
1 The Transylvania Board of Education (“Board”) is dedicated and committed to providing all
2 teachers with opportunities and resources to further their growth as professional educators. To
3 that end, the performance of every teacher is assessed and the teacher is provided with
4 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
6 their years of experience, are capable of and must adhere to certain minimum professional
7 standards of conduct and performance as set forth in this policy.

8 Therefore, all teachers employed by the Transylvania County Board of Education shall comply
9 with and adhere to the following professional standards of conduct and performance:

- 10 1. Adhere to the Code of Ethics for North Carolina Educators.
- 11 2. Comply with all Board policies regarding appropriate and/or prohibited
12 behavior with students, including electronic communications with students
13 directly or through the Internet.
- 14 3. Direct all complaints regarding the work environment to the appropriate
15 supervisors and/or file grievances (See Policy GBM “Staff Complaints or
16 Grievances”). ~~instead of acting to undermine or diminish the authority of co-~~
17 ~~workers and supervisors.~~
- 18 4. An employee at no time shall act in a manner to undermine or diminish the
19 authority of co-workers and/or supervisors.
- 20 5. Avoid confrontations with co-workers, including but not limited to, engaging
21 in actions or conversations which the teacher knows or should know will
22 result in an actual disruption.
- 23 6. Manage students' classroom behavior to minimize disruption to the
24 educational environment and refer students, when necessary, to the
25 administration for disciplinary action.
- 26 7. Respond to all parent inquiries, complaints and/or concerns in a timely and
27 professional manner.
- 28 8. Comply with all administrative directives in a timely and professional manner,
29 including written directives regarding specific issues or behaviors.
- 30 9. Perform all assigned and/or accepted extracurricular and non-instructional
31 duties in a timely and professional manner.
- 32 10. Participate in and complete any required professional development activities.
- 33 11. Participate in all required staff meetings and student academic meetings,
34 including required meetings for students with special needs, in a professional
35 manner.
- 36 12. Complete and transmit all required reports and other documentation in a
37 timely and professional manner.
- 38 13. Arrive at school each day at an appropriate time designated by the principal
39 ready and prepared to complete all assigned duties.

NEW

PROFESSIONAL STANDARDS OF CONDUCT
AND PERFORMANCE FOR TEACHERS

FILE: GBA

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41 The failure or unwillingness of a teacher to comply with the professional standards of conduct
42 and performance listed herein may result in ~~contract non-renewal~~ or disciplinary action. This
43 **disciplinary action may result in contract non-renewal or other action** up to and including
44 dismissal from employment. In all matters concerning a teacher's compliance with this policy,
45 consideration shall be given to the impact on the education of a student or group of students and
46 on the overall educational environment of the school.

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48 Statutory Authority: G.S. 115C-47(1), (4), (9), (12), and (18); G.S. 115C-325(e)(3); 16 NCAC
49 6C.0601.

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53 APPROVED BY BOARD
54 AND EFFECTIVE _____