Administrative Procedure 208

Personnel and Employee Relations

CODE OF PROFESSIONAL CONDUCT FOR TEACHERS AND TEACHER LEADERS

Background

The Board believes all teachers are responsible to act in accordance with the best interests of students, parents, visitors, and other employees of the Board.

This Administrative Procedure is derived from the *Practice Review of Teachers and Teacher Leaders Regulation* in Alberta.

Professional Conduct Requirements

1. In relation to students,

(a) the teacher or teacher leader shall respect the dignity and rights of all students and persons without prejudice as to the prohibited grounds of discrimination set out in the *Alberta Human Rights Act* and with regard to rights as provided for in the *Canadian Charter of Rights and Freedoms,* and be considerate of the circumstances of students and persons.

(b) the teacher or teacher leader is required to demonstrate a welcoming, caring, respectful and safe learning environment that respects diversity and nurtures a sense of belonging, which students are entitled to under the Act.

(c) the teacher or teacher leader shall teach or lead in a manner that does not intentionally contravene applicable

(i) legislation, and

(ii) policies of Alberta Education

(d) the teacher or teacher leader shall not

(i) intentionally harm or abuse a student verbally, psychologically or emotionally, or

(ii) harm or abuse a student physically or sexually.

(e) the teacher or teacher leader shall not

(i) intentionally engage in an illegal activity or other activities that may cause a student to be put at or to remain at risk of harm or abuse, or

(ii) knowingly encourage or enable a student to engage in an illegal activity or other activities that may cause a student to be put at or to remain at risk of harm or abuse.

(f) the teacher or teacher leader shall not disclose information received about a student in confidence or in the course of performing the teacher's or teacher leader's professional duties except

(i) as required by law, or

(ii) where

(A) in the teacher's or teacher leader's judgment, it would be in the best interests of the student to disclose the information, and

(B) the disclosure of the information is permitted by law.

(g) the teacher or teacher leader shall not

(i) accept pay for tutoring a student in any subjects in which the teacher or teacher leader is responsible for giving classroom instruction to that student, but may provide tutoring to other students not in the teacher's or teacher leader's charge, subject to local school policy,

(ii) take advantage of a professional position to profit from the sale of goods or services to or for students in the teacher's or teacher leader's charge, or

(iii) while in a position of authority, teach or lead in a manner that exploits the teacher's or
teacher leader's relationship with students for ideological advantage, material advantage or other advantage.

(h) the teacher or teacher leader may delegate specific and limited aspects of instructional activity to non-certificated personnel, provided that the teacher or teacher leader supervises such activity.

2. In relation to parents of students, the teacher or teacher leader shall

(a) respect parents and be considerate of their circumstances,

(b) treat information received from and about parents with discretion,

(c) be respectful in communications with and about parents, and

(d) not discuss other students except where the matters being discussed are relevant to their child and then only to the extent that, in the teacher's or teacher leader's judgment, is necessary.

3. In relation to colleagues, the teacher or teacher leader shall

(a) not undermine the confidence of students in other teachers or teacher leaders,

(b) not criticize the professional competence or professional reputation of another teacher or teacher leader, except

(i) in confidence to appropriate officials, or

(ii) in making a complaint about the alleged unprofessional conduct or alleged professional incompetence of a teacher or teacher leader under the Act,

(c) not take any steps to pursue the discipline or dismissal of another teacher or teacher leader because of animosity or for personal advantage, and

(d) in addition to other reporting required by law, report to the Commissioner the conduct of another teacher or teacher leader who is alleged to cause or have caused psychological, emotional, physical or sexual harm or abuse to a student.

4. In relation to the teaching profession, the teacher or teacher leader shall

(i) behave in a manner that maintains the honour and dignity of the profession, and

(j) not engage in activities that adversely affect the quality of the teacher's or teacher leader's professional service.

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