

Foster-Glocester Regional School District
Glocester, RI

Code of Professional Responsibility and Ethics Policy

PHILOSOPHY & INTENT

The Foster-Glocester Public Schools are committed to providing a comprehensive education which enables all students to achieve proficiency in rigorous academic content and applied learning standards based on the Ponaganset Graduation Expectations. To ensure that all students in Foster-Glocester shall have access to a high-quality education the Foster-Glocester Regional School District (FGRSD) developed this Code of Professional Responsibility and Ethics. This code is a set of commitments which all educators and other employees of the FGRSD shall honor and practice in order to fulfill their primary responsibility – to create and sustain a high-quality learning environment that achieves the core mission of the school district. These commitments are adopted to guide professional conduct in all situations with professional and ethical implications. Consistent with applicable law, the FGRSD Code of Professional Responsibility and Ethics shall serve as a basis for the actions of employees on issues pertaining to daily educational and management practices, evaluation, and employment.

The Code of Professional Responsibility and Ethics embraces the fundamental belief that the student is the foremost reason for the existence of the profession. Working with students in our schools necessitates a public trust and a level of responsibility to our citizens that requires the highest level of professionalism from our educators. Fulfilling the core mission of our schools of bringing all of our students to proficiency so they can lead fulfilling and productive lives, succeed in academic and employment settings, and contribute to society demands a profession that exists primarily to meet student needs. As educators who accept the public trust to work in our schools, we also accept the responsibility for professional practices that demonstrate ethical conduct and responsibility. The FGRSD Code of Professional Responsibility and Ethics establishes a set of principles to guide the performance of our district's employees in situations that have professional and ethical implications. All employees shall be responsible for abiding by state law, regulations, the Code of Professional Responsibility and Ethics, and the policies, procedures, and directives of the school district. Moreover, this Code of Professional Responsibility and Ethics is intended to ensure that student learning is at all times the ultimate focus of every individual employed by the district and only highly-qualified and effective educators are entrusted with our district's students.

For the purposes of this section, "educator" means a person: who is applying for, who holds or who is employed under a teaching certificate, administrator certificate, support personnel certificate or other related permit or endorsement issued by the Board of Regents of Elementary and Secondary Education or who is employed by the school district.

RI State Laws and Board of Regents Regulations

All employees are responsible for performing the duties, functions, and responsibilities of their position in accordance with all applicable Federal laws, RI State Laws, Regulations of the RI Board of Regents, Commissioner Rulings, Foster-Glocester School Committee policies and administrative directives as adopted and amended from time to time.

RI Educator Code of Professional Responsibility

Each educator, as defined, by the Board of Regents, is responsible for performing the duties functions, and responsibilities of his/her position in accordance with the RI Board of Regents Educator Code of Professional Responsibility as adopted and amended from time to time.

RI Professional Teaching Standards

Each certified teacher, as defined, by the Board of Regents, shall perform the duties functions, and responsibilities of his/her position in accordance with the standards set forth in the Basic Education Plan and the RI Professional Teaching Standards as adopted and amended from time to time.

Leadership Standards

Each certified administrator, as defined, by the Board of Regents, shall be responsible for performing the duties functions, and responsibilities of his/her position in accordance with the RI Leadership standards and Foster-Glocester Regional School District Job Descriptions as adopted and amended from time to time.

School Committee Code of Ethics and Professional Responsibility

Each member of the School Committee is responsible for performing the duties functions, and responsibilities of his/her position in accordance with the RIGL 36-14 and 16-2-9.1 as adopted and amended from time to time.

Organization Records and Communications

Employees must not make or engage in any false record or communication of any kind, whether internal or external, including but not limited to:

- False expense, attendance, production, financial, or similar reports and statements
- False advertising, deceptive marketing practices, or other misleading representations

State Code of Ethics

The Foster-Glocester Regional School District expects that employees will perform their duties conscientiously, honestly, and in accordance with the best interests of the Foster-Glocester Regional School District and all applicable regulations of RI GL 36-14 the RI State Ethics Code. Employees must not use their position or the knowledge gained as a result of their position for private or personal advantage. Regardless of the circumstances, if employees sense that a course of action they have pursued, are presently pursuing, or are contemplating pursuing may involve them in a conflict of interest with their employer; they should immediately communicate all the facts to their superior.

Relationships with Clients and Suppliers

Employees should avoid investing in or acquiring a financial interest for their own accounts in any business organization that has a contractual relationship with the Foster-Glocester Regional school District, or that provides goods or services, or both to the Foster-Glocester Regional School District, if such investment or interest could influence or create the impression of influencing their decisions in the performance of their duties on behalf of the Foster-Glocester Regional School District.

Dealing With Outside People and Organizations

Employees must take care to separate their personal roles from the Foster-Glocester Regional School District positions when communicating on matters not involving Foster-Glocester Regional School District business. Employees must not use Foster-Glocester Regional School District identification, stationery, supplies, and equipment for personal or political matters.

When communicating publicly on matters that involve Foster-Glocester Regional School District business, employees must not presume to speak for the Foster-Glocester Regional School District on any topic, unless they are certain that the views they express are those of the Foster-Glocester Regional School District, and it is the Foster-Glocester Regional School District's desire that such views be publicly disseminated. When dealing with anyone outside the Foster-Glocester Regional School District, including public officials, employees must take care not to compromise the integrity or damage the reputation of either the Foster-Glocester Regional School District, or any outside individual, business, or government body.

First Reading: February 1, 2010

Second Reading/Adopted: March 1, 2010