



**Urbana School  
District 116**

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MEMO

TO:	USD116 Board of Education
FROM:	Donald D. Owen, Superintendent
DATE:	August 19, 2014
RE:	Illinois Educator Code of Ethics
CC:	Lori Johnson, Recording Secretary

In PRESS Plus 83, which was presented to the BOE on May 20, 2014 as part of the Policy Review, there was discussion about Board Policy 5:120 Ethics and Conduct. The Illinois Association of School Boards suggested a change to the policy, which was adding the following sentence:

In addition, the *Code of Ethics for Illinois Educators*, adopted by the Illinois State Board of Education, is incorporated by reference into this policy.

The *Code of Ethics for Illinois Educators* was adopted by the Illinois State Board of Education and most recently amended in February of 2014. It is section 22.20 of the Illinois Administrative Code. The complete *Code of Ethics* is attached. IASB's position is that, "incorporating it [*Code of Ethics*] by reference into a policy demonstrates a board's commitment to the *Code's* principles and may allow a board to enforce the *Code* independently from any action taken by the State Superintendent."

One of the BOE attorney's with Robbins Schwartz recommended against including a reference to the *Code of Ethics* in BOE Policy 5:120 stating, "when it comes to potential employee discipline/discharge, it is better to keep policies general as opposed to specific."

Interest from members of the BOE has brought this issue before us. As superintendent, I have reviewed the *Code of Ethics*. The principles in the *Code of Ethics* align closely with the Beliefs and Parameters in the USD116 Strategic Plan. The adoption of the revised BOE Policy 5:120 would further indicate the BOE's support for the Beliefs and Parameters in the Strategic Plan.

# DRAFT UPDATE

Urbana School District Number 116

5:120

## General Personnel

### Ethics and Conduct

All District employees are expected to maintain high standards in their school relationships, to demonstrate integrity and honesty, to be considerate and cooperative, and to maintain professional and appropriate relationships with students, parents, staff members, and others. In addition, the Code of Ethics for Illinois Educators, adopted by the Illinois State Board of Education, is incorporated by reference into this policy. Any employee who sexually harasses a student or otherwise violates an employee conduct standard will be subject to discipline up to and including dismissal.

The following employees must file a "Statement of Economic Interests" as required by the Illinois Governmental Ethics Act:

1. Superintendent;
2. Building Principal;
3. Head of any department;
4. Any employee responsible for negotiating contracts, including collective bargaining agreement, in the amount of \$1,000 or greater;
5. Hearing officer;
6. Any employee having supervisory authority for 20 or more employees; and
7. Any employee in a position that requires an administrative or a chief school business official endorsement.

### Ethics and Gift Ban

School Board policy 2:105, *Ethics and Gift Ban*, applies to all District employees. Students shall not be used in any manner for promoting a political candidate or issue.

### Outside Employment and Conflict of Interest

No District employee shall be directly or indirectly interested in any contract, work, or business of the District, or in the sale of any article by or to the District, except when the employee is the author or developer of instructional materials listed with the State Board of Education and adopted for use by the School Board. An employee having an interest in instructional materials must file an annual statement with the Board Secretary.

For the purpose of acquiring profit or personal gain, no employee shall act as an agent of the District nor shall an employee act as an agent of any business in any transaction with the District.

Employees shall not engage in any other employment or in any private business during regular working hours or at such other times as are necessary to fulfill appropriate assigned duties.

**Comment [AKL1]:** Boards are not required to include ISBE's *Code of Ethics for Illinois Educators* in a board policy. Incorporating it by reference into a policy demonstrates a board's commitment to the *Code's* principles and may allow a board to enforce the *Code* independently from any action taken by the State Superintendent.  
**Issue 83, October 2013**

# ILLINOIS EDUCATOR CODE OF ETHICS



### Introduction

The Illinois Educator Code of Ethics was developed by members of the Illinois Educator Code of Ethics Advisory Group. The advisory group was comprised of esteemed educators from across the state of Illinois whose charge included drafting a set of recommendations for the Illinois State Board of Education to be used as the basis for developing the Code of Ethics for Educators in Illinois. In preparing these recommendations, the advisory group:

- Researched, reviewed, and discussed the content in the Code of Ethics for Educators from other states, education agencies and associations;
- Researched, reviewed, and discussed various formats/frameworks to use in documenting the recommendations for the Illinois Educator Code of Ethics;
- Developed a matrix comparing the Code of Ethics from 10 education associations;
- Developed definitions for “Educator” and the “Illinois Educator Code of Ethics”;
- Established a framework and descriptions for professional behavior and responsibilities, and promoted high standards of practice; and
- Considered existing state regulations in the development of the Illinois Educator Code of Ethics recommendations.

Part 22, Code of Ethics for Illinois Educators, was written in response to a need identified in the process of developing the Illinois Professional Teaching Standards, which are contained in Part 24 of agency rules. After researching and evaluating the content, format, and frameworks from codes of ethics for educators in numerous states, education agencies, and associations, the Illinois Educator Code of Ethics Advisory Group chose the Rhode Island Educator Code of Professional Responsibility as a model for developing the Code of Ethics for Illinois Educators. This code, which is founded on the premise that Illinois educators must meet the educational needs of each student, defines five core principles: (1) Responsibility to Students; (2) Responsibility to Self; (3) Responsibility to Colleagues and the Profession; (4) Responsibility to Parents, Families and Communities; and (5) Responsibility to the Illinois State Board of Education.

## Illinois Educator Code of Ethics

### Illinois Educator Code of Ethics Advisory Group Members

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## Illinois Educator Code of Ethics

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## ILLINOIS EDUCATOR CODE OF ETHICS

### Preamble

Educators fundamentally believe that meeting the educational needs of each student is critical to the profession. The Illinois Educators' Code of Ethics is a set of core principles, values, and responsibilities that sets expectations to guide practice and inspire professional excellence in relation to federal, state, and local policies, rules, regulations, and collective bargaining agreements. Illinois educators encourage the application of these core principles throughout the education community.

### Definition of Educator

An educator is a person who holds or is applying for a certificate or approval, or is enrolled in an Illinois pre-service education preparation program.

### Principles

The Illinois Educator Code of Ethics contains five core principles which provide a foundation for the responsibilities and commitments of Illinois Educators.

1. Responsibility to Students
2. Responsibility to Self
3. Responsibility to Colleagues and the Profession
4. Responsibility to Parents, Families and Communities
5. Responsibility to the Illinois State Board of Education

## PRINCIPLE 1: RESPONSIBILITY TO STUDENTS

The Illinois educator is committed to creating, promoting, and implementing a learning environment that is accessible to each student, enables students to achieve the highest academic potential, and maximizes their ability to succeed in academic and employment settings as a responsible member of society. Illinois educators:

- Embody the Standards for the School Service Personnel Certificate (23 Ill. Adm. Code 23), the Illinois Professional Teaching Standards (23 Ill. Adm. Code 24), and Standards for Administrative Certification (23 Ill. Adm. Code 29), as applicable to the educator, in the learning environment;
- Respect the inherent dignity and worth of each student by assuring that the learning environment is characterized by respect and equal opportunity for each student, regardless of race, color, national origin, sex, sexual orientation, disability, religion, language or socio-economic status;
- Maintain a professional relationship with students at all times;
- Provide a curriculum based on high expectations for each student that addresses individual differences through the design, implementation, and adaptation of effective instruction; and
- Foster in each student the development of attributes that will enhance skills and knowledge necessary to be a contributing member of society.

## PRINCIPLE 2: RESPONSIBILITY TO SELF

The Illinois Educator is committed to establishing high professional standards for their practice and striving to meet these standards through their performance. Illinois Educators:

- Assume responsibility and accountability for their performance and continually strive to demonstrate proficiency and currency in both content knowledge and professional practice;
- Develop and implement personal and professional goals with attention to professional standards through a process of self assessment and professional development;
- Represent their professional credentials and qualifications accurately; and
- Demonstrate a high level of professional judgment.

## PRINCIPLE 3: RESPONSIBILITY TO COLLEAGUES AND THE PROFESSION

The Illinois Educator is committed to collaborating with school and district colleagues and other professionals in the interest of student learning. Illinois Educators:

## **Illinois Educator Code of Ethics**

- Collaborate with colleagues in the local school and district to meet local and state educational standards;
- Work together to create a respectful, professional and supportive school climate that allows all educators to maintain their individual professional integrity;
- Seek out and engage in activities that contribute to the ongoing development of the profession;
- Promote participation in educational decision making processes;
- Encourage promising candidates to enter the education profession; and
- Support the preparation, induction, mentoring and professional development of educators.

### **PRINCIPLE 4: RESPONSIBILITY TO PARENTS, FAMILIES AND COMMUNITIES**

The Illinois Educator will collaborate, build trust, and respect confidentiality with parents, families, and communities to create effective instruction and learning environments for each student. Illinois Educators:

- Aspire to understand and respect the values and traditions of the diversity represented in the community and in their learning environments;
- Encourage and advocate for fair and equal educational opportunities for each student;
- Develop and maintain professional relationships with parents, families, and communities;
- Promote collaboration and support student learning through regular and meaningful communication with parents, families, and communities; and
- Cooperate with community agencies that provide resources and services to enhance the learning environment.

### **Principle 5: Responsibility to the Illinois State Board of Education**

The Illinois Educator is committed to supporting the Administrative and School Codes, state and federal laws and regulations, and the Illinois State Board of Education's standards for highly qualified educators. Illinois Educators:

- Provide accurate communication to the Illinois State Board of Education concerning all certification matters;
- Maintain appropriate certification for employment; and
- Comply with state and federal codes, laws, and regulations.



## Resources

### Code of Ethics Examples from States that are Based on Principles

California

[http://www.cta.org/media/newsroom/code\\_ethics.htm](http://www.cta.org/media/newsroom/code_ethics.htm)

Colorado

<http://mail.deltaschools.com/Policies/FOV2-00021017/GBEA-E%20-%20Teachers%20Code%20of%20Ethics.pdf?FCItemID=S00741FDA>

Florida

<http://www.fldoe.org/edstandards/pdfs/ethics.pdf>

Kansas

<http://www.knea.org/profession/codeofethics.html>

Michigan

[http://www.michigan.gov/documents/Code\\_of\\_Ethics\\_Layout\\_12800\\_97.pdf](http://www.michigan.gov/documents/Code_of_Ethics_Layout_12800_97.pdf)

New York

<http://www.highered.nysed.gov/tcert/pdf/codeofethics.pdf>

Rhode Island

<http://www.ride.ri.gov>

### Code of Ethics Examples from States that are Based on Standards

Alabama

[http://www.fcs.k12.al.us/System\\_Site/General\\_Information/Alabama\\_Educator\\_Code\\_of\\_Ethics.pdf](http://www.fcs.k12.al.us/System_Site/General_Information/Alabama_Educator_Code_of_Ethics.pdf)

Arkansas

[http://arkansased.org/rules/pdf/current/ade\\_291\\_ethics\\_060908current.pdf](http://arkansased.org/rules/pdf/current/ade_291_ethics_060908current.pdf)

Georgia

<http://www.gapsc.com/Rules/Current/Ethics/505-6-.01.pdf>

Iowa

[www.state.ia.us/boee/doc/ethHndot.doc](http://www.state.ia.us/boee/doc/ethHndot.doc)

Minnesota

<http://www.brookcntr.k12.mn.us/files/teachcodeofethics.pdf>

Texas

<http://www.tcta.org/capital/sbec/codeapproved.htm>

## Code of Ethics from Associations

Association of American Educators

<http://www.aeteachers.org/code-ethics.shtml>

Illinois Principals Association

<http://www.ilprincipals.org/>

National Association of Elementary School Principals

<http://www.naesp.org/>

National Education Association

<http://www.nea.org/>

Council for Exceptional Children

<http://www.cec.sped.org/Content/NavigationMenu/ProfessionalDevelopment/ProfessionalStandards/EthicsPracticeStandards/default.htm>

Illinois Association of School Business Officials

[http://www.iasbo.org/files/public/SA%20Code%20of%20Ethics\\_final.pdf](http://www.iasbo.org/files/public/SA%20Code%20of%20Ethics_final.pdf)

Illinois State Board of Education

[http://isbe.net/board/pdf/mission\\_statement.pdf](http://isbe.net/board/pdf/mission_statement.pdf)

See also the following document:



ISBE Mission Goals  
Strategies Blk Whi.pdf

## Code of Ethics Comparison Matrix of Education Associations

American Association of School Administrators

<http://www.aasa.org/content.aspx?id=1390>

Association of American Educators

<http://www.aeteachers.org/code-ethics.shtml>

Chicago Public Schools

<http://policy.cps.k12.il.us/documents/503.1.pdf>

Council for Exceptional Children

<http://www.cec.sped.org/Content/NavigationMenu/ProfessionalDevelopment/ProfessionalStandards/EthicsPracticeStandards/default.htm>

Illinois Association of School Administrators

[http://www.iasaedu.org/index.php?option=com\\_content&view=article&id=124:iasa-code-of-ethics&catid=52:the-project&Itemid=157](http://www.iasaedu.org/index.php?option=com_content&view=article&id=124:iasa-code-of-ethics&catid=52:the-project&Itemid=157)

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## Illinois Educator Code of Ethics

Illinois Association of School Boards

[http://www.iasb.com/associates/SA\\_homepage\\_flyer.pdf](http://www.iasb.com/associates/SA_homepage_flyer.pdf)

Illinois Principals Association

<http://www.ilprincipals.org/>

Illinois State Board of Education (Mission & Goals)

[http://www.isbe.net/board/pdf/mission\\_statement.pdf](http://www.isbe.net/board/pdf/mission_statement.pdf)

National Education Association

<http://www.nea.org/>

National Association of Special Education Teachers

<http://www.naset.org/2444.0.html>

### Related Web Sites

Illinois Professional Teaching Standards

<http://www.isbe.net/esd/psag.htm>

Illinois Educator Code of Ethics Advisory Group

<http://www.isbe.net/esd/htmls/ethics.htm>

Teacher Instructional Leader Advisory Group for Illinois

<http://www.isbe.net/esd/htmls/leader.htm>

Illinois Educator Misconduct Legislation

<http://www.ilga.gov/legislation/publicacts/96/PDF/096-0431.pdf>