**Timpanogos Academy’s Staff and Teacher**

**Code of Conduct**

The professional educator strives to create a learning environment that facilitates the improvement of all students.

The professional educator acts with conscientious effort to exemplify the highest ethical standards.

The professional educator responsibly accepts that every child has a right to an uninterrupted education free from strikes or any other work stoppage tactics.

**PRINCIPLE I: Ethical Conduct toward Students**

The professional educator accepts personal responsibility for teaching students character qualities that will help them evaluate the consequences of and accept the responsibility for their actions and choices. We strongly affirm parents as the primary moral educators of their children. Nevertheless, we believe all educators are obligated to help foster civic virtues such as integrity, diligence, responsibility, cooperation, loyalty, fidelity, and respect for the law, human life, others, and self.

The professional educator, in accepting his or her position of public trust; measures success not only by the progress of each student toward the realization of his or her potential but also as a citizen of the greater community.

1. The professional educator endeavors to deal considerately and justly with each student, and seeks to resolve problems, including discipline, according to law and school policy.
2. The professional educator does not intentionally expose the student to disparagement.
3. The professional educator does not reveal information the educator knows to be confidential concerning students unless required by law.
4. The professional educator makes a constructive effort to protect the student from conditions detrimental to learning, health, or safety.
5. The professional educator endeavors to present facts without distortion, bias, or personal prejudice.

**PRINCIPLE II: Ethical Conduct toward Practices and Performance**

The professional educator assumes responsibility and accountability for his or her performance and continually strives to demonstrate competence.

To maintain the dignity of the profession, the professional educator endeavors to respect and obey the law and demonstrate personal integrity.

1. The professional educator gives significant consideration of professional qualifications in applying for accepting and assigning a position or a responsibility.
2. The professional educator strives to adhere to the terms of a contract or appointment.
3. The professional educator endeavors to maintain sound mental health, physical stamina, and social prudence necessary to perform the duties of any professional assignment.
4. The professional educator recognizes the importance of professional growth and endeavors to pursue the same.
5. The professional educator does not intentionally misrepresent the school or educational organizations' official policies and clearly distinguishes those views from his or her own personal opinions.
6. The professional educator honestly accounts for all schools' funds committed to his or her charge.
7. The professional educator does not use institutional or professional privileges for personal or partisan advantage.

**PRINCIPLE III: Ethical Conduct Toward Professional Colleagues**

In exemplifying ethical relations with colleagues, the professional educator endeavors to accord just and equitable treatment to all members of the profession.

1. The professional educator does not reveal confidential information the educator knows to be confidential concerning colleagues unless required by law.
2. The professional educator does not willfully make false statements about a colleague or the school system.
3. The professional educator does not intentionally interfere in any material respect with a colleague's freedom of choice and works to eliminate coercion that compels or incentivizes educators to support actions and ideologies that violate individual professional integrity.

**PRINCIPLE IV: Ethical Conduct Toward Parents and Community**

The professional educator pledges to protect public sovereignty, at the local level, over public education and private control of private education.

1. The professional educator recognizes that quality education is the common goal of the public, boards of education, and educators; a cooperative effort is essential among these groups to attain that goal.
2. The professional educator makes concerted efforts to communicate to parents all material information that should be revealed to parents in the student's interest.
3. The professional educator endeavors to understand, respect the values and traditions of the diverse cultures represented in the community and his or her classroom.
4. The professional educator manifests a positive and active role in school/community relations.

Timpanogos Academy Employee Agreement to the

 Code of Conduct Policy

To maintain employment with Timpanogos Academy, I will:

1. respect school property, personnel, students, and parents
2. be on time for my assigned responsibilities
3. be prepared to fulfill my assignments
4. stay off my personal cell phone except during breaks or seeking school assistance
5. follow established procedures for day to day operations (i.e., requesting time off)
6. adhere to the employee dress code/policy
7. show integrity in words and actions, and the expenditures of school funds
8. support and work well with all staff members
9. not evaluate other employees; unless specifically assigned to do so
10. not promote gossip and actively seek to create a positive working environment
11. not discuss compensation/benefits with other employees
12. recognize that I am a member of a greater community and endeavor to be a positive role model by showing personal integrity
13. maintain a calm demeanor with students regardless of student behaviors or attitudes
14. be physically able to perform my assigned duties

By signing below, I verify understanding of the code of conduct, and a violation may result in consequences including assignment changes, reprimand, or termination of employment.

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Position: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

(Please Print)

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_