

Code of Professional Conduct CAPE Charter School Certificated Staff

Society and this school community hold teachers to a high standard of conduct. The conduct of a teacher, both on and off duty, bears directly on the community's perception of the ability of teachers to fulfill their unique position of trust and influence.

Therefore, teachers are expected to conduct themselves with due regard to the honour, dignity, welfare, rights and best interests of students, parents, colleagues, their employer, and the profession.

This *Code of Professional Conduct* sets out minimum standards for the conduct of teachers but is not an exhaustive list of such standards.

In relation to students, the teacher is expected:

- to teach in a manner that respects the dignity and rights of all persons and is considerate of their circumstances;
- to not profit from any learning activities of students in his/her school, accept pay for tutoring students during school hours within school grounds, or profit from the sale of goods or services to students in his/her school;
- to not divulge information received in confidence or in the course of professional duties about a student except as required by law or where, in the judgment of the teacher, to do so is in the best interest of the student or parent;
- to make all judgments and decisions in the best educational interests of students and in support of optimum learning.

In relation to parents, the teacher is expected:

- to provide parents with accurate and objective evaluations of their child's progress;
- to discuss with parents only matters pertaining to the parents' own child;
- to be discreet with information received from parents;
- to be respectful and considerate in communications with and about parents;
- to strive to establish and maintain a trust relationship with parents.

In relation to colleagues, the teacher is expected:

- to not undermine the student's confidence in other teachers;
- to criticize the professional competence or professional reputation of another teacher only in confidence to the appropriate administrator and only after the other teacher has been informed of the criticism;

- to not take, because of animosity or for personal advantage, any steps to secure the discipline or dismissal of another teacher.

In relation to the school employer, the teacher is expected:

- to fulfill the terms of his/her contract of employment;
- to bring to the attention of administration assignments of duties for which the teacher is not qualified and/or conditions that do not allow for appropriate learning;
- to respect the legitimate authority of the administration;
- to encourage and support administrators and board members;
- to foster and maintain open and honest communications;
- to appropriately and constructively express his/her opinions and suggestions regarding the administration of the school using proper channels;
- to express concern through proper channels, and to recognize his/her duty to protest through proper channels, any administrative policies and practices which the teacher cannot in good conscience accept

In relation to the profession, the teacher is expected:

- to not engage in activities that adversely affect the quality of the teacher's professional service;
- to act in a manner that maintains the honour and dignity of the profession.

In relation to the school community, the teacher is expected:

- to be knowledgeable and to communicate accurately about his/her school's philosophy, mission and policies;
- to conduct himself/herself in such a manner as to maintain the honour of the profession and the good reputation of the school;
- to conduct himself/herself in a manner that is respectful of the norms and values of the school community.

Adopted: August 25, 2008
Revised: November 27, 2013

Motion: #2008-08-25-10
Motion: #2013-11-27-26