

Employee Use of Social Networking Apps, Services and Websites

The Bristol Warren Regional School District recognizes that many of our staff, students, parents and community members are active social media users. As a school district we also incorporate social media as part of our communications strategy. The District recognizes that social media can serve as an effective tool to enhance learning, communication and professional development and is committed to ensuring that our education community members who use social media for educational and professional purposes do so in a safe and responsible manner. For the purpose of this policy, this includes blogs, comments on apps, services and websites, discussion forums and any other activity online involving connecting or communication with other users.

District employees should exercise caution, sound judgment, and common sense when using professional social media sites, remembering at all times that online activity has the potential to become public activity, even when one believes that they are posting in a private group or on a private page. District employees who plan to post classroom activities, club information, school events and other related activities to MHHS and KMS should use a school sponsored site. Please use this form to request a school sponsored site.

The School Committee prohibits school district staff from socializing with students outside of school on social networking apps, services and websites, including but not limited to Facebook, Instagram, X (Twitter), YouTube, Snapchat, etc. Please see policy [GBEBB- Staff Conduct With Students](#). This policy does not pertain to social media or online communications between a District employee who is related to a student, or employees who are related to each other.

All school district employees, faculty and staff who participate in social networking websites, shall not post any school district data, documents, photographs or other district owned or created information on any non-school sponsored apps, services and websites. Further, the posting of any private or confidential school district material on such apps, services and websites is strictly prohibited. Student work shall not be posted without written permission from parents/guardians or by students who are 18yrs. or older.

School district employees are prohibited from engaging in any conduct on social networking apps, services and websites that violates the law, School Committee policies, or the Rhode Island Educator Code of Professional Responsibility. Employees who violate this policy may face discipline and/or termination, in line with other School Committee policies and/or collective bargaining agreements, if applicable.

Legal References:

Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g
Rhode Island Educator Code of Professional Responsibility

Adopted: June 23, 2025

Bristol Warren Regional School District, Bristol, Rhode Island