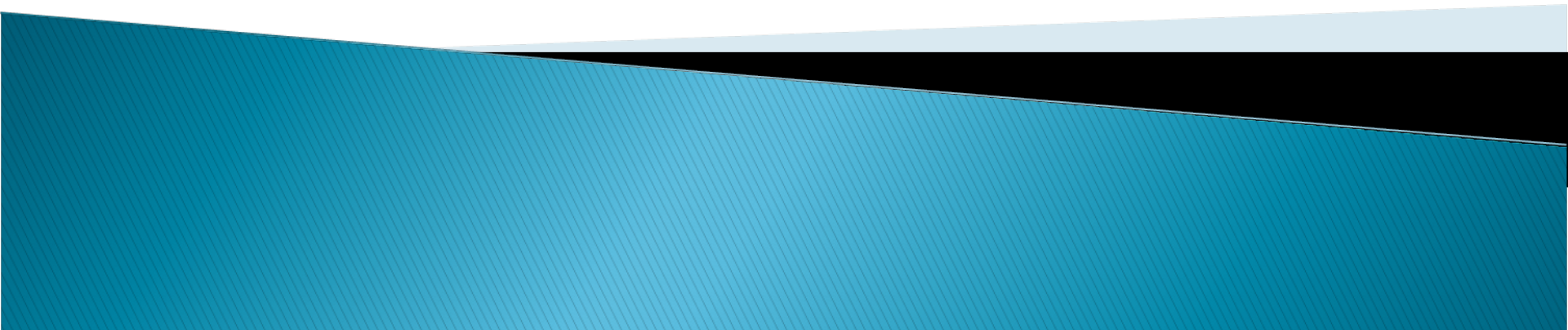
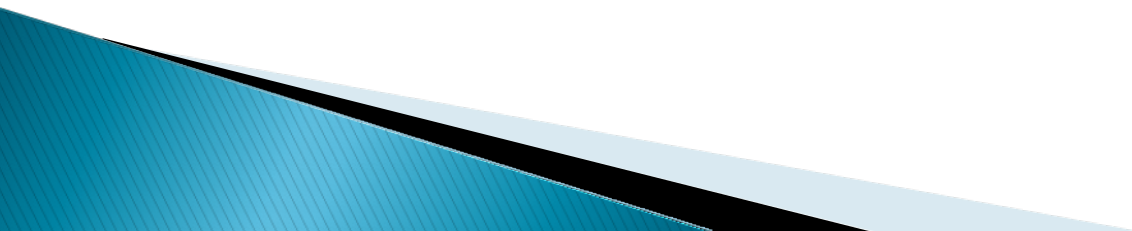


**CODE OF ETHICS AND STANDARD
PRACTICES FOR
TEXAS EDUCATORS**



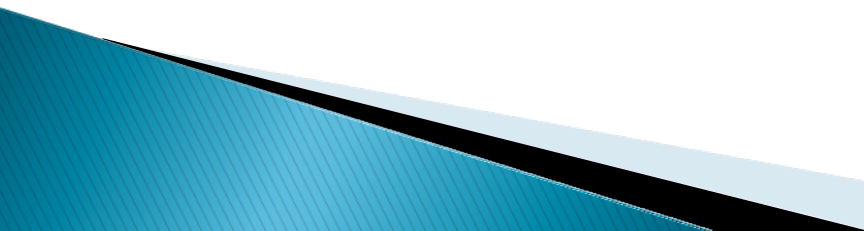
Background – Old Code

- Rewritten by the State Board for Educator Certification (SBEC) in 2002
 - Old code was difficult to enforce
 - Much of old code was too ambiguous
 - Not enforceable/measurable
- 


New Code-Code of Ethics and Standard Practices for Educators

- Provides a more specific statement of conduct expected from Texas educators
- Streamlined and clearer
- Contains a Statement of Purpose
- Contains three (3) enforceable principles
- BISD Policy Online:
 - DH (Legal); (Local); (Exhibit)
 - DHE (Legal); (Local); (Exhibit)

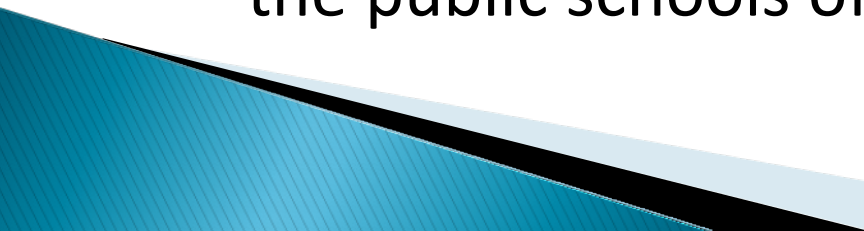
Code of Ethics and Standard Practice for Texas Educators

- Professional Ethical Conduct, Practices & Performance & Measurable Standards
 - Ethical Conduct Toward Professional Colleagues & Measurable Standards
 - Ethical Conduct Toward Students & Measurable Standards
- 

Code of Ethics and Standard Practice for Texas Educators- Statement of Purpose

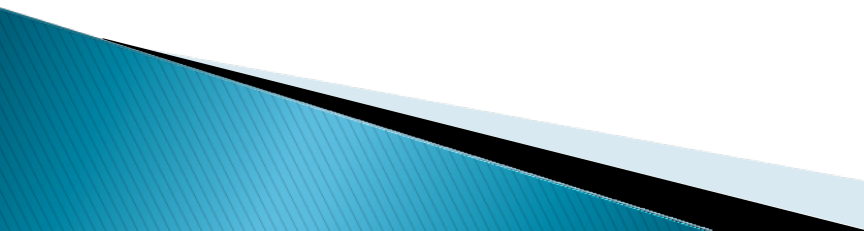
- The Texas Educator shall comply with standard practices and ethical conduct toward students, professional colleagues, school officials, parents and community members and shall safeguard academic freedom. The Texas Educator, in maintaining the dignity of the profession, shall respect and obey the law, demonstrate personal integrity, and exemplify honesty.
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Statement of Purpose – cont.

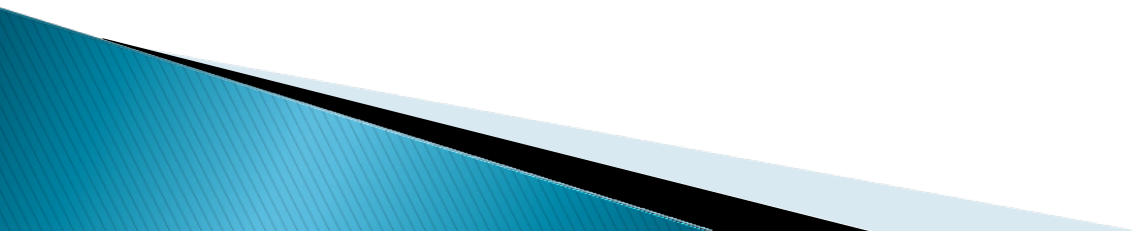
- The Texas Educator, in exemplifying ethical relations with colleagues, shall extend just and equitable treatment to all members of the profession. The Texas Educator, in accepting a position of public trust, shall measure success by the progress of each student toward realization of his or her potential as an effective citizen. The Texas Educator, in fulfilling responsibilities in the community, shall cooperate with parents, and others to improve the public schools of the community.
- 

Enforceable Principles DH (Exhibit)


Three (3) principles are covered in the Standards:

- Professional Ethical Conduct, Practices, and Performance
 - Ethical Conduct Toward Professional Colleagues
 - Ethical Conduct Toward Students
- 

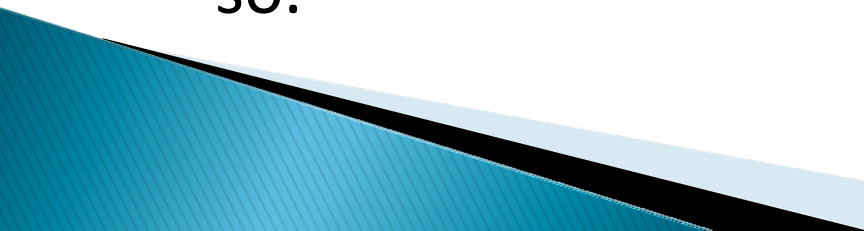
Professional Ethical Conduct, Practices, and Performance.

- Thirteen (13) standards are addressed in this principle: The Educator shall NOT:
 - (1.1)... intentionally, knowingly, or recklessly engage in deceptive practices regarding official policies of the school district, educational institution, educator preparation program, the Texas Education Agency, or the State Board of Educator Certification (SBEC) and its certification process.
- 


Professional Ethical Conduct, Practices, and Performance.

- (1.2)...knowingly misappropriate, divert or use monies, personnel, property or equipment committed to his or her charge for personal gain or advantage.
 - (1.3)...submit fraudulent request of reimbursement, expenses, or pay.
 - (1.4)...use institutional or professional privileges for personal or partisan advantage.
- 

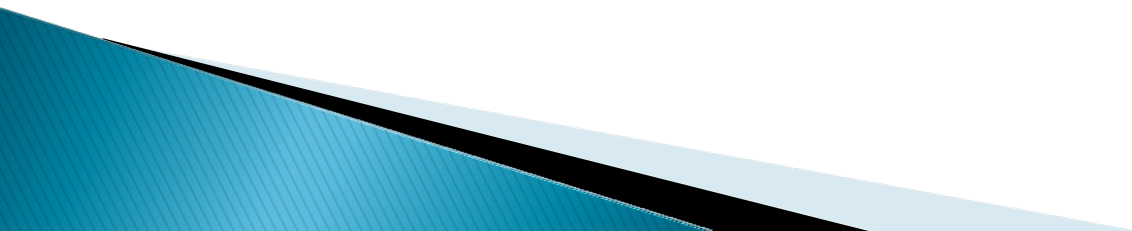
Professional Ethical Conduct, Practices, and Performance – cont.

- (1.5) The educator shall neither accept nor offer gratuities, gifts, or favors that impair professional judgment or to obtain special advantage. This standard shall not restrict the acceptance of gifts or tokens offered and accepted openly from students, parents, or other persons or organizations in recognition of appreciation of service.
 - (1.6)... falsify records or direct or coerce others to do so.
- 

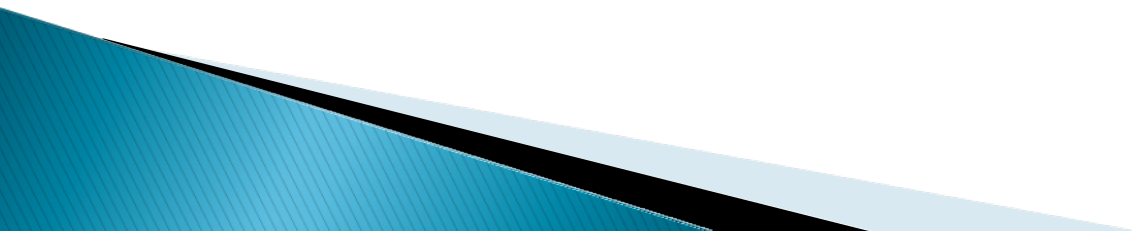
Professional Ethical Conduct, Practices, and Performance – cont.

- (1.7) The educator shall comply with state regulations, written local school board policies, and other applicable state and federal laws.
 - (1.8) The educator shall apply for, accept, offer or assign a position or a responsibility on the basis of professional qualifications.
 - (1.9)...make threats of violence against school district employees, school board members, students, or parents of students.
- 

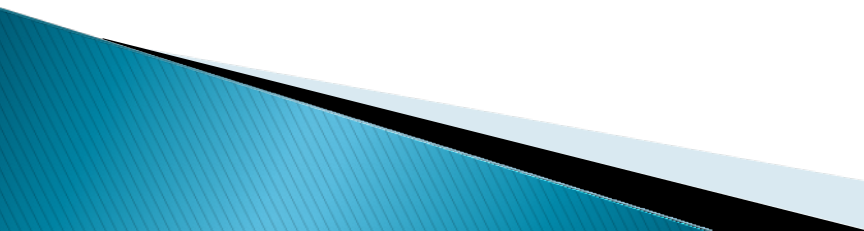
Professional Ethical Conduct, Practices, and Performance – cont.

- (1.10) The educator shall be of good moral character and be worthy to instruct or supervise the youth of this state.
 - (1.11)...intentionally or knowingly misrepresent his or her employment history, criminal history, and/or disciplinary record when applying for subsequent employment.
- 

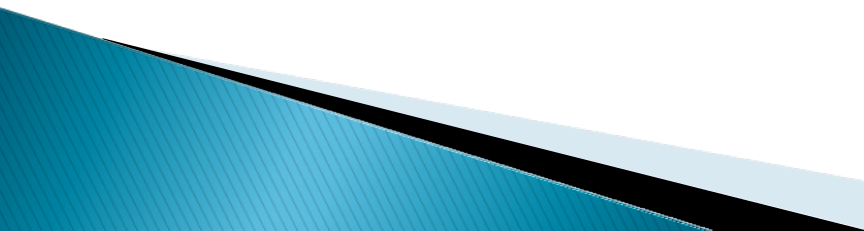
Professional Ethical Conduct, Practices, and Performance – cont.

- (1.12) The educator shall refrain from the illegal use or distribution of controlled substances and/or abuse of prescription drugs and toxic inhalants.
 - (1.13)... consume alcoholic beverages on school property or during school activities when students are present.
- 

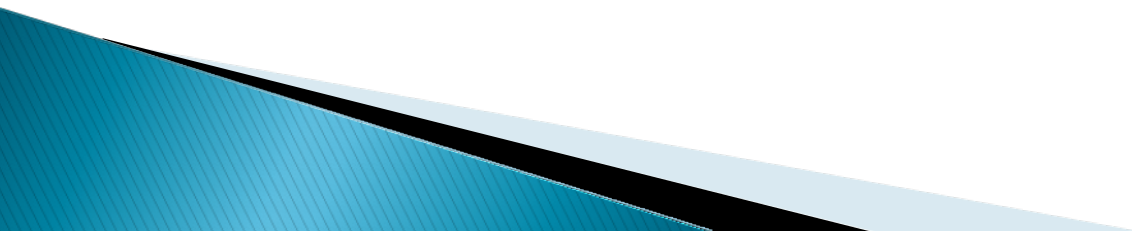
Ethical Conduct Toward Professional Colleagues

- Seven (7) standards are addressed in this principle. The educator shall NOT:
 - (2.1) ... reveal confidential health or personnel information concerning colleagues unless disclosure serves lawful professional purposes or is required by law.
 - (2.2) ...harm others by knowingly making false statements about a colleague or the school system.
- 


Ethical Conduct Toward Professional Colleagues – cont.

- (2.3) The educator shall adhere to written local school board policies and state and federal laws regarding hiring, evaluation, and dismissal of personnel.
 - (2.4)...interfere with a colleague's exercise of political, professional, or citizenship rights and responsibilities.
 - (2.5)...discriminate against or coerce a colleague on the basis of race, color, religion, national origin, age, gender, disability, or family status, or sexual orientation.
- 

Ethical Conduct Toward Professional Colleagues – cont.

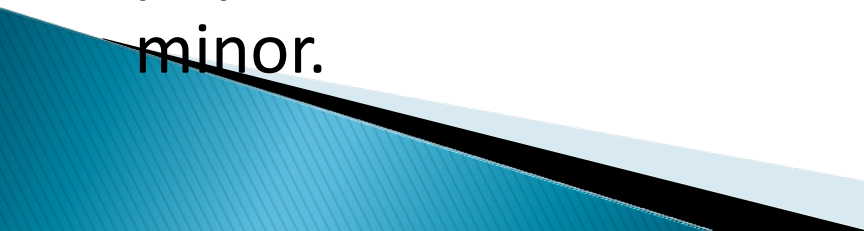
- (2.6)...use coercive means or promise of special treatment in order to influence professional decisions or colleagues.
 - (2.7)...retaliate against any individual who has filed a complaint with the SBEC or who provides information for a disciplinary investigation or proceeding under this chapter.
- 

Ethical Conduct Toward Students

- Nine (9) standards are addressed in this principle
The educator shall NOT:
 - (3.1)... reveal confidential information concerning students unless disclosure serves lawful professional purposes or is required by law.
 - (3.2) ...intentionally, knowingly, or recklessly treat a student or minor in a manner that adversely affects or endangers the learning, physical health, mental health or safety of the student or minor.
- 

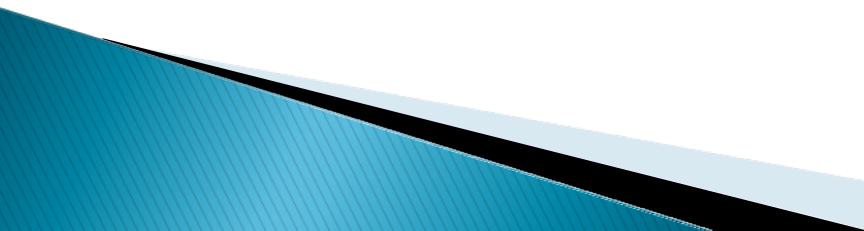
Ethical Conduct

Toward Students – cont.

- (3.3) ...intentionally, knowingly, or recklessly misrepresent facts regarding a student.
 - (3.4)...exclude a student from participation in a program or deny benefits to a student, or grant an advantage to a student on the basis of race, color, gender, disability, national origin, religion, or family status, or sexual orientation.
 - (3.5)...intentionally, knowingly, or recklessly engage in physical mistreatment, neglect, or abuse of a student or minor.
- 

Ethical Conduct

Toward Students – cont.

- (3.6)...solicit or engage in sexual conduct or a romantic relationship with a student or minor.
 - (3.7)...furnish alcohol or illegal/ unauthorized drugs to any person under 21 years of age unless the educator is a parent or guardian of that child or knowingly allow any person under 21 years of age unless the educator is a parent or guardian of the child to consume alcohol or illegal/unauthorized drugs in the presence of the educator.
- 


Ethical Conduct

Toward Students – cont.

- (3.8) The educator shall maintain appropriate professional educator-student relationships and boundaries based on a reasonably prudent educator standard.
- (3.9) The educator shall refrain from inappropriate communication with a student or minor, including, but not limited to, electronic communication such as cell phone, text messaging, email, instant messaging, blogging, or other social network communication. Factors that may be considered in assessing whether the communication is inappropriate include, but are not limited to:

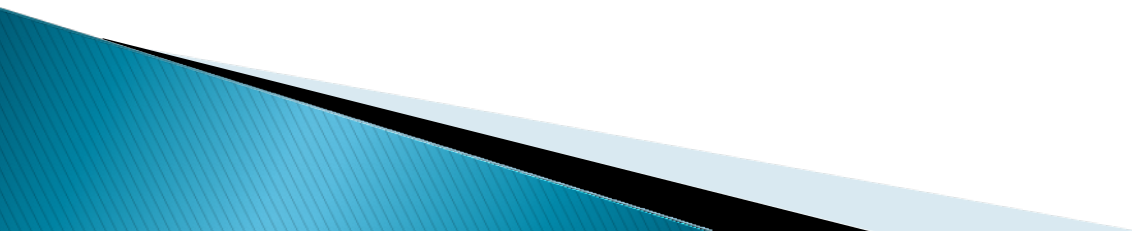
Ethical Conduct

Toward Students – cont.

- then nature, purpose, timing and amount of the communication;
 - the subject matter of the communication;
 - whether the communication was made openly or the educator attempted to conceal the communication;
 - whether the communication could be reasonably interpreted as soliciting sexual contact or a romantic relationship;
- 

Ethical Conduct

Toward Students – cont.

- whether the communication was sexually explicit; and
 - whether the communication involved discussions(s) of the physical or sexual attractiveness or the sexual history, activities, preferences, or fantasies of either the educator or the student.
- 

SEE the TEACHER!

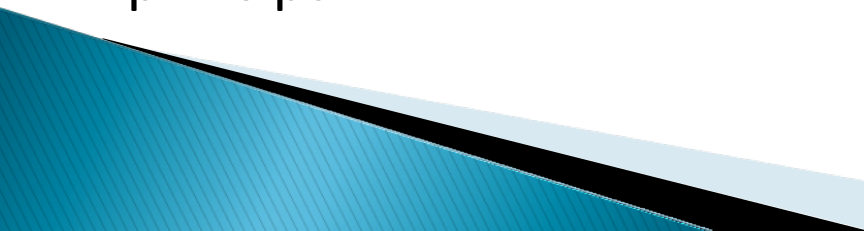


BE the TEACHER!

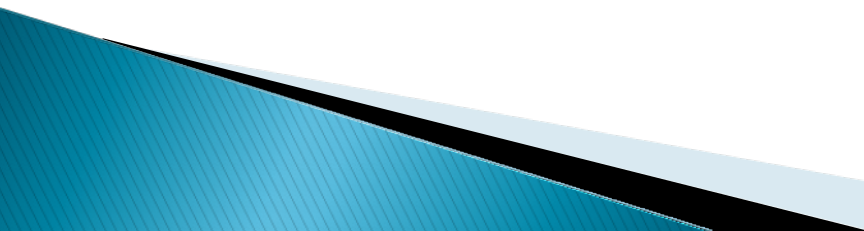


Professional Ethics

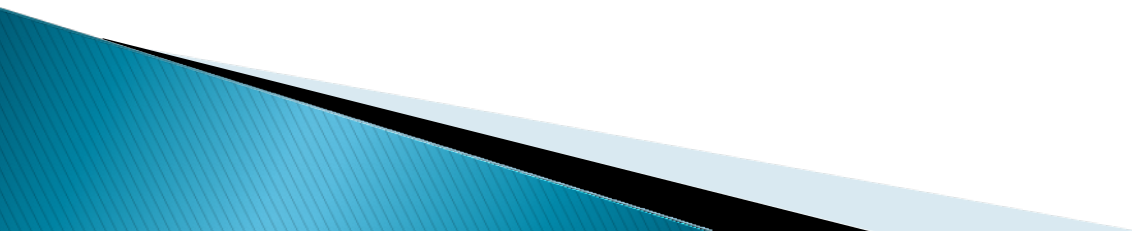
Professional substitutes have a responsibility to conduct themselves in an acceptable, appropriate manner for a professional setting at all times.

- The substitute teacher has a professional obligation even though he/she is not a regular teacher. *The substitute teacher must use extreme caution in expressing personal opinions and reactions about what is seen and heard in the classrooms of various schools in which assigned.*
 - *Under no circumstances should a substitute criticize a regular teacher or the students in the presence of other teachers or students. If deficiencies are found, discuss them with the principal.*
- 

Professional Ethics - cont.

- The chain of command must be followed.
 - The substitute teacher must refrain from promoting personal business for monetary or personal gain and must not conduct personal business during working hours.
 - See policy attachments: Employee Standards of Conduct DH (Legal), DH (Local), DH (Exhibit), Employee Welfare DIA (Legal), DIA (Local), DI (Legal), DI (Local), Student Welfare FFH (Legal), FFH (Local), Electronic Communications CQ (Legal), CQ (Local), CQ (Regulation).
- 

Professional Ethics - cont.

- The inclusion of religion in the study of history, culture, literature, music, drama, and art is essential to a full and fair presentation of the curriculum. Other than texts used in an appropriate course of study, the District shall not distribute religious texts or materials to students. Substitute teachers are not to pray, lead prayer, or discuss their religious beliefs with students at any time. Additionally, religious texts or materials shall not be distributed to students. (District Policy EMI)
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**A Substitute Teacher is an educator
and as such must comply with
all Standards of Conduct**

