

Descriptor Term:
PROFESSIONAL STANDARDS OF CONDUCT AND
PERFORMANCE FOR TEACHERS

Descriptor Code:
7.1210

Legal References:

Cross References:

The Catawba County Board of Education is committed to providing all students with teachers who aspire to excellence, have the vision to use all necessary resources to ensure that students reach their highest potential and who are respectful and nurturing as they inspire their students to learn.

Further, the Catawba County Board of Education is dedicated and committed to providing all teachers with opportunities and resources to further their growth as professional educators. To that end, the performance of every teacher is assessed and the teacher is provided with constructive feedback through a formal evaluation and review process targeted to enhance professional growth. In addition, it is the board's expectation that all teachers, regardless of their years of experience, adhere to certain professional standards of performance as set forth in this policy.

The board hereby adopts the following standards as the professional standards of conduct and performance for all teachers employed by the system:

1. Read and adhere to the Code of Ethics for North Carolina Educators.
2. Comply with all Board policies regarding appropriate and/or prohibited behavior with students including electronic communications with students directly, through electronic means or through the internet.
3. Direct all complaints regarding the work environment to the appropriate supervisors and/or file grievances instead of acting to undermine or diminish the authority of co-workers and supervisors.
4. Avoid confrontations with co-workers, including but not limited to, engaging in actions or conversations which the teacher knows or should know will result in an actual disruption.
5. Implement and manage a comprehensive classroom behavior management plan to ensure minimal student disruption to and optimal student safety in the educational environment, and refer to office and/or guidance when necessary. This plan shall be congruent with LEA and State policies and procedures and aligned to the philosophical beliefs of the school.
6. Establish and maintain respectful and open communications and relationships with parents.
7. Respond to all parent inquiries, complaints and/or concerns in a timely and professional manner.
8. Comply with all administrative directives in a thorough, timely, and professional manner, including written directives regarding specific issues or behaviors.
9. Perform all assigned and/or accepted extracurricular and non-instructional duties in a timely and

professional manner.

10. Participate in and complete any required professional development activities, and implement the same with a continued focus on enhancing student learning.
11. Participate in all required meetings, including, staff meetings, Parent Teacher Organization (PTO) and student academic meetings and required meetings for students with special needs, in a professional manner and in conformity with all legal requirements including compliance with local, state and federal laws and legal requirements regarding confidentiality.
12. Complete and transmit all required reports and other documentation in a timely and professional manner, based on the given directives and parameters of the supervisor or designee.
13. Begin each day's work at the time designated by the principal, ready and prepared to complete all assigned duties.