

PERSONNEL

Staff/Student Ethical Relationships

Positive relationships with students are of paramount importance in student achievement. The D.C. Everest Area School District is committed to quality educational programs requiring integrity, high ideals, and human understanding. All employees shall recognize they must accept responsibility for their conduct. All employees shall understand a person's own conduct may be regarded as representative of all. Learning, growth and success of students are the reasons the schools exist.

Staff members are required to abide by such a standard of conduct that is in keeping with community morals, to encourage good citizenship and to be an example of self-discipline for their students. Further, staff members are required at all times to refrain from misdeeds which may lose them the respect and appreciation of the students, parents/guardians of students, and the people of the community.

All employees and contract vendors of the District are expected to demonstrate positive relationships by:

1. Communicating with students in a way that fosters the development of a positive self-image.
2. Giving students positive feedback in a variety of ways.
3. Modeling and reinforcing positive behaviors that are expected of students.
4. Implementing motivation techniques that enhance self-esteem and achievement.
5. Maintaining empathy with and respect for all individuals regardless of gender, race, place of origin, athletic potential, color, sexual orientation, religion, political beliefs, socioeconomic status and any other condition.
6. Using discretion in handling confidential information about students.
7. Utilizing problem-solving techniques in correcting and changing student behavior.
8. Encouraging a student to study varying points of view and respect the student's right to form independent judgments.
9. Conducting conferences with or concerning students in an appropriate place and manner.
10. Exercising good judgment and cooperation in dealings with students, parents, other staff and the public.
11. Displaying moral and ethical behavior including never engaging in intimate, sexual or otherwise inappropriate relationships with students whether consensual or otherwise.

All employees and contract vendors of the District are expected to refrain from:

1. Using physical discipline/physical force except in rare circumstances as outlined in board policy 5145P and Wisconsin Statute 118.31—Corporal punishment.
2. Sending a student on an errand off school premises during school hours. Students shall not be sent on personal errands of any kind, nor be required to do any service not connected with their duties in the school.
3. Attempting to indoctrinate students with their own political or religious beliefs.
4. Using ridicule, insults, sarcasm, cynicism, sustained or repeated yelling, profanity, belittling or intimidating statements or behaviors and other offensive or inappropriate statements or conduct.

Reference: 118.31 Wisconsin Statutes

Policy Adopted: 11/26/02
Policy Revised: 7/28/08
KAG:ems

SCHOOL BOARD
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