

**Professional Standards of Conduct and Performance for Teachers in NC DHHS:
An Alignment to the NC TEP**

Professional Standards of Conduct and Performance	Alignment to NC TEP
Adhere to the code of Ethics for North Carolina Educators	Standard I: Teachers demonstrate leadership. Element e: Teachers demonstrate high ethical standards.
Comply with all Department policies regarding appropriate and/or prohibited behavior with students including electronic communications with students directly or through the internet	Standard I: Teachers demonstrate leadership. Element d: Teachers advocate for learning environments and learners.
Direct all complaints regarding the work environment to the appropriate supervisors and/or file grievances instead of acting to undermine or diminish the authority of co-workers and supervisors	Standard I: Teachers demonstrate leadership. Element c: Teachers lead the teaching profession.
Avoid confrontations with co-workers, including but not limited to, engaging in actions or conversations which the teacher knows or should know will result in an actual disruption	Standard I: Teachers demonstrate leadership. Element b: Teachers demonstrate leadership in the learning environment. Element c: Teachers lead the teaching profession
Manage students' behavior to minimize disruption to the educational environment and refer students, when necessary to the administration for disciplinary action	Standard I: Teachers demonstrate leadership. Element a: Teachers lead in their learning environment
Respond to all parent inquiries, complaints, and /or concerns in a timely and professional manner	Standard II: Teachers establish a respect environment for a diverse population of learners. Element e: Teachers work collaboratively with the families and significant adults in the lives of their learners.
Comply with all administrative directives in a timely and professional manner, including written directives regarding specific issues or behaviors	Standard I: Teachers demonstrate leadership. Element d: Teachers advocate for learning environments and learners. Element e: Teachers demonstrate high ethical standards. Standard V: Teachers reflect on their practice. Element c: Teachers function effectively in a complex, dynamic environment.
Perform all assigned and/or accepted non-instructional duties in a timely and professional manner	Standard I: Teachers demonstrate leadership. Element d: Teachers advocate for learning environments and learners. Element e: Teachers demonstrate high ethical standards.

<p>Participate in and complete any required professional development activities in a professional manner</p>	<p>Standard I: Teachers demonstrate leadership. Element b: Teachers demonstrate leadership in the learning environment. Element c: Teachers lead the teaching profession. Standard V: Teachers reflect on their practice. Element b: Teachers link professional growth to their professional goals.</p>
<p>Participate in all require staff meetings, student academic meetings, including required meetings for students with special needs, in a professional manner</p>	<p>Standard I: Teachers demonstrate leadership. Element d: Teachers advocate for learning environments and learners. Standard II: Teachers establish a respect environment for a diverse population of learners. Element d: Teachers make instruction relevant to learners. Standard V: Teachers reflect on their practice. Element a: Teachers analyze learner growth. Element b: Teachers link professional growth to their professional goals.</p>
<p>Complete and transmit all required reports and other documentation in a timely and professional manner</p>	<p>Standard I: Teachers demonstrate leadership. Element d: Teachers advocate for learning environments and learners. Element e: Teachers demonstrate high ethical standards. Standard V: Teachers reflect on their practice. Element a: Teachers analyze learner growth. Element c: Teachers function effectively in a complex, dynamic environment.</p>
<p>Arrive at school each day at the appropriate time designated by the school administrator ready and prepared to complete all assigned duties</p>	<p>Standard I: Teachers demonstrate leadership. Element a: Teachers lead in their learning environment Element b: Teachers demonstrate leadership in the learning environment. Element c: Teachers lead the teaching profession Element e: Teachers demonstrate high ethical standards.</p>

The failure or unwillingness of a teacher to comply with the professional standards of conduct and performance listed herein may result in contract non-renewal or disciplinary action up to and including dismissal from employment. In all matters concerning a teacher's compliance with this policy, consideration will be given to the impact of the education of a student or group of students and on the overall educational environment of the school. Statutory Authority: NCGS 115C-47 (1), (4), (9), (12) and (18); NCGS 115C-325 (e)(3), and NCAC 6C.0601.

This policy was reviewed on _____ (date).

Educator Signature: _____

Date: _____

School Administrator Signature: _____

Date: _____