

PROFESSIONAL BEHAVIORS



THERE IS A GROWING TREND OF INVESTIGATION AND PROSECUTION OF UNPROFESSIONAL CONDUCT, AND AN INCREASE IN DISCIPLINE, BOTH EMPLOYMENT AND LICENSE, FOR ALL MINIMALLY SUBSTANTIATED OFFENSES. HERE ARE SOME IMPORTANT REMINDERS.

RELATIONSHIPS WITH STUDENTS

Maintain professional boundaries! Students should call you by your formal name. Do not use nicknames for students or tell an individual student you love them. You should not have a relationship with students outside the scope of your employment. This includes hiring students for a side business or personal assistance and attending community events together that are independent of school requirements. Do not date a current or former student - there is no "good" time to enter a romantic relationship with a student - even after that student graduates.

COMMUNICATION WITH STUDENTS

Technology has made it easy to connect with students. Utilize group messaging such as Remind to communicate academic information. Use class websites and social media pages that are open to the public and shared with your administrator. Do not encourage private messages from students or provide your private contact information to students unless it is appropriate to the situation. You should not share personal information with students and vice-versa. If a student begins to confide in you, you must redirect them appropriately and then follow up with the counselor and/or parents. You must report physical and sexual abuse to DCFS or law enforcement. If a student shares any kind of suicidal ideology with you, you must also report that information pursuant to school policy, and immediately contact your principal and school counselor.

PHYSICAL CONTACT WITH STUDENTS

It is your responsibility to ensure the safety of all students. However, you should not engage in physical contact with them unless they are endangering themselves or someone else. Refer to district policy for exact language. Examples of physical contact are grabbing, hitting, dragging, and restraining (unless you have been trained). When at all possible, choose other methods of de-escalation and involve administrators.

Teacher initiated frontal hugs are not allowed.

DISTRICT OWNED PROPERTY

If you are using a district computer, tablet, or phone, it can be seized or accessed at any time. Do not save personal pictures or other personal business items on them. If your personal phone or electronic device connects to the district's WIFI, you are subject to their regulations. Accessing indecent or pornographic material on school property, either with a school owned device or with a personal device via the school WIFI, is illegal. You will be subject to employment discipline up to and including termination; and you will be subject to license discipline, up to and including suspension of your teacher certificate, and possible revocation.

Use your personal email address when communicating with district employees as a parent or community member.