

STAFF STUDENT RELATIONS

Positive relationships with students are of paramount importance in student achievement. The School District of Colby is committed to quality educational programs requiring integrity, high ideals, and human understanding. All employees shall recognize that they must accept responsibility for their conduct as members of the profession. All employees shall understand that a person's own conduct may be regarded as representative of all. Learning, growth, and success of students are the reasons that the schools exist.

Professional staff members are required to abide by such standard of conduct which is in keeping with community morals, to encourage good citizenship and to be an example of self-discipline for their students. Further, professional staff members are required at all times not to engage in misdeeds which may lose them the respect and appreciation of the students, parents/guardians of students, and the people of the community.

All employees and contracted vendors of the District are expected to demonstrate positive relationships by:

- Communicating with students in a way which fosters the development of a positive self-image
- Giving students positive feedback in a variety of ways
- Modeling and reinforcing positive behaviors which are expected of students
- Implementing motivation techniques that enhance self-esteem and achievement
- Maintaining empathy with and respect for all students
- Using discretion in handling confidential information about students
- Utilizing problem-solving techniques in correcting and changing student behavior
- Encouraging a student to study varying points of view and respect the student's right to form independent judgments
- Conducting conferences with or concerning students in an appropriate place and manner
- Exercising good judgment in dealings with students, parents, other staff and the public
- Displaying moral and ethical behavior including never engaging in intimate, sexual or otherwise inappropriate relationships with students whether consensual or otherwise
- Refraining from sending a student on an errand off school premises during school hours. Students shall not be sent on personal errands of any kind, nor be required to do any service not connected with their duties in the school.
- Refraining from attempting to inculcate the students with his/her own political or religious beliefs

The use of ridicule, insults, sarcasm, cynicism, sustained or repeated yelling, profanity, belittling or intimidating statements or behaviors and other offensive or inappropriate statements or conduct will not be tolerated.

LEGAL REFERENCE: Wisconsin Stats. 118.01, 948.095