

**VSBPE**

**Date: November 29, 2023**

**Item: Updated NASDTEC Model Code of Ethics for Educators**

**ITEM: Shall the VSBPE adopt the revised Model Code of Ethics for Educators produced and published by NASDTEC.**

**AGENCY RECOMMENDED ACTION:**

**That the Vermont Standards Board for Professional Educators adopt the revised NASDTEC Model Code of Ethics for Educators**

**BACKGROUND:** Current VSBPE Rule Series 5520 is taken verbatim from NASDTEC's 1<sup>st</sup> edition Model Code of Ethics for Educators published in 2015. NASDTEC convened a national panel of practicing teachers and administrators to collaboratively examine research on professional ethics within and external to the field of education, determine commonalities and differences in states' current codes, identify needs of states, EPPs, and PK-12 Local Education Agencies (LEAs), and establish potential outcomes. The committee developed draft guidance, which was vetted across multiple organizational partners and posted for public comment. Following the public comment period, the draft MCEE was presented for adoption by the NASDTEC Board of Directors. This second edition of the MCEE was published by NASDTEC in June 2023. Revisions between 1st and 2nd editions is minimal.

**RATIONALE:**

As a signatory of the NASDTEC reciprocity agreement, it is essential the VSBPE adopt the updated MCEE with no changes. The MCEE is used by the AOE legal team as a framework during investigations of alleged unprofessional conduct of Vermont Educators and is a key component of the criminal background check process for licensure. In addition to publishing the MCEE, NASDTEC maintains a national [clearinghouse](#) to track educator misconduct across state lines.

**Attached :**

**MCEE 2<sup>nd</sup> Edition**

**MCEE Crosswalk**

MCEE 1 <sup>st</sup> edition (current rule)	MCEE 2 <sup>nd</sup> Edition
<p>5521 Principle I: Responsibility to the Profession</p> <p>The professional Educator is aware that trust in the profession depends upon a level of professional conduct and responsibility that may be higher than required by law. This entails holding one and other Educators to the same ethical standards.</p>	<p>Principle I: Responsibility to the Profession</p> <p>The professional educator knows that trust in the profession depends upon a level of professional responsibility that may be higher than the minimal standard of policy and law. This responsibility entails holding oneself and other educators to the same ethical standards.</p>
<p>A) The professional Educator demonstrates responsibility to oneself as an ethical professional by:</p>	<p>A. The professional educator demonstrates responsibility to oneself and the profession by:</p>
<ol style="list-style-type: none"> <li>1. Acknowledging that lack of awareness, knowledge, or understanding of the Code is not, in itself, a defense to a charge of unethical conduct;</li> <li>2. Knowing and upholding the procedures, policies, laws and regulations relevant to professional practice regardless of personal views;</li> <li>3. Holding oneself responsible for ethical conduct;</li> <li>4. Monitoring and maintaining sound mental, physical, and emotional health necessary to perform duties and services of any professional assignment; and taking appropriate measures when personal or health-related issues may interfere with work-related duties;</li> <li>5. Refraining from professional and personal activity that may lead to reducing one's effectiveness within the school community;</li> <li>6. Avoiding the use of one's position for personal gain and avoiding the appearance of impropriety;</li> <li>7. Taking responsibility and credit only for work actually performed or produced, and acknowledging the work and contributions made by others.</li> </ol>	<ol style="list-style-type: none"> <li>1. Holding oneself responsible to Model Code of Ethics for Educators (MCEE) and other recognized professional ethics standards;</li> <li>2. Knowing and upholding the procedures, policies and laws relevant to professional practice regardless of personal views;</li> <li>3. Monitoring and maintaining sound mental, physical and emotional health necessary to perform duties and services of any professional assignment and taking appropriate measures when personal or health-related issues may interfere with work-related duties;</li> <li>4. Refraining from professional or personal activity that may lead to reducing one's effectiveness within the school community;</li> <li>5. Refraining from using one's position for personal gain and avoiding the appearance of impropriety;</li> <li>6. Taking responsibility and credit only for work actually performed or produced, and acknowledging the work and contributions made by others; and</li> <li>7. Recognizing a lack of knowledge or understanding of the MCEE is not, in itself, a defense of unprofessional conduct.</li> </ol>
<p>B) The professional Educator fulfills the obligation to address and attempt to resolve ethical issues by:</p>	<p>B. The professional educator fulfills the obligation to address and attempt to resolve ethical issues by:</p>
<ol style="list-style-type: none"> <li>1. Confronting and taking reasonable steps to resolve conflicts between the Code and the implicit or explicit demands of a person or organization;</li> <li>2. Maintaining fidelity to the Code by taking proactive steps when having reason to believe that another Educator may be approaching or involved in an ethically compromising situation;</li> </ol>	<ol style="list-style-type: none"> <li>1. Identifying and taking reasonable steps to resolve conflicts between the MCEE and the implicit or explicit demands of a person or organization;</li> <li>2. Maintaining fidelity to the MCEE by taking proactive steps when having reason to believe that another educator may be approaching or involved in an ethically compromising situation;</li> </ol>

<p>3. Neither discriminating nor retaliating against a person on the basis of having made an ethical complaint;</p> <p>4. Neither filing nor encouraging frivolous ethical complaints solely to harm or retaliate.</p> <p>5. Cooperating fully during ethics investigations and proceedings</p>	<p>3. Refraining from discriminating or retaliating against a person on the basis of having made an ethics complaint;</p> <p>4. Refraining from filing or encouraging frivolous ethics complaints solely to harm or retaliate; and</p> <p>5. Cooperating fully and honestly during investigations and proceedings.</p>
<p>C) The professional Educator promotes and advances the profession within and beyond the school community by:</p>	<p>C. The professional educator promotes and advances the profession within and beyond the school community by:</p>
<p>1. Influencing and supporting decisions and actions that positively impact teaching and learning, educational leadership and student services;</p> <p>2. Engaging in respectful discourse regarding issues that impact the profession;</p> <p>3. Enhancing one’s professional effectiveness by staying current with ethical principles and decisions from relevant sources including professional organizations;</p> <p>4. Actively participating in educational and professional organizations and associations; and</p> <p>5. Advocating for adequate resources and facilities to ensure equitable opportunities for all students.</p>	<p>1. Engaging in respectful discourse regarding issues that impact the profession;</p> <p>2. Influencing and supporting decisions and actions that positively impact teaching and learning, educational leadership and student services;</p> <p>3. Staying current with ethics guidelines and decisions from professional organizations and other relevant sources;</p> <p>4. Engaging with the greater educational community through professional organizations and associations; and</p> <p>5. Advocating for adequate resources and facilities to ensure equitable opportunities for all members within the learning community.</p>
<p>5522 Principle II: Responsibility for Professional Competence The professional Educator is committed to the highest levels of professional and ethical practice, including demonstration of the knowledge, skills and dispositions required for professional competence.</p>	<p>Principle II: Responsibility for Professional Competence The professional educator is committed to the highest levels of professional and ethical practice.</p>
<p>A) The professional Educator demonstrates commitment to high standards of practice through:</p>	<p>A. The professional educator demonstrates commitment to high standards of practice through:</p>
<p>1. Incorporating into one’s practice state and national standards, including those specific to one’s discipline.</p> <p>2. Using the Model Code of Educator Ethics and other ethic codes unique to one’s discipline to guide and frame educational decision-making;</p> <p>3. Advocating for equitable educational opportunities for all students;</p>	<p>1. Using the MCEE and other ethics codes unique to one’s discipline to guide and frame educational decision-making;</p> <p>2. Incorporating into one’s practice state and national standards, including those specific to one’s discipline;</p> <p>3. Advocating for equitable educational opportunities for all students;</p>

<p>4. Accepting the responsibilities, performing duties and providing services corresponding to the area of certification licensure, and training of one's position.</p> <p>5. Reflecting upon and assessing one's professional skills, content knowledge and competency on an ongoing basis; and</p> <p>6. Committing to ongoing professional learning.</p>	<p>4. Accepting the responsibilities, performing duties and providing services corresponding to the area of certification, licensure and/or training of one's position;</p> <p>5. Reflecting upon and assessing one's professional skills, knowledge and competency on an ongoing basis; and</p> <p>6. Committing to ongoing professional learning.</p>
<p>B) The professional Educator demonstrates responsible use of data, materials, research and assessment by:</p>	<p>B. The professional educator demonstrates responsible use of data, materials, research, and assessment by:</p>
<p>1. Appropriately recognizing others' work by citing data or materials, published, unpublished, or electronic sources when disseminating information;</p> <p>2. Using developmentally appropriate assessments for the purposes for which they are intended and for which they have been validated to guide educational decisions;</p> <p>3. Conducting research in an ethical and responsible manner with appropriate permission and supervision;</p> <p>4. Seeking and using evidence, instructional data, research, and professional knowledge to inform practice;</p> <p>5. Creating, maintaining, disseminating, storing, retaining and disposing of records and data relating to one's research and practice, in accordance with district policy, state and federal laws; and</p> <p>6. Using data, data sources, or findings accurately and reliably.</p>	<p>1. Recognizing others' work by appropriately citing data or materials from published, unpublished or electronic sources when disseminating information;</p> <p>2. Using appropriate assessments for the purposes for which they are intended and for which they have been validated to guide educational decisions;</p> <p>3. Conducting research in an ethical and responsible manner with appropriate permission and supervision;</p> <p>4. Seeking and using evidence, instructional data, research and professional knowledge to inform practice;</p> <p>5. Creating, maintaining, disseminating, storing, retaining and disposing of records and data relating to one's research and practice, in accordance with, but not limited to, official guidance, policy and laws; and</p> <p>6. Using data, data sources, or findings accurately, reliably and ethically.</p>
<p>C) The professional Educator acts in the best interest of all students by:</p>	<p>C. The professional educator demonstrates competence by acting in the best interest of all students by:</p>
<p>1. Increasing students' access to curriculum, activities, and resources in order to provide a quality and equitable educational experience.</p> <p>2. Working to engage the school community to close achievement, opportunity, and attainment gaps; and</p> <p>3. Protecting students from any practice that harms or has the potential to harm students.</p>	<p>1. Increasing students' access to the curriculum, activities and resources in order to provide a quality and equitable educational experience;</p> <p>2. Working to engage the school community to close achievement, opportunity and attainment gaps; and</p> <p>3. Protecting students from any practice that harms or has the reasonable potential to harm.</p>
<p>5523 Principle III: Responsibility to Students</p>	<p>Principle III: Responsibility to Students</p>

<p>The professional Educator has a primary obligation to treat students with dignity and respect. The professional Educator promotes the health, safety and well-being of students by establishing and maintaining appropriate verbal, physical, emotional and social boundaries.</p>	<p>The professional educator has a primary obligation to promote the health, safety and wellbeing of all students. The professional educator treats students with dignity and respect, and establishes and maintains appropriate verbal, physical, emotional and social boundaries.</p>
<p>A) The professional Educator respects the rights and dignity of students by:</p>	<p>A. The professional educator respects the rights and dignity of all students by:</p>
<ol style="list-style-type: none"> <li>1. Respecting students by taking into account their age, gender, culture, setting and socioeconomic context;</li> <li>2. Interacting with students with transparency and in appropriate settings;</li> <li>3. Communicating with students in a clear, respectful, and culturally sensitive manner;</li> <li>4. Taking into account how appearance and dress can affect one's interactions and relationships with students;</li> <li>5. Considering the implication of accepting gifts from or giving gifts to students;</li> <li>6. Engaging in physical contact with students only when there is a clearly defined purpose that benefits the student and continually keeps the safety and well-being of the student in mind;</li> <li>7. Avoiding multiple relationships with students which might impair objectivity and increase the risk of harm to student learning or well-being or decrease Educator effectiveness;</li> <li>8. Acknowledging that there are no circumstances that allow for Educators to engage in romantic or sexual relationships with students; and</li> <li>9. Considering the ramifications of entering into an adult relationship of any kind with a former student, including but not limited to, any potential harm to the former student, public perception, and the possible impact on the Educator's career. The professional Educator ensures that the adult relationship was not started while the former student was in school.</li> </ol>	<ol style="list-style-type: none"> <li>1. Respecting students by taking into account their individual characteristics, including but not limited to age, gender, culture, setting, ability and socioeconomic context.</li> <li>2. Interacting with students with transparency and in appropriate settings;</li> <li>3. Communicating with students in a clear, respectful and culturally sensitive manner;</li> <li>4. Taking into account how appearance and dress can affect one's interactions and relationships with students;</li> <li>5. Considering the implications of accepting gifts from or giving gifts to students;</li> <li>6. Engaging in physical contact with students only when there is a clearly defined purpose that benefits students and continually keeps their health, safety and well-being in mind;</li> <li>7. Avoiding multiple relationships with students that might impair objectivity and increase the risk of harm to their well-being or decrease educator effectiveness;</li> <li>8. Acknowledging there are no circumstances that allow for educators to engage in romantic or sexual relationships with students; and</li> <li>9. Considering the ramifications of entering into an adult relationship of any kind with a former student, including but not limited to, any potential harm to the former student, public perception and the possible impact on the educator's career. The professional educator ensures the adult relationship was not started while the former student was in school.</li> </ol>
<p>B) The professional Educator demonstrates an ethic of care through:</p>	<p>B. The professional educator demonstrates an ethic of care through:</p>

<ol style="list-style-type: none"> <li>1. Seeking to understand students', educational, academic, personal and social needs as well as students' values, beliefs, and cultural background;</li> <li>2. Respecting the dignity, worth, and uniqueness of each individual student including, but not limited to, actual and perceived gender, gender expression, gender identity, civil status, family status, sexual orientation, religion, age, disability, race, ethnicity, socio-economic status, and culture; and</li> <li>3. Establishing and maintaining an environment that promotes the emotional, intellectual, physical, and sexual safety of all students.</li> </ol>	<ol style="list-style-type: none"> <li>1. Seeking to understand students' educational, academic, personal and social needs as well as their values, beliefs and cultural background;</li> <li>2. Respecting the dignity, worth and uniqueness of each individual student including, but not limited to, actual and perceived gender, gender expression, gender identity, sexual orientation, civil status, family status, religion, age, disability, race, ethnicity, socioeconomic context and culture; and</li> <li>3. Establishing and maintaining an environment that promotes the emotional, intellectual, physical and sexual safety of all students.</li> </ol>
<p>C) The professional Educator maintains student trust and confidentiality when interacting with students in a developmentally appropriate manner and within appropriate limits by:</p>	<p>C. The professional educator maintains student trust and confidentiality when interacting with students in a developmentally appropriate manner and within appropriate limits by:</p>
<ol style="list-style-type: none"> <li>1. Respecting the privacy of students and the need to hold in confidence certain forms of student communication, documents, or information obtained in the course of professional practice;</li> <li>2. Upholding parents'/guardians' legal rights, as well as any legal requirements to reveal information related to legitimate concerns for the well-being of a student; and</li> <li>3. Protecting the confidentiality of student records and releasing personal data in accordance with prescribed state and federal laws and local policies.</li> </ol>	<ol style="list-style-type: none"> <li>1. Respecting the privacy of students and the need to hold in confidence certain forms of student communication, documents or information obtained in the course of professional practice;</li> <li>2. Upholding parents'/guardians' legal rights, as well as any legal requirements, to reveal information related to legitimate concerns for the well-being of a student; and</li> <li>3. Protecting the confidentiality of student records and releasing personal data in accordance with prescribed state and federal laws and local policies.</li> </ol>
<p>5524 Principle IV: Responsibility to the School Community The professional Educator promotes positive relationships and effective interactions, with members of the school community, while maintaining professional boundaries.</p>	<p>Principle IV: Responsibility to the School Community The professional educator promotes appropriate relationships and effective interactions with members of the school community.</p>
<p>A) The professional Educator promotes effective and appropriate relationships with parents/guardians by:</p>	<p>A. The professional educator promotes appropriate and effective relationships with parents/guardians by:</p>
<ol style="list-style-type: none"> <li>1. Communicating with parents/guardians in a timely and respectful manner that represents the students' best interests;</li> <li>2. Demonstrating a commitment to equality, equity, and inclusion as well as respecting and accommodating diversity among members of the school community;</li> </ol>	<ol style="list-style-type: none"> <li>1. Communicating with parents/guardians in a timely, respectful and culturally sensitive manner that represents the students' best interests;</li> <li>2. Demonstrating a commitment to equality, equity, diversity and inclusion with parents/guardians;</li> </ol>

<p>3. Considering the implication of accepting gifts from or giving gifts to parents/guardians; and</p> <p>4. Maintaining appropriate confidentiality with respect to student information disclosed by or to parents/guardians unless required by law.</p>	<p>3. Considering the implication of accepting gifts from or giving gifts to parents/guardians; and</p> <p>4. Maintaining appropriate confidentiality with respect to student information disclosed by or to parents/guardians unless required by law.</p>
<p>B) The professional Educator promotes effective and appropriate relationships with colleagues by:</p>	<p>B. The professional educator promotes appropriate and effective relationships with colleagues by:</p>
<p>1. Respecting colleagues as fellow professionals and maintaining civility when differences arise;</p> <p>2. Resolving conflicts, whenever possible, privately and respectfully and in accordance with district policy;</p> <p>3. Keeping student safety, education, and health paramount by maintaining and sharing educational records appropriately and objectively in accordance with local policies and state and federal laws;</p> <p>4. Collaborating with colleagues in a manner that supports academic achievement and related goals that promote the best interests of students;</p> <p>5. Enhancing the professional growth and development of new Educators by supporting effective field experiences, mentoring</p> <p>6. Ensuring that Educators who are assigned to participate as mentors for new Educators, cooperating teachers, or other teacher leadership positions are prepared and supervised to assume these roles;</p> <p>7. Ensuring that Educators are assigned to positions in accordance with their educational credentials, preparation, and experience in order to maximize students' opportunities and achievement; and</p> <p>8. Working to ensure a workplace environment that is free from harassment.</p>	<p>1. Respecting colleagues as fellow professionals and maintaining civility when differences arise;</p> <p>2. Resolving conflicts, whenever possible, privately and respectfully and in accordance with policy;</p> <p>3. Working to ensure a workplace environment that is free from harassment;</p> <p>4. Collaborating with colleagues in a manner that supports academic achievement and related goals that promote the best interests of students;</p> <p>5. Keeping student safety, education, and health paramount by maintaining and sharing educational records appropriately and objectively in accordance with local policies and state and federal laws;</p> <p>6. Enhancing the professional growth and development of new educators by supporting effective field experiences, mentoring or induction activities across the career continuum;</p> <p>7. Ensuring educators who participate as mentors for new educators, cooperating teachers and leadership positions are prepared and supervised to assume these roles; and</p> <p>8. Demonstrating a commitment that educators are assigned to positions in accordance with their educational credentials, preparation and/or training to maximize students' opportunities and achievement.</p>
<p>C) The professional Educator promotes effective and appropriate relationships with the community and other stakeholders by:</p>	<p>C. The professional educator promotes appropriate and effective relationships with the community and other stakeholders by:</p>
<p>1. Advocating for policies and laws that the Educator supports as promoting the education and well-being of students and families;</p>	<p>1. Maintaining the highest professional standards of accuracy, honesty and appropriate disclosure of information when representing the</p>

<p>2. Collaborating with community agencies, organizations, and individuals in order to advance students' best interests without regard to personal reward or remuneration; and</p> <p>3. Maintaining the highest professional standards of accuracy, honesty, and appropriate disclosure of information when representing the school or district within the community and in public communications.</p>	<p>school or district within the community and in public communications;</p> <p>2. Advocating for policies and laws benefitting students and families within the school community; and</p> <p>3. Collaborating with community agencies, organizations and individuals in order to advance students' best interests.</p>
<p>D) The professional Educator promotes effective and appropriate relationships with employers by:</p>	<p>D. The professional educator promotes appropriate and effective relationships with employers by:</p>
<p>1. Using property, facilities, materials, and resources in accordance with local policies and state and federal laws;</p> <p>2. Respecting intellectual property ownership rights (e.g. original lesson plans, district level curricula, syllabi, gradebooks, etc.) when sharing materials;</p> <p>3. Exhibiting personal and professional conduct that is in the best interest of the organization, learning community, school community, and profession; and</p> <p>4. Considering the implications of offering or accepting gifts and/or preferential treatment by vendors or an individual in a position of professional influence or power.</p>	<p>1. Exhibiting personal and professional conduct that is in the best interest of the organization, learning community, school community and profession;</p> <p>2. Using property, facilities, materials and resources in accordance with local policies and state and federal laws;</p> <p>3. Respecting intellectual property rights (e.g., original lesson plans, district level curricula, syllabi, gradebooks) when sharing materials; and</p> <p>4. Considering the implications of offering or accepting gifts and/or preferential treatment by vendors or an individual in a position of professional influence or power.</p>
<p>E) The professional Educator understands the problematic nature of multiple relationships by:</p>	<p>E. The professional educator recognizes the problematic nature of multiple relationships by:</p>
<p>1. Considering the risks that multiple relationships might impair objectivity and increase the likelihood of harm to students' learning and well-being or diminish Educator effectiveness;</p> <p>2. Considering the risks and benefits of a professional relationship with someone with whom the Educator has had a past personal relationship and vice versa;</p> <p>3. Considering the implications and possible ramifications of engaging in a personal or professional relationship with parents and guardians, student teachers, colleagues, and supervisors; and</p> <p>4. Ensuring that professional responsibilities to paraprofessionals, student teachers or interns do not interfere with responsibilities to students, their learning, and well-being.</p>	<p>1. Considering the risks that multiple relationships might impair objectivity, increase the likelihood of harm to students' learning and well-being, or diminish educator effectiveness;</p> <p>2. Considering the risks and benefits of a professional relationship with someone with whom the educator has a current or past personal relationship;</p> <p>3. Considering the implications and possible ramifications of engaging in a personal relationship with parents/guardians, student teachers, colleagues and supervisors; and</p> <p>4. Ensuring professional responsibilities to paraprofessionals, student teachers or interns do not interfere with responsibilities to students, their learning and well-being.</p>



<p>5525: Principle V: Responsible and Ethical Use of Technology The professional Educator considers the impact of consuming, creating, distributing and communicating information through all technologies. The ethical Educator is vigilant to ensure appropriate boundaries of time, place and role are maintained when using electronic communication.</p>	<p>Principle V: Responsible and Ethical Use of Technology The professional educator considers the impact of consuming, creating, distributing and communicating information through all technologies. The ethical educator is vigilant to ensure appropriate boundaries associated with role, time and place are maintained when using electronic communication.</p>
<p>A) The professional Educator uses technology in a responsible manner by:</p>	<p>A. The professional educator uses technology in a responsible manner by:</p>
<ol style="list-style-type: none"> <li>1. Using social media responsibly, transparently, and primarily for purposes of teaching and learning per school and district policy. The professional Educator considers the ramifications of using social media and direct communication via technology on one’s interactions with students, colleagues, and the general public;</li> <li>2. Staying abreast of current trends and uses of school technology;</li> <li>3. Promoting the benefits of and clarifying the limitations of various appropriate technological applications with colleagues, appropriate school personnel, parents, and community members;</li> <li>4. Knowing how to access, document and use proprietary materials and understanding how to recognize and prevent plagiarism by students and Educators;</li> <li>5. Understanding and abiding by the district’s policy on the use of technology and communication;</li> <li>6. Recognizing that some electronic communications are records under the Freedom of Information Act (FOIA) and state public access laws and should consider the implications of sharing sensitive information electronically either via professional or personal devices/accounts; and</li> <li>7. Exercising prudence in maintaining separate and professional virtual profiles, keeping personal and professional lives distinct.</li> </ol>	<ol style="list-style-type: none"> <li>1. Using social media transparently and primarily for purposes of teaching and learning per school and district policy. The professional educator considers the ramifications of using social media and direct communication via technology with one’s interactions with students, colleagues and the general public;</li> <li>2. Staying current with trends and uses of school technology;</li> <li>3. Evaluating information obtained electronically for reliability and bias;</li> <li>4. Respecting intellectual property rights, copyright and fair use when accessing, using and documenting proprietary materials;</li> <li>5. Understanding and abiding by policy and procedures on the use of technology and communication;</li> <li>6. Recognizing that some electronic communications are records under the Freedom of Information Act (FOIA) and state public access laws;</li> <li>7. Considering the implications of sharing legally protected or other sensitive information electronically either via professional or personal devices/accounts; and</li> <li>8. Exercising vigilance in maintaining separate and professional virtual profiles and keeping personal and professional lives distinct.</li> </ol>
<p>B) The professional Educator ensures students’ safety and well-being when using technology by:</p>	<p>B. The professional educator ensures students’ safety and well-being when using technology by:</p>
<ol style="list-style-type: none"> <li>1. Being vigilant in identifying, addressing and reporting (when appropriate and in accordance with local district, state, and federal</li> </ol>	<ol style="list-style-type: none"> <li>1. Being vigilant in identifying, addressing and reporting (when appropriate and in accordance with local school, district, state and</li> </ol>

<p>policy) inappropriate and illegal materials/images in electronic or other forms;</p> <ol style="list-style-type: none"> <li>2. Respecting the privacy of students' presence on social media unless given consent to view such information or if there is a possibility of evidence of a risk of harm to the student or others; and</li> <li>3. Monitoring to the extent practical and appropriately reporting information concerning possible cyber bullying incidents and their potential impact on the student learning environment.</li> </ol>	<p>federal policy) inappropriate and illegal materials/images in electronic or other forms;</p> <ol style="list-style-type: none"> <li>2. Respecting the privacy of students' presence on social media unless there is possible risk of harm to the student or others; and</li> <li>3. Being attentive to (and appropriately reporting) information concerning possible cyber bullying incidents and their potential impact on the student learning environment.</li> </ol>
<p>C) The professional Educator maintains confidentiality in the use of technology by:</p>	<p>C. The professional educator maintains confidentiality with the use of technology by:</p>
<ol style="list-style-type: none"> <li>1. Taking appropriate and reasonable measures to maintain confidentiality of student information and educational records stored or transmitted through the use of electronic or computer technology;</li> <li>2. Understanding the intent of Federal Educational Rights to Privacy Act (FERPA) and how it applies to sharing electronic student records; and</li> <li>3. Ensuring that the rights of third parties, including the right of privacy, are not violated via the use of technologies.</li> </ol>	<ol style="list-style-type: none"> <li>1. Taking appropriate and reasonable measures to maintain confidentiality of privileged information and stored or transmitted educational records;</li> <li>2. Understanding the intent of Family Educational Rights to Privacy Act (FERPA) and how it applies to sharing student records electronically;</li> <li>3. Ensuring the rights of third parties, including the right of privacy, are not violated via the use of technology; and</li> <li>4. Protecting information from being shared with unintended third parties through technology.</li> </ol>
<p>D) The professional Educator promotes the appropriate use of technology in educational settings by:</p>	<p>D. The professional educator promotes the appropriate use of technology in educational settings by:</p>
<ol style="list-style-type: none"> <li>1. Advocating for equal access to technology for all students, especially those historically underserved;</li> <li>2. Promoting the benefits of and clarifying the limitations of various appropriate technological applications with colleagues, appropriate school personnel, parents, and community members; and Promoting technological applications (a) that are appropriate for students' individual needs, (b) that students understand how to use and (c) that assist and enhance the teaching and learning process.</li> </ol>	<ol style="list-style-type: none"> <li>1. Advocating for equal and equitable access to technology for all students;</li> <li>2. Promoting the benefits and clarifying the limitations of various appropriate technological applications with colleagues, appropriate school personnel, parents and community members;</li> <li>3. Promoting technological applications that assist and enhance the teaching and learning process; and</li> <li>4. Practicing and advocating for cybersecurity to protect oneself, others and the integrity of the network.</li> </ol>



## **Principle I: Responsibility to the Profession**

The professional educator knows that trust in the profession depends upon a level of professional responsibility that may be higher than the minimal standard of policy and law. This responsibility entails holding oneself and other educators to the same ethical standards.

### *A. The professional educator demonstrates responsibility to oneself and the profession by:*

1. Holding oneself responsible to Model Code of Ethics for Educators (MCEE) and other recognized professional ethics standards;
2. Knowing and upholding the procedures, policies and laws relevant to professional practice regardless of personal views;
3. Monitoring and maintaining sound mental, physical and emotional health necessary to perform duties and services of any professional assignment and taking appropriate measures when personal or health-related issues may interfere with work-related duties;
4. Refraining from professional or personal activity that may lead to reducing one's effectiveness within the school community;
5. Refraining from using one's position for personal gain and avoiding the appearance of impropriety;
6. Taking responsibility and credit only for work actually performed or produced, and acknowledging the work and contributions made by others; and
7. Recognizing a lack of knowledge or understanding of the MCEE is not, in itself, a defense of unprofessional conduct.

### *B. The professional educator fulfills the obligation to address and attempt to resolve ethical issues by:*

1. Identifying and taking reasonable steps to resolve conflicts between the MCEE and the implicit or explicit demands of a person or organization;
2. Maintaining fidelity to the MCEE by taking proactive steps when having reason to believe that another educator may be approaching or involved in an ethically compromising situation;
3. Refraining from discriminating or retaliating against a person on the basis of having made an ethics complaint;

4. Refraining from filing or encouraging frivolous ethics complaints solely to harm or retaliate; and
5. Cooperating fully and honestly during investigations and proceedings.

*C. The professional educator promotes and advances the profession within and beyond the school community by:*

1. Engaging in respectful discourse regarding issues that impact the profession;
2. Influencing and supporting decisions and actions that positively impact teaching and learning, educational leadership and student services;
3. Staying current with ethics guidelines and decisions from professional organizations and other relevant sources;
4. Engaging with the greater educational community through professional organizations and associations; and
5. Advocating for adequate resources and facilities to ensure equitable opportunities for all members within the learning community.

## **Principle II: Responsibility for Professional Competence**

The professional educator is committed to the highest levels of professional and ethical practice.

*A. The professional educator demonstrates commitment to high standards of practice through:*

1. Using the MCEE and other ethics codes unique to one's discipline to guide and frame educational decision-making;
2. Incorporating into one's practice state and national standards, including those specific to one's discipline;
3. Advocating for equitable educational opportunities for all students;
4. Accepting the responsibilities, performing duties and providing services corresponding to the area of certification, licensure and/or training of one's position;
5. Reflecting upon and assessing one's professional skills, knowledge and competency on an ongoing basis; and
6. Committing to ongoing professional learning.

*B. The professional educator demonstrates responsible use of data, materials, research, and assessment by:*

1. Recognizing others' work by appropriately citing data or materials from published, unpublished or electronic sources when disseminating information;
2. Using appropriate assessments for the purposes for which they are intended and for which they have been validated to guide educational decisions;

3. Conducting research in an ethical and responsible manner with appropriate permission and supervision;
4. Seeking and using evidence, instructional data, research and professional knowledge to inform practice;
5. Creating, maintaining, disseminating, storing, retaining and disposing of records and data relating to one's research and practice, in accordance with, but not limited to, official guidance, policy and laws; and
6. Using data, data sources, or findings accurately, reliably and ethically.

*C. The professional educator demonstrates competence by acting in the best interest of all students by:*

1. Increasing students' access to the curriculum, activities and resources in order to provide a quality and equitable educational experience;
2. Working to engage the school community to close achievement, opportunity and attainment gaps; and
3. Protecting students from any practice that harms or has the reasonable potential to harm.

### **Principle III: Responsibility to Students**

The professional educator has a primary obligation to promote the health, safety and wellbeing of all students. The professional educator treats students with dignity and respect, and establishes and maintains appropriate verbal, physical, emotional and social boundaries.

*A. The professional educator respects the rights and dignity of all students by:*

1. Respecting students by taking into account their individual characteristics, including but not limited to age, gender, culture, setting, ability and socioeconomic context.
2. Interacting with students with transparency and in appropriate settings;
3. Communicating with students in a clear, respectful and culturally sensitive manner;
4. Taking into account how appearance and dress can affect one's interactions and relationships with students;
5. Considering the implications of accepting gifts from or giving gifts to students;
6. Engaging in physical contact with students only when there is a clearly defined purpose that benefits students and continually keeps their health, safety and well-being in mind;
7. Avoiding multiple relationships with students that might impair objectivity and increase the risk of harm to their well-being or decrease educator effectiveness;
8. Acknowledging there are no circumstances that allow for educators to engage in romantic or sexual relationships with students; and

9. Considering the ramifications of entering into an adult relationship of any kind with a former student, including but not limited to, any potential harm to the former student, public perception and the possible impact on the educator's career. The professional educator ensures the adult relationship was not started while the former student was in school.

*B. The professional educator demonstrates an ethic of care through:*

1. Seeking to understand students' educational, academic, personal and social needs as well as their values, beliefs and cultural background;
2. Respecting the dignity, worth and uniqueness of each individual student including, but not limited to, actual and perceived gender, gender expression, gender identity, sexual orientation, civil status, family status, religion, age, disability, race, ethnicity, socioeconomic context and culture; and
3. Establishing and maintaining an environment that promotes the emotional, intellectual, physical and sexual safety of all students.

*C. The professional educator maintains student trust and confidentiality when interacting with students in a developmentally appropriate manner and within appropriate limits by:*

1. Respecting the privacy of students and the need to hold in confidence certain forms of student communication, documents or information obtained in the course of professional practice;
2. Upholding parents'/guardians' legal rights, as well as any legal requirements, to reveal information related to legitimate concerns for the well-being of a student; and
3. Protecting the confidentiality of student records and releasing personal data in accordance with prescribed state and federal laws and local policies.

## **Principle IV: Responsibility to the School Community**

The professional educator promotes appropriate relationships and effective interactions with members of the school community.

*A. The professional educator promotes appropriate and effective relationships with parents/guardians by:*

1. Communicating with parents/guardians in a timely, respectful and culturally sensitive manner that represents the students' best interests;
2. Demonstrating a commitment to equality, equity, diversity and inclusion with parents/guardians;
3. Considering the implication of accepting gifts from or giving gifts to parents/guardians; and

4. Maintaining appropriate confidentiality with respect to student information disclosed by or to parents/guardians unless required by law.

*B. The professional educator promotes appropriate and effective relationships with colleagues by:*

1. Respecting colleagues as fellow professionals and maintaining civility when differences arise;
2. Resolving conflicts, whenever possible, privately and respectfully and in accordance with policy;
3. Working to ensure a workplace environment that is free from harassment;
4. Collaborating with colleagues in a manner that supports academic achievement and related goals that promote the best interests of students;
5. Keeping student safety, education, and health paramount by maintaining and sharing educational records appropriately and objectively in accordance with local policies and state and federal laws;
6. Enhancing the professional growth and development of new educators by supporting effective field experiences, mentoring or induction activities across the career continuum;
7. Ensuring educators who participate as mentors for new educators, cooperating teachers and leadership positions are prepared and supervised to assume these roles; and
8. Demonstrating a commitment that educators are assigned to positions in accordance with their educational credentials, preparation and/or training to maximize students' opportunities and achievement.

*C. The professional educator promotes appropriate and effective relationships with the community and other stakeholders by:*

1. Maintaining the highest professional standards of accuracy, honesty and appropriate disclosure of information when representing the school or district within the community and in public communications;
2. Advocating for policies and laws benefitting students and families within the school community; and
3. Collaborating with community agencies, organizations and individuals in order to advance students' best interests.

*D. The professional educator promotes appropriate and effective relationships with employers by:*

1. Exhibiting personal and professional conduct that is in the best interest of the organization, learning community, school community and profession;

2. Using property, facilities, materials and resources in accordance with local policies and state and federal laws;
3. Respecting intellectual property rights (e.g., original lesson plans, district level curricula, syllabi, gradebooks) when sharing materials; and
4. Considering the implications of offering or accepting gifts and/or preferential treatment by vendors or an individual in a position of professional influence or power.

*E. The professional educator recognizes the problematic nature of multiple relationships by:*

1. Considering the risks that multiple relationships might impair objectivity, increase the likelihood of harm to students' learning and well-being, or diminish educator effectiveness;
2. Considering the risks and benefits of a professional relationship with someone with whom the educator has a current or past personal relationship;
3. Considering the implications and possible ramifications of engaging in a personal relationship with parents/guardians, student teachers, colleagues and supervisors; and
4. Ensuring professional responsibilities to paraprofessionals, student teachers or interns do not interfere with responsibilities to students, their learning and well-being.

## **Principle V: Responsible and Ethical Use of Technology**

The professional educator considers the impact of consuming, creating, distributing and communicating information through all technologies. The ethical educator is vigilant to ensure appropriate boundaries associated with role, time and place are maintained when using electronic communication.

*A. The professional educator uses technology in a responsible manner by:*

1. Using social media transparently and primarily for purposes of teaching and learning per school and district policy. The professional educator considers the ramifications of using social media and direct communication via technology with one's interactions with students, colleagues and the general public;
2. Staying current with trends and uses of school technology;
3. Evaluating information obtained electronically for reliability and bias;
4. Respecting intellectual property rights, copyright and fair use when accessing, using and documenting proprietary materials;
5. Understanding and abiding by policy and procedures on the use of technology and communication;
6. Recognizing that some electronic communications are records under the Freedom of Information Act (FOIA) and state public access laws;



7. Considering the implications of sharing legally protected or other sensitive information electronically either via professional or personal devices/accounts; and
8. Exercising vigilance in maintaining separate and professional virtual profiles and keeping personal and professional lives distinct.

*B. The professional educator ensures students' safety and well-being when using technology by:*

1. Being vigilant in identifying, addressing and reporting (when appropriate and in accordance with local school, district, state and federal policy) inappropriate and illegal materials/images in electronic or other forms;
2. Respecting the privacy of students' presence on social media unless there is possible risk of harm to the student or others; and
3. Being attentive to (and appropriately reporting) information concerning possible cyber bullying incidents and their potential impact on the student learning environment.

*C. The professional educator maintains confidentiality with the use of technology by:*

1. Taking appropriate and reasonable measures to maintain confidentiality of privileged information and stored or transmitted educational records;
2. Understanding the intent of Family Educational Rights to Privacy Act (FERPA) and how it applies to sharing student records electronically;
3. Ensuring the rights of third parties, including the right of privacy, are not violated via the use of technology; and
4. Protecting information from being shared with unintended third parties through technology.

*D. The professional educator promotes the appropriate use of technology in educational settings by:*

1. Advocating for equal and equitable access to technology for all students;
2. Promoting the benefits and clarifying the limitations of various appropriate technological applications with colleagues, appropriate school personnel, parents and community members;
3. Promoting technological applications that assist and enhance the teaching and learning process; and
4. Practicing and advocating for cybersecurity to protect oneself, others and the integrity of the network.

## Operational Definitions

### **Boundaries:**

The verbal, physical, emotional and social distances that an educator should consider to provide structure, security and predictability. Challenges with boundaries often relate to role, time and place. Appropriate boundaries are established for the school community by respecting contracted roles, working hours and the location of the learning environment.<sup>1</sup>

### **Culture:**

The customary beliefs, social forms, and material traits of a racial, religious or social group, including the characteristic features of everyday existence shared by people in a place or time.<sup>2</sup>

### **Implicit or Explicit Demands of an Organization:**

Implicit demands are often subjective or implied and reflect the culture of the schooling environment. Explicit demands are clearly articulated through directives, policies, regulations or statutes.

### **Harm:**

Any potential action that may impair physical, emotional, psychological, sexual or intellectual safety and well-being of a student or a member of the school community.

### **Learning Community:**

Educators working together to achieve the shared goals of strengthening professional practice and student growth.

### **Multiple Relationships:**

Multiple relationships occur when an educator is having both a professional and personal affiliation with a member(s) of the school community.

### **New Educators:**

Pre-service educators and recently employed in-service educators.

### **Professional Educators:**

Licensed educators and other professionals employed by a school entity who demonstrate the highest standards of ethical and professionally competent practice and are committed to

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<sup>1</sup> Stone, Carolyn (2013). *School counseling principles: ethics and law* (3<sup>rd</sup> ed.). Alexandria, VA: American School Counseling Association, 58

<sup>2</sup> <http://www.merriam-webster.com/dictionary/culture>

advancing the interests, achievements, and well-being of students. Professional educators are also committed to supporting the school community and the education profession. They include, but are not limited to, licensed educators, paraprofessionals, teachers, teacher leaders, student support personnel, administrators, coaches, administrative assistants, custodians and other school staff.

**Proprietary materials:**

Materials that are protected from unauthorized use by copyright or other forms of intellectual property rights.

**Risk:**

A non-desirable consequence that may occur as a result of the situation (e.g., risk to student(s), educator, colleagues, school, profession).

**School Community:**

Stakeholders invested in the welfare of a school and its community. A school community includes school employees, students, their parents and families, school board members and other community members.<sup>3</sup>

**Sensitive Information:**

Information gathered through one’s professional practice that, if shared, could cause harm.

**Student:**

A learner enrolled in or receiving services from a P-12 school unless otherwise defined by state statute.

**Technology:**

Current and future tools, systems, applications and processes that can include, but are not limited to, electronic communications networks such as the internet and electronic devices (e.g., computers, laptops, phones and other hardware/software) that deliver text, audio, images, animation and streaming video.

**Third Party:**

Third party refers to a person or a group besides those primarily involved in a situation.

**Transparency:**

An educator’s openness with respect to one’s behaviors, actions and communications.

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<sup>3</sup> <http://edglossary.org/school-community/>