

**I. PURPOSE**

School personnel maintains a positive and safe learning environment for a student and works toward meeting an educational standard required by law.

**II. POLICY**

- A. Each teacher, upon entering the teaching profession, assumes a number of obligations, one of which is to adhere to a set of principles which defines professional conduct outlined in the Code of Ethics for Minnesota Teachers. The standards of professional conduct are as follows: A teacher shall
1. provide professional education services in a nondiscriminatory manner.
  2. make reasonable effort to protect the student from conditions harmful to health and safety.
  3. in accordance with state and federal laws, disclose confidential information about individuals only when a compelling professional purpose is served or when required by law.
  4. take reasonable disciplinary action in exercising the authority to provide an atmosphere conducive to learning.
  5. not use professional relationships with students, parents, and colleagues to private advantage.
  6. delegate authority for teaching responsibilities only to licensed personnel.
  7. not deliberately suppress or distort subject matter.
  8. not knowingly falsify or misrepresent records or facts relating to that teacher's own qualifications or to other teachers' qualifications.
  9. not knowingly make false or malicious statements about students or colleagues.

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10. accept a contract for a teaching position that requires licensing only if properly or provisionally licensed for that position.

B. To ensure appropriate disciplinary structure, personnel shall

1. take prompt and appropriate action to prevent harassment or discriminatory conduct toward a student or school employee that may result in a hostile, intimidating, abusive, offensive, or oppressive learning environment;
2. resolve a disciplinary problem according to law, school policy, and local building procedures and strictly protect student confidentiality and understand laws relating to student information and records;
3. supervise a student appropriately at school and a school-related activity, home or away, consistent with LEA policy and building procedures and the age of the students;
4. take action to protect a student from any known condition detrimental to that student's physical health, mental health, safety, or learning;

C. Regarding student assessment, personnel shall

1. demonstrate honesty and integrity by strictly adhering to all state and school instructions and protocols in managing and administering a standardized test to a student;
2. cooperate in good faith with a required student assessment;
3. submit and include all required student information and assessments, as required by statute and rule;
4. attend training and cooperate with assessment training and assessment directives at all levels; and
5. encourage a student's best effort in an assessment.

D. Regarding computer and information systems, personnel

1. may not use or attempt to use a school computer or information system in violation of the school's acceptable use policy for an employee or access information that may be detrimental to young people or inconsistent with the educator's role model responsibility;

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2. may not knowingly possess, while at school or any school-related activity, any pornographic or indecent material in any form;
  3. may not knowingly use school equipment to view, create, distribute, or store pornographic or indecent material in any form; and
  4. may not knowingly use, view, create, distribute, or store pornographic or indecent material involving children.
- E. To ensure appropriate learning environments, personnel shall
1. demonstrate respect for a diverse perspective, idea, and opinion and encourage contributions from a broad spectrum of school and community sources, including a community whose heritage language is not English;
  2. use appropriate language, eschewing profane, foul, offensive, or derogatory comments or language;
  3. maintain a positive and safe learning environment for a student;
    - i. This includes ensuring school environments are kept clean and orderly; objects do not impede mobility; pile materials, bins, boxes, or other equipment do not block pathways or exits; and items stored in the classroom do not pose a threat to student's safety in any instance.
  4. make appropriate use of technology by:
    - i. involving students in social media responsibly, transparently, and primarily for purposes of teaching and learning per school and district policy;
    - ii. maintaining separate professional and personal virtual profiles;
    - iii. respecting student privacy on social media; and
    - iv. taking appropriate and reasonable measures to maintain confidentiality of student information and education records stored or transmitted through the use of electronic or computer technology;
  5. work toward meeting an educational standard required by law;

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6. teach the objectives contained in a Core Standard;
  7. not distort or alter subject matter from a Core Standard in a manner inconsistent with the law; and
  8. use instructional time effectively.
- F. Regarding operating vehicles while driving on Athlos Academy business, personnel shall
1. always use seat belts and shoulder restraints;
  2. ensure all passengers in front and rear seats are using seatbelts;
  3. refrain from using cell phones while driving at any time while driving on school business.
    - i. However, the only acceptable manner in which to do so is using a hands-free device.
- G. Failure to adhere to this policy may result in discipline or termination.

### Revision History

02/22/19

### Legal References:

[Minn. Rules Part 8710.2100](#) (Code of Ethics for Minnesota Teachers)

[Minn. Rules Part 3512.5200](#) (Code of Ethics for School Administrators)

[Minn. Rules Part 8710.2000](#) (Standards of Effective Practice for Teachers)