

**PROFESSIONAL STANDARDS OF CONDUCT
AND PERFORMANCE FOR TEACHERS**

Policy Code: **7305**

1 The Transylvania County Board of Education (the “board”) is dedicated and committed to
2 providing all teachers with opportunities and resources to further their growth as professional
3 educators. To that end, the performance of every teacher is assessed and the teacher is provided
4 with constructive feedback through a formal evaluation and review process targeted to enhance
5 professional growth. In addition, it is the board’s expectation that all teachers, regardless of their
6 years of experience, are capable of and must adhere to certain minimum professional standards
7 of conduct and performance as set forth in this policy.
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9 Therefore, all teachers employed by the board shall comply with and adhere to the following
10 professional standards of conduct and performance:
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- 12 1. Adhere to the Code of Ethics for North Carolina Educators.
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- 14 2. Comply with all board policies regarding appropriate and/or prohibited
15 behavior with students, including electronic communications with students
16 directly or through the Internet (see policies 4040/7310, Staff-Student
17 Relations, and 7335, Employee Use of Social Media).
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- 19 3. Direct all complaints regarding the work environment to the appropriate
20 supervisors and/or file grievances (see policy GBM 1750/7220, Grievance
21 Procedure for Employees).
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- 23 4. Act in a professional manner toward co-workers and/or supervisors, which
24 includes, but is not limited to, avoiding actions, conversations, or
25 confrontations which undermine or diminish their authority or result in a
26 disruption to the educational program.
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- 28 5. Manage students' classroom behavior to minimize disruption to the
29 educational environment and refer students, when necessary, to the
30 administration for disciplinary action.
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- 32 6. Respond to all parent inquiries, complaints and/or concerns in a timely and
33 professional manner.
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- 35 7. Comply with all administrative directives in a timely and professional manner,
36 including written directives regarding specific issues or behaviors.
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- 38 8. Perform all assigned and/or accepted extracurricular and non-instructional
39 duties in a timely and professional manner.
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- 41 9. Participate in and complete any required professional development activities.

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- 42 10. Participate in all required staff meetings and student academic meetings,
43 including required meetings for students with special needs, in a professional
44 manner.
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- 46 11. Complete and transmit all required reports and other documentation in a
47 timely and professional manner.
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- 49 12. Arrive at school each day at an appropriate time designated by the principal
50 ready and prepared to complete all assigned duties.
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52 The failure or unwillingness of a teacher to comply with the professional standards of conduct
53 and performance listed in this policy may result in disciplinary action. Such disciplinary action
54 may result in contract non-renewal or other action up to and including dismissal from
55 employment. In all matters concerning a teacher's compliance with this policy, consideration
56 shall be given to the impact on the education of a student or group of students and on the overall
57 educational environment of the school.
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59 Legal References: G.S. 115C-47(1), -47(4), -47(9), -47(12), -47(18); G.S. 115C-325(e)(3); 16
60 N.C.A.C. 6C.0601.
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62 Cross References: Grievance Procedure for Employees (policy 1750/7220), Staff-Student
63 Relations (policy 4040/7310), Staff Responsibilities (policy 7300), Employee Use of Social
64 Media (policy 7335), Evaluation of Licensed Employees (policy 7810)
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66 Adopted: February 18, 2010
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68 Revised: [DATE]
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