintendent and Leadership certificates, and suspend your Teaching certificate, as the Deputy Minister, have decided that the recommended penalty from the hearing committee is not sufficient. In my view, the recommended sanction is not a fair balancing of multiple interests and requires further consideration.

As an experienced leader, you were, or should have been acutely aware that engaging in these behaviours was highly unprofessional and represented a significant breach of trust. After engaging in these behaviors, per the findings of the hearing committee, you chose dishonesty over integrity. The Superintendent Leadership Quality Standard requires superintendents to model “ethical leadership practices, based on integrity and objectivity”. With these actions, you did not conduct yourself in a manner that maintains the honour and dignity of the profession.

In altering [REDACTED] teacher-awarded marks, you violated the public assurance that is entrusted in teachers to provide fair assessment practices for all students, and not falsify grades for individuals [REDACTED]. You purposefully inserted yourself into a situation where you had a clear conflict of interest and abused the authority you had as a teacher and teacher leader [REDACTED]. Teachers and Teacher Leaders have a privileged responsibility of developing trust and nurturing positive relationships with students, parents, and the community. Overriding the professional judgement of [REDACTED] teachers, who were also your employees, demonstrates that your discretion, professional discernment, and leadership cannot be trusted.

Similarly, opening diploma examinations and photocopying them before they are administered to students demonstrates unethical behaviour that cannot be tolerated and failure to adhere to the legal framework and policies expected of teachers, as decided by the hearing committee. Diploma examinations must be administered with integrity because they constitute a high value of a student’s grade when certifying student achievement. Choosing to ignore clear rules established by Alberta Education undermines the confidence of students, teachers, teacher leaders, and the public in the examinations and the subsequent results.

That you have no previous findings of unprofessional conduct is recognized, and that you are no longer employed with your school authority. However, these factors do not lessen the seriousness of your conduct and the damage to the profession. Therefore, permitting you to continue to hold a Permanent Professional Teaching Certificate is contrary to the public interest, and in my view would undermine the integrity of the teacher discipline scheme.

The seriousness of the findings of unprofessional conduct in the hearing committee’s decision warrant cancellation of your Permanent Professional Certificate. Albertans expect teachers and teacher leaders to not contravene the legislation and policies of Alberta Education and to act with professionalism, integrity, honesty, and objectivity. It would damage the public confidence in the teacher discipline scheme if a teacher or teacher leader does not receive appropriate sanctions commensurate with the harm inflicted on the profession, students, colleagues, employer and the education community, due to unprofessional conduct.

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Your extensive years of professional experience, your unique position of trust, combined with the findings of your unprofessional conduct are such that the substituted penalty is appropriate and will uphold the integrity of the teacher discipline scheme.

Your Alberta Superintendent Leadership Certificate, Alberta Leadership Certificate, and Alberta Permanent Professional Certificate [REDACTED], is hereby cancelled, effective immediately, pursuant to the applicable Practice Review of Teachers and Teacher Leaders Regulation. A copy of the applicable regulation is enclosed for your reference.

A copy of this letter will be placed on your Alberta teacher registry file, and the decision of the hearing committee and my decision will be added to the online Teacher and Teacher Leader Registry.

Sincerely, [REDACTED]

Deputy Minister

Enclosures