

INDEPENDENT SCHOOL DISTRICT NO. 283

SECTION/FILE 435 **DATE OF ADOPTION** May 22, 1978
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TITLE Staff Ethics Standards

An effective educational program requires the services of men and women of integrity, high ideals, and human understanding. To maintain and promote these essentials, all employees of the St. Louis Park School District are expected to maintain high standards in their school relationships. The responsibility for our reputation as an education institution rests with each individual and their commitment to the schools district's ethical standards and policies. These standards include the following:

- To make the place of the well being of students the fundamental value of all decision making and actions.
- To model respect for others by displaying courtesy and compassion; being good listeners to others opinion and thoughts; being concerned for the welfare of others, giving constructive criticism in a respectful manner; and that this respect should be displayed within the school district and throughout the community.
- To continue to strive to be life long learners; seek opportunities to enhance personal fulfillment; continue to seek professional renewal and additional knowledge of developments in their field of work; and to strive for personal and professional excellence.
- Each individual has a responsibility to assist in ensuring that they personally and all other employees conduct the school district's financial business with integrity and above reproach. Any transactions or issues that affect the school district's financial integrity must be made known to the properly designated authorities of the school district or your supervisor.
- All staff members are responsible for the proper use and protection of all school properties, equipment and materials. All staff members have a professional responsibility to let the properly designated authorities of the school district or your supervisor know if they know of or have observed destructive or illegal use of any school district properties, equipment and materials.
- To seek to understand and accept that each individual has unique qualities and differences; that each individual is valued as a member of the school district and society; by appreciating, valuing and accepting individuals' cultural differences.
- Each individual knows, understands and accepts the impact and consequences of their personal actions towards others they work or interact with,
- Criticism of staff member(s) or of any department or school site is to be professional, constructive and toward the improvement of the school system. This constructive criticism should be made directly to the person, department head or particular school administrator. Comments should be made in a respectful and professional manner as to allow for maintaining team spirit with those involved. Continued disrespectful criticism should be made known to the appropriate administrator.