

SPRINGFIELD SCHOOL DISTRICT

SECTION: ALL EMPLOYEES

**TITLE: EXPECTATIONS FOR
CONDUCT REGARDING
STUDENTS**

ADOPTED: April 28, 2005

REVIEWED: May 2011

E12. EXPECTATIONS FOR CONDUCT REGARDING STUDENTS	
1. Purpose	The Board of School Directors (“Board”) of Springfield School District (“District”) has the highest regard for the staff members employed by the district and expects the staff to recognize the privileged position entrusted to them by the community, and to conduct their relationships with students in a manner that maintains the authority and respect necessary in an educational environment.
2. Definition	As used in this policy, the term staff members means all those who teach or work in the District and includes student teachers, interns, volunteers, and those providing contracted services.
3. Authority	The Board encourages staff members to be warm and supportive of students, and requires them to exercise good judgment in their relationships with students both inside and outside the school context. When interacting with students, staff members are expected to consider their actions, including, but not limited to, the following:
Pol. 103	<ol style="list-style-type: none"> 1. All students shall be treated with equality and fairness. Advantages to selected students shall not be provided. 2. Disclosure of information about students obtained in the course of professional service shall be kept confidential, unless disclosure serves a compelling professional purpose or is required by law. 3. The use of insults or sarcasm against students as a method of forcing compliance with requirements or expectations is unprofessional and shall not be tolerated. 4. Communication, verbal and nonverbal (including e-mail, letters, notes, etc.) and the demeanor of staff members with students shall be professional in nature and shall not encourage students to regard staff members as peers. Staff members are encouraged to be "friendly" with students, but not to become "friends" with students.

<p>5. Delegation of Responsibility</p>	<ol style="list-style-type: none"> 5. Socializing with students outside of the staff member's role is an area of caution. Therefore, for the protection of the District and the staff members, accompanying students to nonschool settings and functions requires prior approval of the building administrator. 6. Staff members shall strive to have another adult present or nearby whenever possible when interacting alone with a student. Relationships with students shall not include spending extended periods of time alone at school, a staff member's residence, or other location. 7. Adult physical contact with students is to be avoided except during medical emergencies or for the protection of the student. At no time should there be an intimate relationship between a staff member and a student. 8. Any sexual or romantic relationship, contact, or sexually nuanced behavior or communication (verbal or nonverbal) between a staff member and a student while the student is enrolled in the school system is prohibited. The prohibition extends to students of the opposite sex or the same sex as the staff member, and applies regardless of whether the student or staff member is the initiator of the behavior and whether or not the student welcomes or reciprocates the attention. <p>Some interactions may be misconstrued as intimate contact between adult and student. While there may be clear intent between the two interacting parties that nothing is transpiring, other people, including student, siblings, parents, and other adults with limited information, may interpret the encounter incorrectly. This can result in a false accusation and probably hardship for all concerned. The best practice is avoiding the potential for misunderstanding.</p> <p>The Administration shall be responsible for ensuring that staff employees are informed of this policy, including insertion in any appropriate handbooks. It shall be the responsibility of each member of the school community to report any suspected violations of this policy to the appropriate administrator.</p> <p>Failure to adhere to this policy by staff members of the District is cause for disciplinary action including possible dismissal, and potential police intervention.</p> <p><u>DISCLAIMERS:</u> <i>This policy is superseded by all current federal and state laws and mandates.</i></p> <p><i>This online posting is an electronic copy from Springfield School District's manual of currently adopted policies. The policies on this site are for informational purposes only and do not reflect updating activities in progress. It may be used for information and reference purposes only regarding issues of concern. Certified date-stamped copies are available from the District Open Records Officer and are valid for issues of concern within two (2) weeks of the stamped date.</i></p>
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