

## **STAFF CONDUCT WITH STUDENTS/STAFF-STUDENT RELATIONS**

The relationship between the MSAD #11 staff and students must be one of cooperation, understanding and mutual respect. Staff members have a responsibility to provide an atmosphere conducive to learning and to motivate each student to perform to his/her capacity.

Staff members should strive to secure individual and group discipline, and should be treated with respect by students at all times. By the same token, staff members should extend to students the same respect and courtesy that they, as staff members, have a right to demand.

Although it is desired that staff members have a sincere interest in students as individuals, partiality and the appearance of impropriety must be avoided. Excessive informal and/or social involvement with individual students is prohibited. Such conduct is not compatible with professional ethics and, as such, will not be tolerated.

Staff members are expected to use good judgment in their relationships with students both inside and outside the school context. Examples of unacceptable conduct by staff members that are expressly prohibited include, but not limited to the following guidelines:

- A. Any type of sexual or inappropriate physical contact with students or any other conduct that might be considered harassment under the Board's policy on Harassment and Sexual Harassment of Students.
- B. Singling out a particular student or students for personal attention and friendship beyond the normal teacher-student relationship;
- C. Making derogatory comments to students regarding the school and/or its staff;
- D. Exchanging purchased gifts between staff members and students is discouraged;
- E. Staff-sponsored parties at which students are in attendance are prohibited unless they are a part of the school's extracurricular program and are properly supervised;
- F. Associating with students at any time in any situation or activity which could be considered sexually suggestive or involve the presence or use of tobacco, alcohol, or drugs;
- G. Using insults or sarcasm against students as a method of forcing compliance with requirements or expectations;
- H. Sexual banter, allusions, jokes, or innuendos with students;
- I. Asking a student to keep a secret;
- J. Disclosing personal, sexual, family, employment concerns, or other private matters to one or more students;

- K. Emailing or texting students using your personal email account or cell phone;
- L. “Befriending” students on social networks (outside of any school-approved activity);
- M. Communicating with student on non-school matters via computer, text message, phone calls, letters, notes or any other means;
- N. Leaving students unsupervised at any time during the school day;
- O. Sending students on personal errands;
- P. Attempting to counsel, assess, diagnose, or treat a student’s personal problem relating to sexual behavior, substance abuse, mental or physical health, and/or family relationships. Instead, the student should be referred to the appropriate individual or agency for assistance, e.g., guidance counselors, social workers, and/or nurses;
- Q. Disclosing information concerning a student, other than directory information, to any person not authorized to receive such information. This includes but is not limited to information concerning assessments, ability scores, grades, behavior, mental or physical health, and/or family background; or
- R. Transporting a student(s) for other than school related events requires the pre-approval of the school principal or assistant principal.

Staff members are encouraged to discuss issues with their building principal or supervisor when they are unsure whether particular conduct may constitute a violation of this policy.

Students and/or parents are encouraged and staff members are required to notify the principal if they believe a staff member may be engaging in conduct that violates this policy.

Staff violations of this policy may result in disciplinary action up to and including dismissal. Violations including sexual or other abuse will be referred to the Department of Human Services and/or law enforcement authorities in accordance with MSAD #11 Board policy JLF.

Cross Reference:   ACAA – Harassment and Sexual Harassment of Students  
                          JLF – Reporting Child Abuse and Neglect  
                          JRA – Student Educational Records

Adopted:       March 5, 2004

Revised:       February 1, 2007; December 7, 2017