

PERSONNEL: CERTIFICATED**Professional Code of Ethics**

Preamble: The educator believes in the worth and dignity of people. He/she recognizes the supreme importance of the pursuit of truth, devotion to excellence, and the nurture of democratic citizenship. He/she regards as essential to these goals the protection of freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator accepts his/her responsibility to practice his/her profession accordingly to the highest ethical standards.

The educator recognizes the magnitude of the responsibility he/she has accepted in choosing a career in education, and engages self, individually and collectively, with other educators, to judge colleagues and to be judged by them, in accordance with the provisions of this code.

Principle I--Commitment to the Student: The educator measures success by the progress of each student toward realization of potential as a worthy and effective citizen. The educator therefore works to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals. In fulfilling these goals, the educator:

- a. Encourages the student to independent action in the pursuit of learning and provides access to varying points of view.
- b. Prepares subject carefully, presents it to students without distortion and--within the limits of time and curriculum--gives all points of view a fair hearing.
- c. Protects the health and safety of students.
- d. Honors the integrity of students and influences them through constructive criticism rather than by ridicule and harassment.
- e. Provides for participation in educational programs without regard to race, color, creed, or national origin--both in what is taught and how it is taught.
- f. Ensures that relationships with students shall not be used for private advantage; the educator neither solicits nor involves them or their parents in schemes for commercial gain.
- g. Keeps in confidence 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: The educator believes that democratic citizenship in its highest form requires dedication to the principles of our democratic heritage; shares with all other citizens the responsibility for the development of sound public policy and assumes full political and citizenship responsibilities. The educator bears 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. In fulfilling these goals, the educator:

- a. Has an obligation to support the profession and institution and not misrepresent them in public discussion. When he/she criticizes it in public he/she has an obligation not to distort the facts. When he/she speaks or writes about policies, he/she takes adequate precaution to distinguish his/her private views from the official position of the institution.
- b. Does not interfere with a colleague's exercise of political and citizenship rights and responsibilities.
- c. Does not use institutional privileges for private gain. He/she does not exploit pupils, their parents, colleagues, nor the school system itself for private advantage; does 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: The educator believes that the quality of the services of the education profession directly influences the nation and its citizens. He/she therefore exerts every effort to raise professional standards, to improve his/her service, to promote a climate in which the exercise of professional judgment is encouraged, and to achieve conditions which attract persons worthy of trust to careers in education. In fulfilling these goals, the educator:

- a. Accords just and adequate treatment to all members of the profession in the exercise of their professional rights and responsibilities.
- b. Does not use coercive means or promise special treatment in order to influence professional decisions of colleagues.
- c. Does not misrepresent his/her own professional qualifications.
- d. Does not misrepresent the professional qualifications of colleagues, and will discuss these qualifications fairly and accurately when discussion serves professional purposes.
- e. Applies for, accepts, offers, and assigns positions or responsibility on the basis of professional preparation and legal qualifications.
- f. Uses honest and effective methods of administering educational responsibility; conducts professional business through proper channels. He/she does not assign unauthorized persons to educational tasks; uses time granted for its intended purposes; does not misrepresent conditions of employment; lives up to the letter and spirit of his/her contract.

Principle IV--Commitment to Professional Employee Practices: The educator regards the employment agreement as a pledge to be executed both in spirit and in fact in a manner consistent with the highest ideas of professional service. He/ she believes that sound professional personnel relationships with governing boards are built upon personal integrity, dignity, and mutual respect. The educator discourages the practice of his/her profession by unqualified persons.

In fulfilling obligations to professional employment practices, the educator:

- a. Shall apply for, accept, offer, or assign a position or responsibility on the basis of professional preparation and legal qualifications without discrimination on the grounds of race, color, creed, sex, or national origin.

- b. Shall apply for a specific position only when it is known to be vacant, and shall refrain from underbidding or commenting adversely about other candidates.
- c. Shall not knowingly withhold information regarding a position from an applicant, or misrepresent an assignment or conditions of employment.
- d. Shall give prompt notice to the employing agency of any change in availability of service, and the employing agent shall give prompt notice of change in availability or nature of a position.
- e. Shall adhere to the terms of a contract or appointment, unless these terms have been legally terminated, falsely represented, or substantially altered by unilateral action of the employing agency.
- f. Shall conduct professional business through channels, when available, that have been jointly approved by the professional organization and the employing agency.
- g. Shall not delegate assigned tasks to unqualified personnel.
- h. Shall permit no commercial exploitation of his/her professional position.
- i. Shall use time granted for the purpose for which it is intended

Legal References: California Education Code
44421. Immoral or Unprofessional Conduct,
Disobedience or Grounds For Revocation or Suspension
by Commission

California Administrative Code
Title V, Division 6. Certificated Personnel

Policy Adopted: July 10, 1975
Revised Policy Adopted: July 28, 1983