

## NEW

### PROFESSIONAL STANDARDS OF CONDUCT AND PERFORMANCE FOR TEACHERS

FILE: GBA

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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 instead of acting to undermine or diminish  
16 the authority of co-workers and supervisors.
- 17 4. Avoid confrontations with co-workers, including but not limited to, engaging  
18 in actions or conversations which the teacher knows or should know will  
19 result in an actual disruption.
- 20 5. Manage students' classroom behavior to minimize disruption to the  
21 educational environment and refer students, when necessary, to the  
22 administration for disciplinary action.
- 23 6. Respond to all parent inquiries, complaints and/or concerns in a timely and  
24 professional manner.
- 25 7. Comply with all administrative directives in a timely and professional manner,  
26 including written directives regarding specific issues or behaviors.
- 27 8. Perform all assigned and/or accepted extracurricular and non-instructional  
28 duties in a timely and professional manner.
- 29 9. Participate in and complete any required professional development activities.
- 30 10. Participate in all required staff meetings and student academic meetings,  
31 including required meetings for students with special needs, in a professional  
32 manner.
- 33 11. Complete and transmit all required reports and other documentation in a  
34 timely and professional manner.
- 35 12. Arrive at school each day at an appropriate time designated by the principal  
36 ready and prepared to complete all assigned duties.
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38 The failure or unwillingness of a teacher to comply with the professional standards of conduct  
39 and performance listed herein may result in contract non-renewal or disciplinary action up to and

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40 including dismissal from employment. In all matters concerning a teacher's compliance with this  
41 policy, consideration shall be given to the impact on the education of a student or group of  
42 students and on the overall educational environment of the school.

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44 Statutory Authority: G.S. 115C-47(1), (4), (9), (12), and (18); G.S. 115C-325(e)(3); 16 NCAC  
45 6C.0601.

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49 APPROVED BY BOARD

50 AND EFFECTIVE \_\_\_\_\_