

TRUMBULL PUBLIC SCHOOLS  
BOARD OF EDUCATION  
POLICY MANUAL

SECTION: **4000**  
CATEGORY: **Personnel – Certified and  
Non-Certified**  
POLICY CODE: **4118.22/Code of Ethics**

**CODE OF ETHICS**

**Policy Statement**

Certified teachers, including both permanent and temporary personnel, both full-time and part-time, should observe professional ethics and cooperate with and support the administration in demonstrating knowledge of the Connecticut Code of Professional Responsibility for Teachers. See Appendix A.

Certified administrators, including both permanent and temporary personnel, both full-time and part-time, should observe professional ethics and cooperate with and support the administration in demonstrating knowledge of the Connecticut Code of Professional Responsibility for School Administrators. See Appendix B.

Adopted: 5/3/2016

**References**

- Connecticut State Department of Education Regulation §10-145d-400a: Connecticut Code of Professional Responsibility for Teachers
- Connecticut State Department of Education Regulation §10-145d-400b: Connecticut Code of Professional Responsibility for School Administrators

## **Connecticut Code of Professional Responsibility for Teachers**

### **Preamble**

The Code of Professional Responsibility for Teachers is a set of principles which the teaching profession expects its members to honor and follow. These principles set forth, on behalf of the teaching profession and the public it serves, standards to guide conduct and the judicious appraisal of conduct in situations that have professional and ethical implications. The Code adheres to the fundamental belief that the student is the foremost reason for the existence of the profession.

The teaching profession is vested by the public with a trust and responsibility requiring the highest ideals of professionalism. Therefore, the teacher accepts both the public trust and the responsibilities to practice the profession according to the highest possible degree of ethical conduct and standards. Such responsibilities include the commitment to the students, the teaching profession, and the community.

Consistent with applicable law, the Code of Professional Responsibility for Teachers shall serve as a basis for decisions on issues pertaining to licensure and employment. It shall apply to all teachers licensed by or individuals seeking licensure from the State of Connecticut. For the purposes of this section, “teacher” means a person who is applying for, who holds or who is employed under a teaching certificate, or other equivalent certificate, issued by the State Board of Education.

### **Responsibility to the Student**

- (1) The professional teacher, in full recognition of his or her obligation to the student, shall:
  - (a) Recognize, respect and uphold the dignity and worth of students as individual human beings, and, therefore, deal justly and considerately with students;
  - (b) Engage students in the pursuit of truth, knowledge and wisdom and provide access to all points of view without deliberate distortion of subject matter;
  - (c) Nurture in students lifelong respect and compassion for themselves and other human beings regardless of race, ethnic origin, gender, social class, disability, religion, or sexual orientation;
  - (d) Foster in students the full understanding, application and preservation of democratic principles and processes;
  - (e) Guide students to acquire the requisite skills and understanding for participatory citizenship and to realize their obligation to be worthy and contributing members of society;
  - (f) Assist students in the formulation of value systems and worthy, positive goals;

- (g) Promote the right and freedom of students to learn, explore ideas, develop learning skills and acquire the necessary knowledge to achieve their full potential;
  - (h) Strive to develop within students fundamental critical thinking skills and problem-solving techniques;
  - (i) Remain steadfast in guaranteeing equal opportunity for quality education for all children, and not unlawfully discriminate; and
  - (j) Maintain the confidentiality of all information concerning students obtained in the proper course of the educational process, and dispense such information only when prescribed or directed by federal or state law or professional practice.
- (2) The professional teacher, in full recognition of his or her obligation to the student, shall not:
- (a) Abuse his or her position as a professional with students for private advantage;
  - (b) Sexually or physically harass or abuse students;
  - (c) Emotionally abuse students; or
  - (d) Engage in any misconduct which would put students at risk.

### **Responsibility to the Profession**

- (1) The professional teacher, in full recognition of his or her obligation to the profession of teaching, shall:
- (a) Conduct himself or herself as a professional realizing that his or her action reflects directly upon the status and substance of the profession;
  - (b) Uphold the professional teacher's right to teach effectively;
  - (c) Uphold the principle of academic freedom;
  - (d) Strive to exercise the highest level of professional judgment;
  - (e) Assume responsibility for his or her professional development;
  - (f) Encourage the participation of teachers in the process of educational decision-making;
  - (g) Promote the employment of only qualified and fully licensed teachers;
  - (h) Encourage promising, qualified and competent individuals to enter the profession;
  - (i) Decline any gratuity, gift or favor that would impair or influence professional decisions or actions; and
  - (j) Maintain the confidentiality of all information concerning colleagues obtained in the proper course of the educational process, and dispense such information only when prescribed or directed by federal or state law or professional practice.

- (2) The professional teacher, in full recognition of his or her obligation to the profession of teaching, shall not:
- (a) Obtain licensure or employment by misrepresentation or fraud;
  - (b) Misrepresent his, her or another's professional qualifications or competencies; or
  - (c) Engage in any misconduct which would impair his or her ability to teach.

**Responsibility to the Community**

- (1) The professional teacher, in full recognition of the public trust vested in the teaching profession, shall:
- (a) Be cognizant of the influence of teachers upon the community-at-large, and, therefore, shall not knowingly misrepresent facts or make false statements;
  - (b) Encourage the community to exercise its responsibility to be involved in the formulation of educational policy;
  - (c) Promote the principles and ideals of democratic citizenship; and
  - (d) Endeavor to secure equal educational opportunities for all children.
- (2) The professional teacher, in full recognition of the public trust vested in the teaching profession, shall not:
- (a) Exploit the educational institution for personal gain; or
  - (b) Be convicted in a court of law of a crime involving moral turpitude or of any crime of such nature that violates such public trust.

## **Connecticut Code of Professional Responsibility for School Administrators**

### **Preamble**

The Code of Professional Responsibility for School Administrators reaffirms and codifies the principles and standards that have guided the school administrator profession over the years. The principles set forth in this Code are intended to guide the conduct and assist in the appraisal of conduct for the members of the profession and the public they serve. The Code cannot, and does not, address every situation in which choices and decisions must be made. The Code recognizes the ability of the members of the profession to make administrative decisions that are in the best interest of the students and all individuals associated with the school district in which the members serve.

The Code adheres to the fundamental belief that the student is the foremost reason for the existence of the profession. Administrators must focus the energies of schools on student learning above all else. In addition, the Code recognizes the responsibility of administrators to the public, their colleagues and all staff members to foster high standards for professional educators, provide leadership, encourage diversity in curriculum and staff, and promote a quality educational program. By setting forth a Code of Professional Responsibility for School Administrators separate from the code applicable to teachers, there is a recognition of the similar but different responsibilities that the two groups have to the students they serve. Both Codes seek to codify standards for the education profession to promote a quality system of education for the students in our State. The additional responsibility an administrator accepts in the performance of his or her duties is reflected in this Code.

### **Responsibility to the Student**

The professional school administrator, in full recognition of obligation to the student, shall:

- (a) Make the well-being of students the fundamental value in all decision making and actions;
- (b) Recognize, respect and uphold the dignity and worth of students as individuals and deal justly and considerately with students;
- (c) Promote in students pursuit of truth, knowledge and wisdom, and provide access to all points of view without deliberate distortion of subject matter;
- (d) Nurture in students lifelong respect and compassion for themselves and other human beings regardless of race, ethnic origin, gender, social class, disability, religion, or sexual orientation;
- (e) Foster in students the full understanding, application and preservation of democratic principles and processes;
- (f) Guide students to acquire the required skills and understandings for participatory citizenship and to realize their obligation to be worthy and contributing members of society;

- (g) Assist students in the formulation of positive goals;
- (h) Promote the right and freedom of students to learn, explore ideas, develop learning skills and acquire the necessary knowledge to achieve their full potential;
- (i) Develop within students fundamental critical thinking skills and problem-solving techniques;
- (j) Ensure quality education for all students;
- (k) Maintain confidentiality of all information concerning students obtained in the proper course of the educational process and dispense the information when prescribed or directed by law, governing board policy or professional practice;
- (l) Ensure that all students are provided educational opportunities in environments safe from sexual, physical, and emotional abuse; and
- (m) Promote ongoing development and evaluation of curriculum.

### **Responsibility to the Profession and Staff**

The professional school administrator, in full recognition of obligations to the profession, shall:

- (a) Maintain the highest standards of professional conduct, realizing that one's behavior reflects directly upon the status and substance of the profession;
- (b) Engage in administrative, supervisory and evaluative practices with staff members and provide leadership to ensure the highest standards of services for students;
- (c) Encourage student learning through the effective support of all staff engaged in the learning process;
- (d) Encourage the participation of administrators and teachers in the process of curriculum development and educational decision making;
- (e) Maintain the standards and seek to improve the effectiveness of the profession through research and continuing professional development for self and staff;
- (f) Promote the employment of only qualified, certified educators, and qualified non-certified staff;
- (g) Encourage promising, qualified and competent individuals to enter the education profession; and
- (h) Maintain the confidentiality of all information obtained in the proper course of one's administrative duties and dispense the information when prescribed or directed by law, governing board policy or professional practice.

### **Responsibility to the Community**

The professional school administrator, in full recognition of the public trust vested in the education professional, shall:

- (a) Be cognizant of the influence of school administrators upon the community at large, and, therefore, not knowingly misrepresent facts or make false statements;
- (b) Obey local, state and national laws;
- (c) Implement the governing board policies and administrative rules and regulations;
- (d) Encourage the community to exercise its responsibility to be involved in the formulation of educational policy;
- (e) Pursue appropriate measures to address those laws, policies and regulations that are inconsistent with sound educational goals;
- (f) Avoid misusing administrative position for personal gain;
- (g) Honor professional contracts until fulfillment, release or dissolution mutually agreed upon by all parties to contracts;
- (h) Promote the principles and ideals of democratic citizenship; and
- (i) Endeavor to secure equal educational opportunities for all children.

### **Responsibility to the Student's Family**

The professional school administrator, in full recognition of the responsibility to the student's family, shall:

- (a) Respect the dignity of each family, its cultures, customs and beliefs;
- (b) Promote and maintain appropriate, ongoing and timely written and oral communications with the family;
- (c) Respond in a timely fashion to families' concerns;
- (d) Consider the family's perspective on issues involving its children;
- (e) Encourage participation of the family in the educational process; and
- (f) Foster open communication among the family, staff and administrators.