

**Policy Statement #1760 (Administration) of the Board of Education  
Regarding Professional Interactions between Calvert County Public Schools (CCPS) Employees,  
Volunteers, and Students**

I. Purpose

- A. To establish clear expectations for professional interactions between Calvert County Public Schools (CCPS) employees, volunteers, and students.
- B. To create a safe, respectful, and effective educational environment by maintaining appropriate boundaries.
- C. To protect both students and staff by delineating acceptable behaviors and interactions.

II. Definitions

- A. Professional Boundaries - the ethical and appropriate limits that educators maintain in their relationships with students, parents, and colleagues. These boundaries ensure that interactions are respectful, supportive, and focused on the educational and developmental needs of students, while preventing conflicts of interest, favoritism, and inappropriate behavior.
- B. Professional Interactions - maintaining appropriate communication through approved channels, and ensuring interactions are related to educational purposes
- C. Employees - Individuals whose compensation is paid by the Calvert County Public Schools
- D. Volunteer – any person at the request of the principal or designee, who provides services for the Calvert County School System without receiving monetary compensation.
- E. Student: Any individual enrolled in CCPS, regardless of age.

III. Policy Statement

- A. CCPS is committed to fostering an environment where staff-student relationships are based on mutual respect and trust. Employees and volunteers are expected to maintain professional boundaries with students at all times, including but not limited to during school and school related activities adhering to appropriate physical, verbal, and digital communication practices. Nothing in this policy is intended to intrude upon typical family and community related activities where, for example, the employee is involved in community activities or the employee's own children invite friends to the employee's home.

IV. Standards and Guidelines for Staff

- A. Acceptable Behaviors
  - 1. Employees and volunteers shall:

- a. Interact with students in a manner that is consistent with their professional role and responsibilities.
- b. Ensure the safety and integrity of all interactions with students by observing the Rule of Two.
  - 1) In-Person Interactions: A second adult should be present whenever meeting with a student. If that is not possible, meetings should take place in a public or observable location (e.g., office with open door, glass walls, common areas).
  - 2) Electronic Communications: When engaging with students via CCPS approved methods (e.g., email, messaging platforms, video conferencing, or other digital tools), another adult (e.g., a colleague, supervisor, or group participant) should be included in the conversation or copied on the communication when feasible.
- c. Use CCPS-approved communication channels when communicating with students.
- d. Ensure that any physical contact with students is non-intimate, appropriate to the situation, and necessary for the student's safety or education.

**B. Unacceptable Behaviors**

- 1. Employees and volunteers shall not:
  - a. Engage in any form of sexual or romantic relationship with students.
  - b. Privately communicate with students through personal social media accounts or via personal text messages.
  - c. Employees should generally refrain from sharing the intimate personal details about their own private lives with students except as reasonably necessary. For example, it may be appropriate for a teacher to disclose to the class that the teacher will be absent for maternity leave or for surgery.
  - d. Provide gifts or special favors to individual students beyond customary practices.
  - e. Meet in 1:1 situations in or outside of school with students other than family members unless the job responsibilities require 1:1 meetings (i.e. Pupil Personnel Worker, School Psychologist, Counselor, Nurse, Administrator, Safety Advocate) or parental/guardian written consent has been obtained

**V. Reporting and Investigation**

- A. Staff members are mandatory reporters and must report any inappropriate relationship between employees or volunteers and students to the Department of Social Services and their direct supervisor (See policy 1460).

- B. CCPS will promptly investigate all reports of inappropriate conduct in accordance with the established procedures.
  - C. Violations of this policy may result in disciplinary action, up to and including termination of employment.
- VI. Delegation of Authority
- A. The Superintendent of Schools is directed to develop administrative procedures to implement this policy in accordance with all local policies and local, state, and federal laws and regulations, and to communicate this policy and accompanying procedures to all relevant parties.
- VII. Exceptions
- A. There are no exceptions to this policy. However, the Board by majority vote may temporarily suspend all or part of this policy. Suspension of all or part of this policy, however, in no way relieves the Board of its obligation to comply with the pertinent local, state, and federal laws and regulations or the rules and regulations of the Maryland State Board of Education and the Maryland State Department of Education.
- VIII. Review
- A. This policy will be reviewed at the end of four years, or sooner, if approved by majority vote of the Board of Education in public session.
- IX. Effective Date
- A. This policy is effective September 11, 2025.

Citations

State Law:

State Reg.:

Federal Law:

Adm. Reg.:

Neg. Agr.:

Other Citation:

Related Policy

1118 (Administration) of the Board of Education Regarding Discrimination

1460 – (Administration) of the Board of Education Policy for Child Abuse and Neglect

1740 – (Administration) of the Board of Education Policy Regarding Ethics

1750 – (Administration) of the Board of Education Policy Regarding Employee Discipline

2718 – (Instruction) of the Board of Education Policy Regarding Responsible and Appropriate Use of Computer Systems and Other Electronic Communication Media

5550 – (Business) of the Board of Education Policy Regarding Insuring Employees and Volunteers While Transporting Students in Private Vehicles

8123 – (Community) of the Board of Education Policy Regarding Parent, Caregiver, and Community Involvement

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Adopted: 9/11/25

Revised:

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