



Ethics Statements

MISSOURI'S EDUCATOR EVALUATION SYSTEM

Missouri Association of Elementary School Principals (MAESP)¹

MAESP's Ethics Policy

Given its mission, MAESP hereby adopts an ethics policy to guide its board members, committee members and staff in their conduct when acting on behalf of the MAESP. The ethics policy contains broad principles reflecting the types of behavior the MAESP expects towards constituents, employees, peers and the public. The ethics policy is intended to provide a framework for ethical decision-making, as no policy can provide specific guidance for all situations. This policy is not intended as a stand-alone policy. It does not embody the totality of the MAESP ethical standards, nor does it answer every ethical question or issue that might arise. Rather, it is one element of a broader effort to create and maintain a quality organization that gives ethical conduct the highest priority. This policy will be reviewed periodically.

MAESP Officers, Executive Committee Members, District Presidents, committee members and staff will:

- Exercise care, good faith and due diligence in organizational affairs.
- Strive for excellence and innovation and demonstrate professional respect and responsiveness to constituents and others.
- Contribute to an organizational culture that respects the diverse, individual contributions of staff and leadership.
- Respect the confidentiality of sensitive information about the MAESP, its constituents, board and employees.
- Comply with applicable federal, state and local laws, regulations and fiduciary responsibilities.
- The MAESP Officers and Executive Committee Members will provide credible and effective oversight to the organization's work.
- Abide by the governing documents and policies of the MAESP.
- Be accountable for adhering to this Ethics Policy.
- Act at all times in accordance with the highest ethical standards and in the best interest of the MAESP, its constituents and reputation.

Compliance, Monitoring and Reporting

The MAESP Executive Director is responsible for communicating this ethics policy to all employees and for ensuring its contents are understood and followed.

Missouri Association of School Administrators (MASA)³

MASA's Statement of Ethics for Educational Leaders

An educational leader's professional conduct must conform to an ethical code of behavior, and the code must set high standards for all educational leaders. The educational leader provides professional leadership across the district and also across the community. This responsibility requires the leader to maintain standards of exemplary professional conduct while recognizing that his or her actions will be viewed and appraised by the community, professional associates and students.

The educational leader acknowledges that he or she serves the schools and community by providing equal educational opportunities to each and every child. The work of the leader must emphasize accountability and results, increased student achievement, and high expectations for each and every student. To these ends, the educational leader subscribes to the following statements of standards. The educational leader:

1. Makes the education and well-being of students the fundamental value of all decision making;
2. Fulfills all professional duties with honesty and integrity and always acts in a trustworthy and responsible manner;
3. Supports the principle of due process and protects the civil and human rights of all individuals;
4. Implements and complies with all local, state and national laws;
5. Advises the school board and implements the board's policies and all administrative rules and regulations;
6. Pursues appropriate measures to correct those laws, policies, and regulations that are not consistent with sound educational goals or that are not in the best interest of children;
7. Never uses his/her position for personal gain through political, social, religious, economic or other influences;
8. Accepts academic degrees or professional certification only from accredited institutions;
9. Maintains the standards and seeks to improve the effectiveness of the profession through research and continuing professional development;
10. Honors all contracts until fulfillment, release or dissolution mutually agreed upon by all parties;
11. Accepts responsibility and accountability for one's own actions and behaviors;
12. Commits to serving others above self; and
13. Adheres to commonly accepted business practices aligned with audit standards that are in compliance with all applicable statutes, rules and regulations.

*This document is a modified version of the AASA Statement of Ethics.
Modifications were made by the MASA Ethics Committee and approved at the MASA Business Meeting on October 23, 2009.*

Missouri Association of Secondary School Principals (MASSP)⁴

MASSP's Code of Ethics for Administrators

A school 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 school administrator acknowledges that the schools belong to the public they serve for the purpose of providing educational opportunities to all. However, the school administrator assumes responsibility for providing professional leadership in the school and community. This responsibility requires the school administrator to maintain standards of exemplary professional conduct. It must be recognized that the school administrator's actions will be viewed and appraised by the community, professional associates, and students. To these ends, the school administrator subscribes to the following statements of standards.

The school administrator:

1. Makes the education and well being of students the fundamental value in all decision making and actions.
2. Fulfills professional responsibilities with honesty and integrity.
3. Supports the principle of due process and protects the civil and human rights of all individuals.
4. Obeys local, state, and national laws.
5. Implements the governing board of education's policies and administrative rules and regulations.
6. Pursues appropriate measures to correct those laws, policies, and regulations that are not consistent with sound educational goals.
7. Avoids using positions for personal gain through political, social, religious, economic, or other influence.
8. Accepts academic degrees or professional certification only from duly accredited institutions.
9. Maintains the standards and seeks to improve the effectiveness of the profession through research and continuing professional development.
10. Honors all contracts until fulfillment, release, or dissolution mutually agreed upon by all parties to contract.

Approved by the MASSP Board of Directors, June 18, 2009.

Missouri National Education Association (MNEA)⁵

MNEA's Code of Ethics of the Education Profession

Preamble

The National Education Association believes that the education profession consists of one education workforce serving the needs of all students and that the term 'educator' includes education support professionals.

The educator, believing in the worth and dignity of each human being, recognizes the supreme importance of the pursuit of truth, devotion to excellence, and the nurture of democratic principles. Essential to these goals is the protection of freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator accepts the responsibility to adhere to the highest ethical standards.

The educator recognizes the magnitude of the responsibility inherent in the teaching process. The desire for the respect and confidence of one's colleagues, of students, of parents, and of the members of the community provides the incentive to attain and maintain the highest possible degree of ethical conduct. The Code of Ethics of the Education Profession indicates the aspiration of all educators and provides standards by which to judge conduct.

The remedies specified by the NEA and /or its affiliates for the violation of any provision of this Code shall be exclusive and no such provision shall be enforceable in any form other than one specifically designated by the NEA or its affiliates.

Principle I

Commitment to the Student

The educator strives to help each student realize his or her potential as a worthy and effective member of society. The educator therefore works to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals. In fulfillment of the obligation to the student, the educator:

1. Shall not unreasonably restrain the student from independent action in the pursuit of learning.
2. Shall not unreasonably deny the student access to varying points of view.
3. Shall not deliberately suppress or distort subject matter relevant to the student's progress.
4. Shall make reasonable effort to protect the student from conditions harmful to learning or to health and safety.
5. Shall not intentionally expose the student to embarrassment or disparagement.
6. Shall not on the basis of race, color, creed, sex, national origin, marital status, political or religious beliefs, family, social or cultural background, or sexual orientation, unfairly—
 - Exclude any student from participation in any program
 - Deny benefits to any student
 - Grant any advantage to any student
7. Shall not use professional relationships with students for private advantage.
8. Shall not disclose information about students obtained in the course of professional service unless disclosure serves a compelling professional purpose or is required by law.

Principle II

Commitment to the Profession

The education profession is vested by the public with a trust and responsibility requiring the highest ideals of professional service.

In the belief that the quality of the services of the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards, to promote a climate that encourages the exercise of professional judgment, to achieve conditions that attract persons worthy of the trust to careers in education, and to assist in preventing the practice of the profession by unqualified persons.

In fulfillment of the obligation to the profession, the educator—

1. Shall not in an application for a professional position deliberately make a false statement or fail to disclose a material fact related to competency and qualifications.
2. Shall not misrepresent his/her professional qualifications.
3. Shall not assist any entry into the profession of a person known to be unqualified in respect to character, education, or other relevant attribute.
4. Shall not knowingly make a false statement concerning the qualifications of a candidate for a professional position.
5. Shall not assist a noneducator in the unauthorized practice of teaching.
6. Shall not disclose information about colleagues obtained in the course of professional service unless disclosure serves a compelling professional purpose or is required by law.
7. Shall not knowingly make false or malicious statements about a colleague.
8. Shall not accept any gratuity, gift, or favor that might impair or appear to influence professional decisions or action.

Adopted by the 1975 Representative Assembly, amended 2010.

Missouri State Teachers Association (MSTA)⁶

MSTA's Code of Professional Ethics

Student

We believe our first obligation is to the students entrusted to our care.

We believe the purpose of education is to develop each individual for his or her fullest participation in the American democratic society, to pursue truth and to seek excellence. We will accept the responsibility of taking the initiative to eliminate all barriers that prevent full access to this unique education for all.

Profession

We believe academic freedom is inherent in, and essential to, the teaching profession.

We believe that for students to learn, teachers must be free to teach.

We believe every educator should have a broad general education, a depth of preparation in special areas and a mastery of knowledge and skills.

We believe an educator should be endowed with a thorough understanding of professional ethics, should possess a zeal for continuous self-improvement and should be imbued with a sense of moral and professional responsibility.

Community

We believe every educator has a right and a responsibility to be an informed and active citizen.

We believe that if school is to relate to the students, teachers must understand the community and the home environment of all students.

We believe free public education is an integral part of the community it serves, and we shall encourage the development of educational opportunities for all.

We believe the continuation of our free nation and its strength and well-being are dependent on free public education.

Bibliography for Ethics Statement Examples

¹Missouri Association of Elementary School Principals (MAESP): <http://www.maesp.com>

²The sample Conflict of Interest Policy for MAESP was prepared by Joshua Mintz, Vice President and General Counsel of the John D. and Catherine T. MacArthur Foundation, as a reference tool for organizations.

³Missouri Association of School Administrators (MASA): <http://www.masaonline.org>

⁴Missouri Association of Secondary School Principals (MASSP): <http://www.moassp.org>

⁵Missouri National Education Association (MNEA): <http://www.mnea.org/missouri/mneapublic.aspx>

⁶Missouri State Teachers Association (MSTA): <http://www.msta.org>

The Department of Elementary and Secondary Education extends its appreciation to the organizations listed above for providing sample statements. Please see the links above for additional information and support for each association.