

HUMAN RESOURCESSTUDENT SUPERVISION AND RELATIONSHIPS WITH STAFF

All Ohio County Schools employees shall maintain a standard of care for the supervision, control, and protection of students commensurate with their certification, classification, assigned duties and/or responsibilities and are expected to establish and maintain professional staff/ student boundaries that are consistent with their legal, professional and ethical duties of care for students .

The Superintendent shall maintain and enforce the following standards :

- A. staff member shall report to a building administrator any accident, safety hazard, or other potentially harmful condition or situation s/he detects in a reasonably prompt manner .
- B. A professional staff member shall provide proper instruction in safety matters as presented in assigned course guides .
- C. Each staff member shall immediately report to a building administrator knowledge of threats of violence by students in a reasonably prompt manner .
- D. A staff member shall not send students on any personal errands for the benefit of the staff member or other school employees .
- E. A staff member shall not associate or fraternize with students, regardless of the students' age or school of attendance, at any time in any manner that may give the appearance of impropriety, including, but not limited to, overnight stays, the creation of, instigation, encouragement of, or participation in any situation or activity that could reasonably be considered abusive or sexually suggestive or involve harmful substances such as illegal drugs, alcohol or tobacco. Any romantic, sexual or other inappropriate conduct, including mere communication of such nature, with a student by any staff member will subject the offender to disciplinary action by the Board, up to and including termination of employment .

If a student approaches a staff member to seek advice or to ask questions regarding a personal problem related

to sexual behavior, substance abuse, mental or physical health, and/or family relationships, etc. , the staff member may attempt to assist the student by facilitating contact with certified or licensed individuals in the County or community who specialize in the assessment, diagnosis, and treatment of the student s stated problem. However, under no circumstances should a staff member attempt, unless properly licensed and authorized •to do so, to assess, diagnose, or treat the student's problem or behavior, nor should such staff member inappropriately disclose personally identifiable information concerning the student to third persons unless specifically authorized to do so by law. A report of the staff member's actions with regard to the student shall be made to the school principal or other appropriate supervisory person no later than the end of the following school day .

- F. student shall not be required to perform work or services that may be detrimental to his/her health.
- G. Staff members are strongly encouraged as discussed in Policies 3027 Education Purpose and Acceptable use of Electronic Resources, 3027 .01 Education Purpose and Acceptable use of Electronic Resources, and 3027 . 02 Social Media to consider the acceptable use of interactive media sites, such as Facebook, Twitter, Instagram, YouTube, Skype, blogs, etc. , when interacting with students on such media sites.
- H. Staff members are prohibited from electronically transmitting any personally identifiable image of a student (s) , including video, photographs, streaming video, etc. via email, text message, or through the use of social media and/or online networking media, such as Facebook, Twitter, Instagram, YouTube, Skype, blogs, tc. unless such transmission has been made in connection with a pre-approved curricular matter or co- curricular/ extracurricular event or activity such as a school-sponsored publication or production. Usage of such social media also must comply with the Acceptable Use Policies contained within Policies 3027 Education Purpose and Acceptable use of Electronic Resources, 3027 . 01 Education Purpose and Acceptable use of Electronic Resources, and 3027 .02 Social Media.

Since most information concerning a child in school, other than directory information described in West Virginia Board of Education Policy 4350 Procedures for the Collection, Maintenance and Disclosure of Student Information, is confidential under Federal and State laws, any staff member who shares confidential information with another person not authorized to receive the information may be subject to

discipline. This includes, but is not limited to, information concerning assessments, grades, behavior, family background, and alleged child abuse.

REGULATION APPROVED: January 14, 2019 OHIO

COUNTY BOARD OF EDUCATION