

STAFF CONDUCT

School personnel are expected to conduct themselves in a professional manner at all times, especially when engaged in the activities of educating or supporting the education of the School's students. They are to follow all of the state and federal laws and regulations required of them and the policies and procedures of the Board of Directors and directives and recommendations from their supervisors. School personnel are to strive to keep current with not only the latest educational aspects of their positions, but with all aspects of their particular duties.

Student Supervision

Staff members shall not leave students unsupervised and shall strive to provide a safe learning environment for students and staff. Only staff members or other qualified adults shall be permitted to supervise students.

Staff Dress

The Board of Directors believes that an appropriately dressed staff member is a more suitable role model. Personal appearance also has direct bearing on teaching and support staff authority, confidence, and the self-esteem of students, administrators, and other staff. Therefore, the dress, grooming, and personal hygiene of each staff member must be appropriate at all times and:

1. Present a professional, identifiable appearance for students, parents and the community;
2. Promote a positive work environment;
3. Foster respect and confidence;
4. Ensure safety.

Ethics Commission Disclosure

The Executive Director and Fiscal Officer shall not use or authorize the authority or influence of office or employment to secure, promise, offer, solicit, accept, or give of anything of value that is of such a character as to manifest a substantial and improper influence upon such administrator.

Fraternization with Students

Consistent with the educational mission of the School, staff members shall maintain a professional relationship with students at all times. Staff members shall not fraternize with students, regardless of whether such fraternization occurs on or off of School property, or during or after the school day. This prohibition includes, but is not limited to fraternization occurring in person, through phone calls, text messages, social media, or other digital correspondence. Staff members shall further avoid the appearance of an improper relationship with students.

Professional Interactions

All staff members shall address one another, and the members of the public with whom they interact in the performance of their duties, with courtesy and respect.

LEGAL REF.: O.R.C. §§102.02; 102.03

Updated: August 17, 2020
Updated: November 18, 2019
Updated: March 18, 2019
Adopted: June 19, 2017