

7.1200 CODE OF ETHICS AND PROFESSIONAL STANDARDS OF CONDUCT FOR EDUCATORS

Legal References: G.S. 115C-36, 47; Developed by the North Carolina Professional Practices Commission- June 5, 1997

Cross References: 7.1600 Employee-Student Relations
7.1700 Employee Conflict of Interest

The NC Code of Ethics for Educators exists to define standards of professional conduct. The responsibility to teach, the freedom to learn, and the guarantee of equal opportunity for all are essential to the achievement of these principles.

The professional educator shall acknowledge the worth and dignity of every person, demonstrate the pursuit of truth and devotion to excellence, acquire knowledge, and nurture democratic citizenship.

The professional educator shall exemplify a commitment to the teaching and learning processes with accountability to the students, maintain professional growth, exercise professional judgment, and personify integrity.

The professional educator shall strive to maintain the respect and confidence of colleagues, students, parents, and the community, and to serve as an appropriate role model.

I. COMMITMENTS

To meet these standards, the professional educator makes the following commitments

A. to the Students:

1. To protect students from conditions within the educator's control that circumvent learning or which are detrimental to the health and safety of students;
2. to maintain an appropriate relationship with students in all settings;
3. to not encourage, solicit, or engage in a sexual or romantic relationship with students;
4. to not touch a student in an inappropriate way for personal gratification, with intent to harm, or out of anger;
5. to evaluate students and assign grades based upon the students' demonstrated competencies and performance;
6. to discipline students justly and fairly and not deliberately embarrass or humiliate them;
7. to hold in confidence information learned in professional practice except for professional reasons or in compliance with pertinent regulations or statutes; and
8. to refuse to accept significant gifts, favors, or additional compensation that might influence or appear to influence professional decisions or actions.

B. to the School:

1. To utilize available resources to provide a classroom climate conducive to learning to the maximum possible extent;
2. to acknowledge the diverse views of students, parents, and colleagues as they work collaboratively to shape educational goals, policies, and decisions;
3. to not proselytize for personal viewpoints that are outside the scope of professional practice;

4. to not abandon contracted professional duties;
5. to participate actively in the professional decision-making process and support the expression of professional opinions and judgments by colleagues in decision-making processes or due process proceedings; and
6. when acting in an administrative capacity, to
 - a. act fairly, consistently, and prudently in the exercise of authority with colleagues, subordinates, students, and parents;
 - b. evaluate the work of other educators using appropriate procedures and established statutes and regulations;
 - c. protect the rights of others in the educational setting;
 - d. not retaliate, coerce, or intentionally intimidate others in the exercise of rights protected by law; and
 - e. recommend persons for employment, promotion, or transfer according to their professional qualifications, the needs and policies of the school, and according to the law.

C. to the Profession:

1. To provide accurate credentials and information regarding licensure or employment and not knowingly assist others in providing untruthful information;
2. to take action to remedy an observed violation of the Code of Ethics and promote understanding of the principles of professional ethics; and
3. to pursue growth and development in the practice of the profession and use that knowledge to improve the educational opportunities, experiences, and performance of students and colleagues.

II. PROFESSIONAL STANDARDS OF CONDUCT

The Falls Lake Academy Board of Directors is committed to providing all students with teachers who aspire to excellence, have the vision to use all necessary resources to ensure that students reach their highest potential, and who are respectful and nurturing as they inspire their students to learn.

Further, the Board is dedicated and committed to providing all teachers with opportunities and resources to further their growth as professional educators. To that end, the performance of every teacher is assessed and the teacher is provided with constructive feedback through a formal evaluation and review process targeted to enhance professional growth.

In addition, it is the Board's expectation that all teachers, regardless of their years of experience, adhere to certain professional standards of performance as set forth in this policy. The Board hereby adopts the following standards as the Professional Standards of Conduct and Performance for all teachers employed by Falls Lake Academy, Inc.:

1. Read and adhere to the Code of Ethics for North Carolina Educators (contained in this policy, see above).
2. Comply with all Board policies regarding appropriate and/or prohibited behavior with students, including electronic communications with students directly through electronic means or through the internet.
3. Direct all complaints regarding the work environment to the appropriate supervisors and/or file grievances instead of acting to undermine or diminish the authority of coworkers and supervisors.
4. Avoid confrontations with co-workers, including(but not limited to) engaging in actions or conversations which the teacher knows or should know will result in an actual disruption.

5. Implement and manage a comprehensive Classroom Behavior Management Plan to ensure minimal student disruption to and optimal student safety in the educational environment, and refer to office and/or guidance when necessary. This plan shall be congruent with LEA and State policies and procedures and aligned to the philosophical beliefs of the school.
6. Establish and maintain respectful and open communications and relationships with parents.
7. Respond to all parent inquiries, complaints, and/or concerns in a timely and professional manner.
8. Comply with all administrative directives in a thorough, timely, and professional manner, including written directives regarding specific issues or behaviors.
9. Perform all assigned and/or accepted extracurricular and non-instructional duties in a timely and professional manner.
10. Participate in and complete any required professional development activities, and implement the same with a continued focus on enhancing student learning.
11. Participate in all required meetings, including staff meetings, student academic meetings, and required meetings for students with special needs, in a professional manner, and in conformity with all legal requirements including compliance with local, state and federal laws and legal requirements regarding confidentiality.
12. Complete and transmit all required reports and other documentation in a timely and professional manner based on the given directives and parameters of the supervisor.
13. Begin each day's work at the time designated by the principal, ready and prepared to complete all assigned duties.

The failure or unwillingness of a licensed employee to comply with the professional standards of conduct and performance listed herein may result in disciplinary action up to and including possible termination of employment with FLA. In all matters concerning a licensed employee's compliance with this policy, consideration shall be given to the impact on the education of a student or group of students and on the overall educational environment of the school.