

Personnel – Certified/Non-Certified

Staff/Student Relationships/Non-Fraternization

The education of a student in the Marlborough Public School is viewed as a partnership between family, school and community. Each has his/her responsibilities to the other, and to the educational process. Education will be most effective when the relationship between teacher and student is at its best. Thus, sound teacher student relationships will flourish when the atmosphere of the school and classroom is conducive to education, and when all involved are properly motivated. The attitudes of the teacher and student to each other must be based on mutual trust and respect. The goals of such a relationship shall be the fullest development of each individual's potential and the preparation of the student to assume his/her role in society.

Responsibilities

The teacher shall meet his/her responsibility by preparing stimulating and effective programs of instruction, communicating appropriate expectations and consequences for student behavior, constructing a solid, basic groundwork in his/her courses, presenting materials in a suitable way, assisting students in their studies, acting as a resource person, integrating practice with theory, modifying the work to be appropriate for his/her students, and evaluating the success of the learning activities and the students.

The student is expected to meet his/her responsibilities by attending school, participating in his/her classes, pursuing all assignments to completion, performing required tasks and demonstrating required skills, and being personally accountable for the quality and success of his/her own education. The student is encouraged to initiate his/her own learning experiences, contribute actively to the success of his/her classes, and participate in the general life of the school. Furthermore, the student is urged to develop his/her individual talents and capacities to the fullest extent, both for his/her own good, and for the good of the society which is educating him/ her.

Atmosphere

Teachers and students must work together to create a sense of sincere good will in the school. The habit of purposeful, friendly, cooperative, sustained work is to be encouraged. Interest and curiosity are to be stimulated, while sound education proceeds in orderly and constructive methods.

Staff members should strive to secure individual and group discipline, and should be treated with respect by students at all times. By the same token, staff members should extend to students the same respect and courtesy that they, as staff members, have a right to demand.

Although it is desired that staff members have a sincere interest in students as individuals, partiality and the appearance of impropriety must be avoided. Excessive informal and/or social involvement with students is prohibited. Such conduct is not compatible with professional ethics and, as such, will not be tolerated.

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Motivation

Teachers shall be viewed as having chosen a profession which indicates their concern for young people and their desire to be part of a school situation.

Students should be aware of the value of school, so that they may actively and enthusiastically participate in their own education.

Trust

The teacher is expected to earn trust by treating each student as an individual, entitled to his/her dignity and privacy. The student's progress and problems are to be seen as a confidential matter, not subject to gossip or unnecessary probing. The teacher is expected to earn trust by exhibiting a sincere interest in his/her student, a desire to teach and help the student, and a willingness to share his/her superior education and greater personal experience with the student.

The student is expected to earn trust by exhibiting a cooperative attitude toward his/her teachers, his/her classmates, his/her course assignments, and administrative rules intended to benefit the entire student body. The student also is expected to earn trust by attempting to excel and become a contributing member of society.

Electronic Communications

Staff members are encouraged to communicate with students and parents/guardians for educational purposes using a variety of effective methods, including electronic communication. As with other forms of communication, staff members must maintain professional boundaries with students while using electronic communications regardless of whether the communication methods are provided by the District or the staff member uses his/her own personal electronic communication devices, accounts, webpages or other forms of electronic communication.

The District's policies, regulations, and expectations regarding in-person communications at school and during the school day also apply to electronic communications for educational purposes, regardless of when those communications occur. Staff communications must be professional and student communications must be appropriate.

(cf. 4118.23/4218.23 – Conduct)

(cf. 4118.51/4218.51 – Social Networking Websites)

(cf. 5141.4 – Child Abuse/Neglect)

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Legal Reference: Connecticut General Statutes

10-53a-71 Sexual assault in the second degree: Class C or B felony.

10-151 Employment of teachers. Definitions. Notice and hearing on failure to renew or termination of contract. Appeal

Policy adopted: August 24, 2000
Policy revised: March 18, 2004
Policy revised: October 23, 2014

MARLBOROUGH PUBLIC SCHOOLS
Marlborough, Connecticut

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Staff members are expected to use good judgment in their relationships with students both inside and outside of the school context including, but not limited to, the following guidelines:

1. Staff members shall not make derogatory comments to students regarding the school and/or staff.
2. Staff members shall not associate with students at any time in any situation or activity which could be considered sexually suggestive or involve the presence or use of tobacco, alcohol or drugs.
3. Staff members shall not use insults or sarcasm against students as a method of forcing compliance with requirements or expectations.
4. Staff members shall maintain a reasonable standard of care for the supervision, control, and protection of students commensurate with their assigned duties and responsibilities.
5. Staff members shall not send students on personal errands.
6. Staff members shall, pursuant to law and Board policy, immediately report any suspected signs of child abuse or neglect.
7. Staff members shall not attempt to counsel, assess, diagnose or treat a student's personal problem relating to sexual behavior, substance abuse, mental or physical health and/or family relationships but instead, should refer the student to the appropriate individual or agency for assistance.
8. Staff members shall not disclose information concerning a student, other than directory information, to any person not authorized to receive such information. This includes, but is not limited to, information concerning assessments, ability scores, grades, behavior, mental or physical health and/or family background.
9. Sexual relations with students, regardless of age and/or consent, is prohibited and will result in dismissal and referral to the appropriate authorities.