

STAFF ETHICS

The board expects staff to strive to set the kind of example for students that will serve them well in their own conduct and behavior and will contribute toward an appropriate school atmosphere. In their dress, conduct and interpersonal relationships, all staff should recognize that they are being continuously observed by students and that their actions and demeanor will be reflected in the conduct of students and the reactions of the community.

The following character traits are expected to be nurtured through example and formal instruction in the district:

Work Ethic – joys of working, pride in accomplishment, respect for others' labor

Tolerance – respect for others' views, understanding, willingness to listen,

Responsibility – ownership of task, knowledge of consequences and accepting both positive and negative

Courage – positive action in the face of fear, willingness to risk doing the right things even through anxious, taking appropriate risk in the face of anxiety, caring for others and the risk of rejection

Honesty – telling the truth to one's self and to others

Courtesy – the "Golden Rule", consideration of others' feelings, putting respect into action, accommodating another person's comfort

Patriotism – love of country through understanding and acting on its ideals

Perseverance – acceptance of things that cannot be changed, the ability to wait

Hope – a sense that a positive outcome is possible even in dire situations, a realistic optimism

Self-Esteem – good self-concept, a feeling that one can have an impact, self-worth, a feeling that one is of value

Self-Discipline – an internal control that allows one to accomplish a goal, personal control necessary to accomplish tasks and regulate thoughts and actions

Loyalty – maintaining a commitment to relationships, concepts and accepted credos

Respect – honoring appropriate authority

Compassion – kindness, caring, a sense of humaneness and feeling for others

Among other expectations, teachers, administrators, support personnel and aides are expected to:

- Be available to students, parents/guardians and colleagues when assistance, guidance or expertise is needed.
- Contribute positively to the overall conduct of the building.
- Serve as a positive example to youth in appearance, mature behavior, cooperation, correct written and oral expression, civility, compassion and positive mental attitude.
- Establish positive rapport with students, colleagues and parents/guardians.
- Communicate in a professional manner at all times and confine complaints and criticism within appropriate settings. Staff should refrain from participating in, or contributing to, harmful or malicious gossip and rumors.
- Register complaints and concerns with those who have the most direct responsibility to address them.

It is expected that communications with and among all employees will be guided by the pursuit of truth, accuracy, good taste and fairness. This should be accomplished by:

- Following good judgment in the release of information;
- Not intentionally disseminating false or misleading information and acting promptly to correct erroneous information for which one is responsible;
- Soliciting input only when conditions and time permit for such input to be seriously considered;
- Respecting personal privacy and not releasing confidential data;
- Forgoing derogatory acts or utterances against other professionals;
- Not engaging in any practice which has the purpose of corrupting the channels of communications or the process of governance;
- Giving due respect to the ideal of free inquiry and the opinions of other; and recognizing that effective communication and trust are dependent upon integrity.