

Administrative Procedure 208

Personnel and Employee Relations

PROFESSIONAL CODE OF CONDUCT

Background

The Board believes all teachers are responsible to act in the best interests of students, parents, visitors, and other employees of the Board.

The Board's code of professional conduct stipulates minimum standards of conduct but is not an exhaustive list of such standards.

Procedures

1. In relation to all persons
 - 1.1. The teacher behaves in a manner that respects the dignity and rights of all persons without prejudice as to race, religious beliefs, color, gender, sexual orientation, physical characteristics, age, ancestry, or place of origin.
 - 1.2. The teacher treats students, parents and visitors with dignity and respect and is considerate of their circumstances.
2. In relation to students
 - 2.1. The teacher is responsible for assessing educational needs, prescribing and implementing instructional programs and evaluating progress of students.
 - 2.1.1. The teacher may not delegate these responsibilities to any person who is not a teacher.
 - 2.2. The teacher may delegate specific and limited aspects of instructional activity to non-certificated personnel, provided that the teacher supervises and directs such activity.
 - 2.3. The teacher may not divulge information about a student received in confidence or in the course of professional duties except as required by law or where, in the judgement of the teacher, to do so is permitted by law and is in the best interest of the student. If the teacher is at all uncertain as to whether disclosure is advisable or permissible, the teacher should seek instructions from the principal.
 - 2.4. The teacher may not receive pay for tutoring a student attending the school.
 - 2.5. The teacher may not take advantage of a professional position to profit from the sale of goods or services to or for students in the teacher's charge.
3. In relation to school authorities
 - 3.1. The teacher fulfills contractual obligations to the Board until released by mutual consent or according to law.
 - 3.2. The teacher does not undermine the confidence that students and parents have in the integrity of the Board.
4. In relation to all employees

- 4.1. The teacher does not undermine the confidence that students and parents have in the integrity of other employees of the Board.
- 4.2. The teacher criticizes the competence or reputation of another employee of the Board only in confidence to proper officials and after, where appropriate, the other
- 4.3. The teacher does not take, because of animosity or for personal advantage, any steps to secure the dismissal of another employee of the Board.
5. In relation to colleagues
 - 5.1. The teacher, when making a report on the professional performance of another teacher, does so in good faith and, prior to submitting the report, provides the teacher with a copy of the report.
 - 5.2. The administrator provides opportunities for teachers to express their opinions and to bring forth suggestions regarding the administration of the school.

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