



Koinonia Christian School Red Deer

Code of Professional Conduct for Teaching Staff

This Code of Conduct sets out minimum standards to guide us in our work. It is not an exhaustive list, but, rather a list of guiding principles. According to James 3:1, we are held to a higher standard as teachers and this list is written to assist us towards excellence in our relationships with staff, students, parents and administration.

Code of Professional Conduct

In relation to pupils and parents

1. The teacher teaches in a manner that respects the dignity and rights of all persons.
2. The teacher treats pupils with dignity and respect and is considerate of their circumstances.
3. The teacher is responsible for diagnosing educational needs of students, prescribing instructional programs and evaluating the progress of students. Formative assessment *informs* instruction before evaluation of progress is made. *The teacher may not delegate these responsibilities to anyone who is not a teacher.*
4. The teacher may delegate specific and limited aspects of instructional activities to noncertificated personnel, provided that the teacher supervises and directs such activities.
5. The teacher may not divulge information about a pupil received in confidence or in the course of their professional duties except where required by law or where, in the judgement of the teacher, to do so is in the best interest of the pupil.
6. The teacher may not accept pay for tutoring a pupil in any subjects in which the teacher is also responsible for classroom instruction of that pupil in that subject area.
7. The teacher may not take advantage of a professional position to profit from the sale of goods or services to or for pupils in the teacher's charge.

In relation to school authorities

8. The teacher fulfills contractual obligations to the employer until released by mutual consent or according to law.
9. The teacher brings matters of concern regarding the school and/or administration directly to the attention of administration following the principles of Matthew 18. If the teacher cannot accept the decision of administration, the teacher recognizes that the administrator must adopt a position of authority and the teacher submits to that authority.

In relation to colleagues

10. The teacher does not undermine the confidence of pupils in other teachers.
11. The teacher criticizes the professional competence or reputation of another teacher only in confidence to administration and after the other teacher has been informed of the criticism (Matthew 18).
12. The teacher, when making a report on the professional conduct of another teacher, does so only in good faith and, prior to submitting the report, provides the teacher with a copy of the report (Matthew 18).
13. The teacher does not take, because of animosity or for personal advantage, any steps to secure the dismissal of another teacher.
14. The teacher, in the role of an administrator, provides opportunities for staff members to express their opinions and to bring forth suggestions regarding the administration of the school.

In relation to the profession

15. The teacher acts in a manner which maintains the dignity and honor of our Lord and the teaching profession.
16. The teacher does not engage in activities which adversely affect the quality of the teacher's professional service and abides by the Moral Code of Conduct and the Confidentiality Agreement.
17. The teacher participates in professional development activities that support the goals of the school set by administration as well as personal goals for their professional practice.
18. The teacher integrates Biblical truths in keeping with the Statement of Faith into their lessons and professional practice.