

Personnel

PROFESSIONAL CODE OF ETHICS (CERTIFICATED)

SP 4103.00

The County Superintendent endorses the following Professional Code of Ethics and expects all certificated employees to serve the County Office and public education in accordance with this code:

Preamble

Educators believe in the worth and dignity of people, and recognize the supreme importance of the pursuit of truth, devotion to excellence, and the nurturance of democratic citizenship. They regard as essential to those goals the protection of freedom to learn and to teach and the guarantee of equal educational opportunity for all. Educators practice their profession in accordance with the provisions of this code.

Principle I Commitment to the Student

Educators:

- a. measure success by the progress of each student toward realization of potential as a worthy and effective citizen;
- b. work to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals;
- c. encourage the student to independent action in the pursuit of knowledge, and provide access to varying points of view;
- d. prepare lessons carefully, present them to students without distortion and within the limits of time and curriculum give all points of view a fair hearing;
- e. protect the health and safety of students;
- f. honor the integrity of students and influence them through constructive criticism rather than by ridicule and harassment;
- g. provide for participation in educational programs without regard to gender, race, skin color, creed, sexual orientation, or national origin both in what is taught and how it is taught;
- h. ensure that relationships with students are not used for private advantage; neither solicit nor involve students or their parents in schemes for commercial gain;
- i. maintain confidential information that has been obtained in the course of professional service, unless disclosure serves professional purposes or is required by law.

Principle II Commitment to the Public

Educators:

- a. believe that democratic citizenship in its highest form requires dedication to the principles of our democratic heritage and, therefore, assume their full political and citizenship responsibilities;

- b. bear particular responsibility for the development of policy relating to the extension of educational opportunities for all and for interpreting educational programs and policies to the public;
- c. have an obligation to support the profession and institution and not misrepresent them in public discussion. When they criticize it in public, they have an obligation not to distort the facts. When they speak or write about policies, they take adequate precaution to distinguish their private views from the official position of the institution;
- d. do not interfere with their colleagues exercise of political and citizenship rights and responsibilities;
- e. do not use institutional privileges for private gain; do not exploit pupils, their parents, colleagues, nor the agency itself;
- f. do not accept gifts or favors that might impair or appear to impair professional judgment nor offer any favor, service, or thing of value to obtain special advantage

Principle III Commitment to the Profession

Educators:

- a. believe that the quality of the services of the education profession directly influences the nation and its citizens;
- b. exert every effort to raise professional standards, to improve their service, to promote a climate in which the exercise of professional judgment is encouraged, and to achieve conditions that attract persons worthy of trust to careers in education;
- c. accord just and adequate treatment to all members of the profession in the exercise of their professional rights and responsibilities;
- d. do not use coercive means or promise special treatment to influence professional decisions of colleagues;
- e. do not misrepresent their professional qualifications;
- f. do not misrepresent the professional qualifications of colleagues, and discuss such qualifications fairly, accurately, and appropriately;
- g. use honest and effective methods of administering educational responsibility, i.e., conduct professional business through proper channels, assign authorized persons only to educational tasks, use time granted for its intended purposes, do not misrepresent conditions of employment, and live up to the letter and spirit of their contracts.

Principle IV Commitment to Professional-Employee Practices

Educators:

- a. regard the employment agreement as a pledge to be executed both in spirit and in fact in a manner consistent with the highest ideals of professional service;
- b. believe that sound professional relationships with governing boards are built

- upon integrity, dignity, and mutual respect;
- c. discourage the practice of their profession by unqualified persons;
 - d. apply for positions only when they are known to be vacant, and refrain from commenting adversely about other candidates;
 - e. apply for and accept positions or responsibilities on the basis of professional preparation and legal qualifications;
 - f. offer, assign, or delegate positions or responsibilities on the basis of professional preparation and legal qualifications without discrimination on the grounds of gender, race, skin color, creed, sexual orientation, or national origin;
 - g. do not knowingly withhold information regarding a position from an applicant, or misrepresent an assignment or conditions of employment;
 - h. give prompt notice to the employing agency of any change in availability of services, and the employing agent shall give prompt notice of change in availability or nature of a position;
 - i. adhere to the terms of a contract or appointment, unless those terms have been legally terminated, falsely represented, or substantially altered by unilateral action of the employing agency;
 - j. conduct professional business through channels, when available, that have been jointly approved by the professional organization and the employing agency;
 - k. permit no commercial exploitation of their professional position.

Legal Reference:

EDUCATION CODE

44421 Immoral or Unprofessional Conduct, Disobedience or Grounds for Revocation or Suspension by Commission

ADMINISTRATIVE CODE

Title V, Division 6 Certificated Personnel

MENDOCINO COUNTY OFFICE OF EDUCATION

Date Adopted: 05/15/2001

Date Revised: