

306 ADMINISTRATOR CODE OF ETHICS

I. PURPOSE

The purpose of this policy is to establish the requirements of the Board of Education that school administrators adhere to the standards of ethics and professional conduct in this policy and Minnesota law.

II. GENERAL STATEMENT OF POLICY

A. An educational administrator's professional behavior must conform to an ethical code. The code must be idealistic and at the same time practical, so that it can apply reasonably to all educational administrators. The administrator acknowledges that the schools belong to the public they serve for the purpose of providing educational opportunities to all. However, the administrator assumes responsibility for providing professional leadership in the school and community. This responsibility requires the administrator to maintain standards of exemplary professional conduct. It must be recognized that the administrator's actions will be viewed and appraised by the community, professional associates, and students. To these ends, the administrator must subscribe to the following standards.

B. A school administrator:

- A. Shall provide professional educational services in a nondiscriminatory manner.
- B. Shall take reasonable action to protect students and staff from conditions harmful to health and safety.
- C. Shall take reasonable action to provide an atmosphere conducive to learning.
- D. Shall not misuse professional relationships with students, parents and caregivers, staff, or colleagues to private advantage.
- E. Shall disclose confidential information about individuals only when a compelling professional purpose is served in accordance with state and federal laws, and school district policies.
- F. Shall not knowingly falsify or misrepresent records or facts relating to the administrator's qualifications, or to the qualifications of other staff or personnel.
- G. Shall not knowingly make false or malicious statements about students, students' families, staff, or colleagues.
- H. Shall not accept gratuities, gifts, or favors that impair professional judgment, nor offer any favor, service, or item of value to obtain special advantage.
- I. Shall only accept a contract for a position when licensed for the position or when a school district is granted a variance or letter of approval by the board.

- J. In filling positions requiring licensure, shall employ, recommend for employment, and assign only appropriately licensed personnel, or persons for whom the school district has been granted a variance by the appropriate state board or agency, unless, after making reasonable efforts to obtain a variance, an appropriately licensed person cannot be assigned and the position must be filled to meet a legitimate emergency educational need.
- K. Shall not engage in conduct involving dishonesty, fraud, or misrepresentation in the performance of professional duties.
- L. Shall understand and implement Board of Education policies.
- M. Shall maintain the standards and seek to improve the effectiveness of the profession through research and continuing professional development.

Legal References: Minn. Stat. § 122A.14, Subd. 4 (Code of Ethics)
Minn. Rules Part 3512.5200 (Code of Ethics for School Administrators)