

Standards of Ethical Conduct Florida Preparatory Academy

As a member of the faculty at Florida Preparatory Academy, all instructors are to adhere to and maintain high standards of Ethical conduct at all times. This includes and is not limited to the following items:

Values the worth and dignity of every person, the pursuit of truth, devotion to excellence, acquisition of knowledge for all students in a way that guarantees an equal opportunity for all.

maintains a collegial and collaborative relationship with all co-workers in order to create a professional learning community that supports the improvement of teaching and learning.

models professional behavior and dress and demonstrates professional integrity and conduct in the classroom, the school, and the community.

creates and preserves an atmosphere that supports student learning through appropriate and consistent classroom management, positive social interaction, and active engagement in learning.

takes responsibility for his/her own professional development by seeking out opportunities for continuous learning in order to remain professionally current.

participates in extracurricular school activities and shows interest in students' lives outside the classroom.

demonstrates mastery of knowledge in his/her content area and creates learning experiences that make the content meaningful, relevant, and interesting to students.

uses long-range unit and lesson plans that include learning goals and objectives, build upon students' prior knowledge, and monitor student progress.

understands current technology applications and concepts and appropriately uses technology as an instructional and managerial tool.

respects the diversity of our student body and reveals concern for and sensitivity to our students' cultural backgrounds, native languages, and individual experiences.

establishes respectful and productive relationships with parents/guardians, including appropriate and unbiased communication in a timely manner regarding student achievement and classroom behavior

Concern for the student safety and wellbeing is of the upmost importance and requires that our instructional personnel:

Shall make reasonable effort to **protect the student from conditions harmful to learning** and/or to the student's mental and/or physical health and/or safety.

Shall **not unreasonably restrain** a student from independent action in pursuit of learning.

Shall **not unreasonably deny** a student access to diverse points of view.

Shall **not intentionally suppress or distort subject matter** relevant to a student's academic program.

Shall **not intentionally expose** a student to unnecessary embarrassment or disparagement.

Shall **not intentionally violate** or deny a student's legal rights.

Shall **not harass or discriminate** against any student on the basis of race, color, religion,

sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition, sexual orientation, or social and family background and shall make reasonable effort to assure that each student is protected from harassment or discrimination.

Shall **not exploit a relationship** with a student for personal gain or advantage.

Shall **keep in confidence personally identifiable information** obtained in the course of professional service, unless disclosure serves professional purposes or is required by law.

Reporting Misconduct by Instructional Personnel and Administrators

All employees and administrators have an obligation to report misconduct by instructional personnel and school administrators which affects the health, safety, or welfare of a student. Examples of misconduct include obscene language, drug and alcohol use, disparaging comments, prejudice or bigotry, sexual innuendo, cheating or testing violations, physical aggression, and accepting or offering favors. Reports of misconduct of employees or administrators should be made directly to Heather Nokes ([HYPERLINK "mailto:hnokes@flprep.com" hnokes@flprep.com](#)) in the Office of Business and Finance.

Legally sufficient allegations of misconduct by Florida certified educators will be reported to the Office of Professional Practices Services. Policies and procedures for reporting misconduct by instructional personnel or school administrators which affects the health, safety, or welfare of a student are posted in the faculty manual documentation and on our Web site at www.flprep.com.

Reporting Child Abuse, Abandonment or Neglect

All employees and agents have an affirmative duty to report all actual or suspected cases of child abuse, abandonment, or neglect. Please report any such instances to Barbara Kaufmann, RN, ([HYPERLINK "mailto:bkaufmann@flprep.com" bkaufmann@flprep.com](#)) Director of Health and Wellness.

Signs of Physical Abuse The child may have unexplained bruises, welts, cuts, or other injuries; broken bones; or burns. A child experiencing physical abuse may seem withdrawn or depressed, seem afraid to go home or may run away, shy away from physical contact, be aggressive, or wear inappropriate clothing to hide injuries.

Signs of Sexual Abuse The child may have torn, stained or bloody underwear, trouble walking or sitting, pain or itching in genital area, or a sexually transmitted disease. A child experiencing sexual abuse may have unusual knowledge of sex or act seductively, fear a particular person, seem withdrawn or depressed, gain or lose weight suddenly, shy away from physical contact, or run away from home.

Signs of Neglect The child may have unattended medical needs, little or no supervision at home, poor hygiene, or appear underweight. A child experiencing neglect may be frequently tired or hungry, steal food, or appear overly needy for adult attention.

Patterns of Abuse: Serious abuse usually involves a combination of factors. While a single sign may not be significant, a pattern of physical or behavioral signs is a serious indicator and should be reported.

Training for all Faculty Members

All areas of ethical conduct and signs of student neglect and abuse will be covered and discussed during Pre-Planning week meetings and designated in-service days. All in-service days are posted on the school's calendar. If any additional questions arise faculty members can see a department head for clarification at any time.

Liability Protections Any person, official, or institution participating in good faith in any act authorized or required by law, or reporting in good faith any instance of child abuse, abandonment, or neglect to the department or any law enforcement agency, shall be immune from any civil or criminal liability which might otherwise result by reason of such action. (F.S. 39.203)

An employer who discloses information about a former or current employee to a prospective employer of the former or current employee upon request of the prospective employer or of the former or current employee is immune from civil liability for such disclosure or its consequences unless it is shown by clear and convincing evidence that the information disclosed by the former or current employer was knowingly false or violated any civil right of the former or current employee protected under F.S. Chapter 760. (F.S. 768.095)

The above Code of Ethics has been adapted from the Code of Ethics of the Education Profession in Florida and Principles of Professional Conduct for the Education Profession in Florida