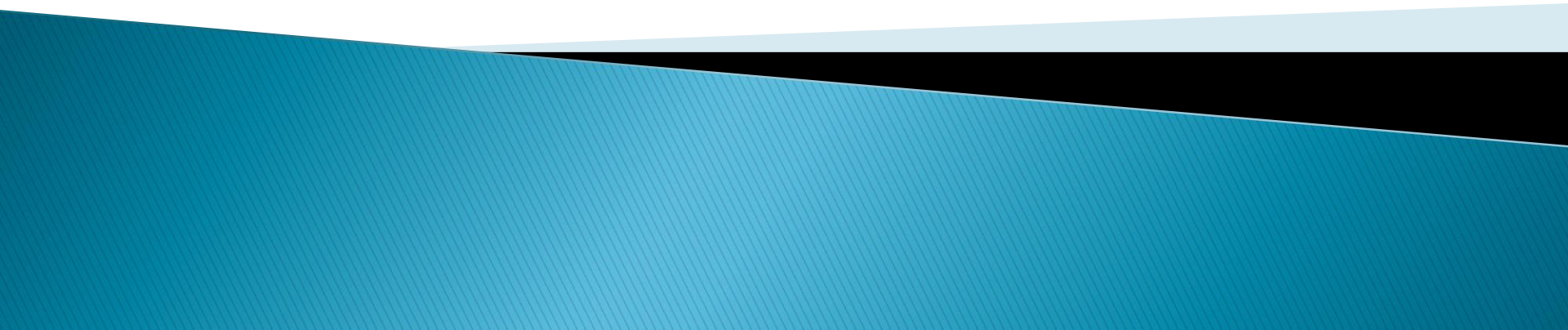
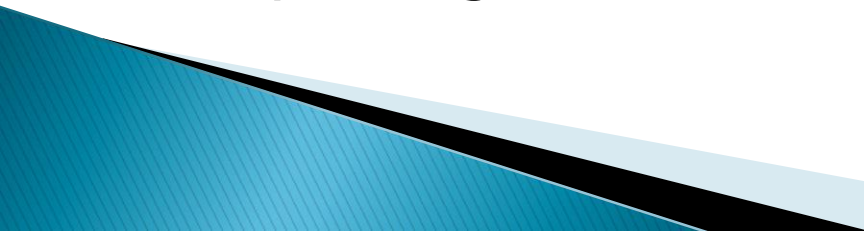


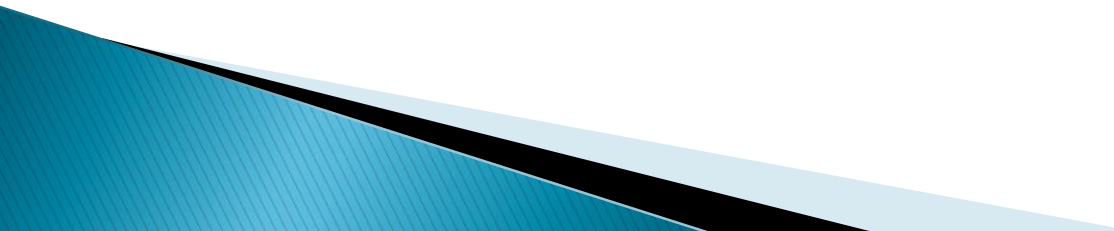
ETHICS IN EDUCATION



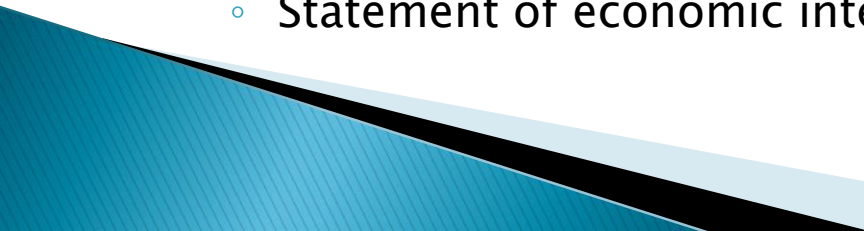
PRESENTATION OUTLINE

- ▶ Purpose of Educator Ethics
 - ▶ Laws and Rights that Govern Ethical Behavior
 - ▶ Statement of Economic Interests
 - ▶ 5 Core Principles in the IL Educator Code of Ethics
 - ▶ Practices and Performance
 - ▶ How to Report Noncompliant Personnel
 - ▶ Reporting Abused or Neglected Child
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Purpose of Educator Ethics

- ▶ Sets expectations for educators; guides educational practice; and inspires professional excellence in relation to federal, state, and local policies and rules, and locally established collective bargaining agreements.
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LAW AND RIGHTS THAT GOVERN ETHICAL BEHAVIOR

- ▶ Family Educational Rights and Privacy Act (FERPA)
 - Federal law that protects the privacy of student education records.
 - ▶ Gift Ban Act
 - Specifies the acceptance of gifts from students and/or their parents or guardians.
 - ▶ Abused and Neglected Child Reporting Act
 - Specifies Child Abuse, grooming behaviors and boundary violations.
 - ▶ Civil Rights Laws
 - ▶ Illinois Governmental Ethics Act Article 4A
 - Statement of economic interest.
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Family Educational Rights and Privacy Act (FERPA)

- Federal law that affords parents the right to have access to their children's education records, the right to seek to have the records amended, and the right to have some control over the disclosure of personally identifiable information from the education records. When a student turns 18 years old, or enters a postsecondary institution at any age, the rights under FERPA transfer from the parents to the student ("eligible student").



GIFT BAN ACT

The gift ban provisions significantly limit the gifts that school employees may accept. The gift ban also applies to spouses and immediate family members living with school employees.



Almost anything of any value comes within the Ethics Act's definition of a gift quoted below:

“Gift means any gratuity, discount, entertainment, hospitality, loan, forbearance, or other tangible or intangible item having monetary value including, but not limited to, cash, food and drink, and honoraria for speaking engagements related to or attributable to government employment or the official position of an employee, member, or officer.”

The Ethics Act also requires local government units, including school boards, to adopt an ordinance or policy “no less restrictive” than the Ethics Act's provisions. Board members should check their board's policy in case it contains additional requirements.

GIFT BAN ACT

The statute defines gift givers as prohibited sources. "Prohibited source" means any person or entity who:

1. Is seeking official action by the member or officer or in the case of an employee, by the employee or by the member, officer, state agency, or other employee directing the employee;
2. Does business or seeks to do business with the member or officer or in the case of an employee, with the employee or with the member, officer, state agency, or other employee directing the employee;
3. Conducts activities regulated by the member or officer or in the case of an employee, by the employee or by the member, officer, state agency, or other employee directing the employee;
4. Has interests that may be substantially affected by the performance or non-performance of the official duties of the member, officer, or employee; or
5. Is registered or required to be registered with the Secretary of State under the Lobbyist Registration Act, except that an entity not otherwise a prohibited source does not become a prohibited source merely because a registered lobbyist is one of its members or serves on its board of directors.

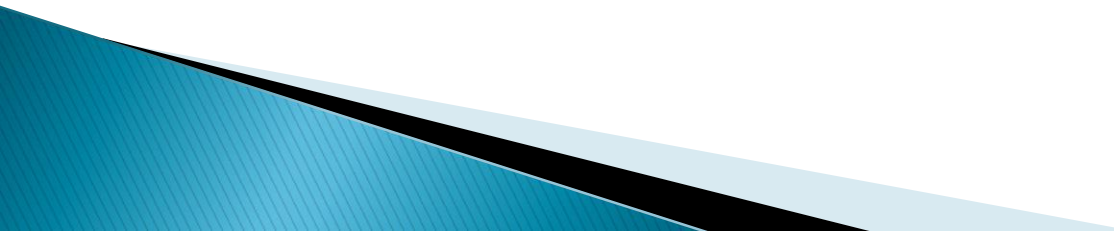
An ethics commission may levy an administrative fine of up to \$5,000 against any person who violates the Act, who intentionally obstructs or interferes with an investigation conducted under this act by an inspector general, or who intentionally makes a false, frivolous, or bad faith allegation.

If you are ever in doubt, contact your administration or reference IASB policies.

CIVIL RIGHTS LAWS

- ▶ **Civil Rights Act of 1964** – Title VII prohibits employment discrimination based on race, sex, national origin, or religion. Title VI prohibits public access discrimination, leading to school desegregation.
- ▶ **Title IX, Education Amendments of 1972** – No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.
- ▶ **Section 504 of the Rehab Act of 1973** – Bars federal contractors or subcontractors from employment discrimination on the basis of disability.
- ▶ **Age Discrimination in Employment Act of 1967** – Prohibits discrimination on the basis of age in programs and activities receiving federal financial assistance.

CIVIL RIGHTS LAWS (CONTINUED)

- ▶ **Americans with Disabilities Act of 1990** – Prohibits private employers, state and local governments, employment agencies and labor unions from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions, and privileges of employment.
 - ▶ **Civil Rights Restoration Act of 1987** – Prohibits discrimination based on race, color, and national origin.
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ILL. GOV. ETHICS ACT ARTICLE 4A

STATEMENT OF ECONOMIC INTERESTS.

The Illinois Governmental Ethics Act requires school board members and key district staff to file a Statement of Economic Interest each year with the Illinois Secretary of State. The following must file:

- Each school board member.
- Each person employed by a school district in a position that requires that person to hold administrative certification or chief business official endorsement.
- Each school employee who functions as the head of a department and who exercises similar authority and has direct supervisory authority over or direct responsibility for the formulation, negotiation, or execution of contracts in the amount of \$1,000 or greater.
- Each school employee who has authority to issue or promulgate rules and regulations within areas under the authority of the school district.
- Each employee who has supervisory authority for 20 or more employees.

Anyone working for the school district as an independent contractor need not file an economic interest statement.

5 CORE PRINCIPALS IN THE IL EDUCATOR CODE OF ETHICS

The Illinois Educator Code of Ethics contains five core principles which provide a foundation for the responsibilities and commitments of Illinois Educators.

- ❖ **Responsibility to Students**
- ❖ **Responsibility to Self**
- ❖ **Responsibility to Colleagues and the Profession**
- ❖ **Responsibility to Parents, Families and Communities**
- ❖ **Responsibility to the Illinois State Board of Education**

RESPONSIBILITIES TO STUDENTS

The Illinois educator is committed to creating, promoting and implementing a learning environment that is accessible to each student, enables students to achieve the highest academic potential and maximizes their ability to succeed in academic and employment settings as a responsible member of society.

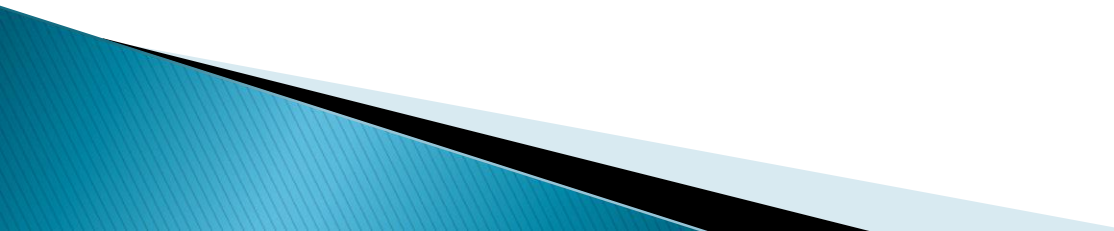
Illinois educators:

- 1) Embody the Standards for the School Support Personnel Endorsements, the Illinois Professional Teaching Standards, and Standards for Administrative Endorsements, as applicable to the educator, in the learning environment;
- 2) Respect the inherent dignity and worth of each student by assuring that the learning environment is characterized by respect and equal opportunity for each student, regardless of race, color, national origin, sex, sexual orientation, disability, religion, language or socio-economic status;
- 3) Maintain a professional relationship with students at all times;
- 4) Provide a curriculum based on high expectations for each student that addresses individual differences through the design, implementation and adaptation of effective instruction; and
- 5) Foster in each student the development of attributes that will enhance skills and knowledge necessary to be a contributing member of society.

RESPONSIBILITIES TO SELF

Illinois educators are committed to establishing high professional standards for their practice and striving to meet these standards through their performance.

Illinois educators:

- 1) Assume responsibility and accountability for their performance and continually strive to demonstrate proficiency and understanding of current trends in both content knowledge and professional practice;
 - 2) Develop and implement personal and professional goals with attention to professional standards through a process of self-assessment and professional development;
 - 3) Represent their professional credentials and qualifications accurately; and
 - 4) Demonstrate a high level of professional judgment.
- 

RESPONSIBILITIES TO COLLEAGUES AND THE PROFESSION

The Illinois educator is committed to collaborating with school and district colleagues and other professionals in the interest of student learning. Illinois educators:



1. Collaborate with colleagues in their respective schools and districts to meet local and State educational standards;
2. Work together to create a respectful, professional and supportive school climate that allows all educators to maintain their individual professional integrity;
3. Seek out and engage in activities that contribute to the ongoing development of the profession;
4. Promote participation in educational decision-making processes;
5. Encourage promising candidates to enter the education profession; and
6. Support the preparation, induction, mentoring and professional development of educators.

RESPONSIBILITY TO PARENTS, FAMILIES AND COMMUNITIES

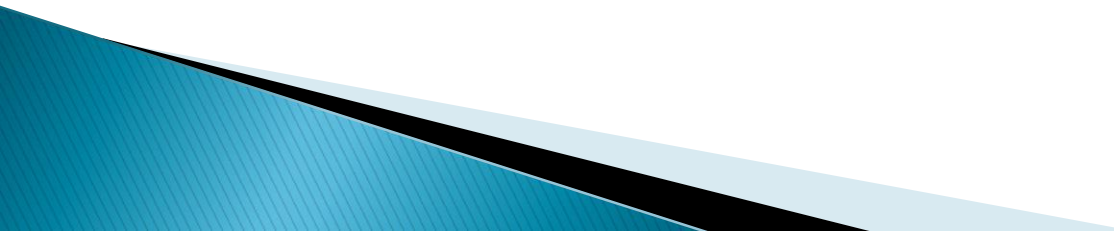
The Illinois educator will collaborate, build trust and respect confidentiality with parents, families and communities to create effective instruction and learning environments for each student. Illinois educators:

- ▶ Aspire to understand and respect the values and traditions of the diversity represented in the community and in their learning environments;
- ▶ Encourage and advocate for fair and equal educational opportunities for each student;
- ▶ Develop and maintain professional relationships with parents, families and communities;
- ▶ Promote collaboration and support student learning through regular and meaningful communication with parents, families and communities; and
- ▶ Cooperate with community agencies that provide resources and services to enhance the learning environment.



RESPONSIBILITY TO THE ILLINOIS STATE BOARD OF EDUCATION

Illinois educators are committed to compliance with the School Code and its implementing regulations, and to State and Federal Laws and regulations relevant to their profession. Illinois educators:

1. Provide accurate communication to the Illinois State Board of Education concerning all educator licensure matters;
 2. Maintain appropriate educator licensure for employment; and
 3. Comply with State and federal laws and regulations.
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Professional Conduct Policy

- ▶ As part of your Ethics training, you must review your specific District's professional conduct policy. Each employee will also be required to complete Grooming training annually by January 31st of each year on how to prevent, recognize, report, and respond to child sexual abuse and grooming behaviors.
- ▶ The Professional Conduct Policy will incorporate the Code of Ethics for Illinois Educators, define sexual misconduct, identify expectations for maintaining professional relationships with students and appropriate staff–student boundaries, and provide information on how to report an incident.
- ▶ Any violation of this policy or failure to report a violation may subject an employee to discipline, up to and including dismissal from employment.

PRACTICES AND PERFORMANCE

Good ethics translate into a positive work environment. Adhering to best practices will help the performance of both the employee and the organization.

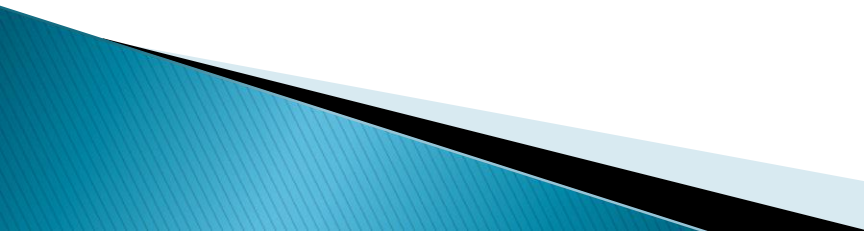
A few to practices to remember and follow are:

- ▶ An employee will assume all responsibility and accountability for his or her performance.
- ▶ Complies with the written school policies and applicable laws and regulations.
- ▶ Employee accounts for all funds committed to his or her control.
- ▶ Do not use institutional or professional privileges for personal advantage.
- ▶ Strive to achieve personal growth.
- ▶ Set the example for other employees by adhering to the districts Ethics policies and Ethical conduct standards.

REPORTING NON-COMPLIANT PERSONNEL

- ▶ It is important to familiarize yourself with your districts policies and procedures on reporting misconduct.
- ▶ If you see a serious ethical violation, it is your duty to report it to your supervisor.

Good rules of thumb:

- ▶ Report the incident in a timely manner to a supervisor.
 - ▶ Refer to district Policy and/or Procedures.
 - ▶ DO NOT base it off of "hear-say".
 - ▶ Maintain confidentiality.
- 

CHILD ABUSED AND NEGLECTED

- ▶ Any District employee who suspects or receives knowledge that a student may be an abused or neglected child is responsible for:
 - Reporting to the Illinois Department of Children and Family Services and following any additional directions given.
 - Employee shall also promptly notify the Superintendent or the Principal that a report has been made.
- ▶ A district employee who discovers child pornography on electronic and information technology equipment shall immediately report it to local law enforcement.
 - The Superintendent or Principal shall also be promptly notified of the discovery and that a report has been made.

WHO DOES THE CODES OF ETHICS APPLY TO?

- It applies to each and every employee.
- Why?
 - A Code of Ethics is a comprehensive statement of the values and principles which should guide the daily work of all district employees.
- Purpose
 - Usually part of an overall ethics policy, a code of ethics reinforces the moral principles and commitments of an organization by spelling out acceptable and responsible behavior in a way that is clear to all within the organization. It also tells others what the organization stands for and what to expect when doing business with the organization.

THE END...

»» Please proceed with completing the quiz for this training presentation