

Illini Central CUSD #189 Employee Code Of Professional Conduct

All Illini Central CUSD #189 employees are expected to maintain high standards in their school relationships, to demonstrate integrity and honesty, to be considerate and cooperative, and to maintain professional and appropriate relationships with students, parents, staff members, and others. In addition, the Illinois Educator Code of Ethics, adopted by the Illinois State Board of Education, is incorporated into this Code of Conduct.

Any employee who sexually harasses a student, willfully or negligently fails to report an instance of suspected child abuse or neglect as required by the Abused and Neglected Child Reporting Act (325 ILCS 5/), engages in grooming as defined in 720 ILCS 5/11-25, engages in grooming behaviors, violates boundaries for appropriate school employee-student conduct, engages in sexual misconduct as defined in 105 ILCS 5/22-85.5, or otherwise violates an employee conduct standard will be subject to discipline up to and including dismissal. Illini Central has zero tolerance for any unprofessional conduct.

Standards related to school employee-student conduct shall, at a minimum:

1. Comply with the Illinois Educator Code of Ethics, adopted by the Illinois State Board of Education;
2. Prohibited grooming behaviors and sexual misconduct, including but not limited to:
 - a. any act, including but not limited to, any verbal, nonverbal, written, or electronic communication or physical activity,
 - b. by an employee with direct contact with a student,
 - c. that is directed toward or with a student to establish a romantic or sexual relationship with the student.
Examples include, but are not limited to:
 - A sexual or romantic invitation
 - Dating or soliciting a date
 - Engaging in sexualized or romantic dialog
 - Making sexually suggestive comments that are directed toward or with a student
 - Self-disclosure or physical exposure of a sexual, romantic, or erotic nature
 - Sexual, indecent, romantic, or erotic contact with the student
3. Employees are expected to maintain professional relationships with students.
 1. Employees are strictly prohibited from using any form of communication with students (e-mails, letters, notes, text messages, phone calls, conversations) that includes any subject matter that would be deemed unprofessional and/or inappropriate between an employee and student.
 2. Employees are not permitted to transport Illini Central CUSD #189 students in the employee's privately owned vehicle, unless the employee has obtained the prior permission of the administrator to do so.
 3. Employees are not permitted to take or possess a photo or video of a student on their private devices. Student pictures for school-sponsored activities that further Illini Central's educational mission are permitted.
 4. Employees are not permitted to meet with a student or contact a student outside the employee's professional role. Employees are expected to avoid crossing a line that results in an actual or perceived inappropriate relationship
4. Illini Central employees are mandated reporters and required to comply with all reporting requirements of the Abused and Neglected Child Reporting Act (325 ILCS 5/), Title IX of the Education Amendments of 1972 (20 U.S.C. §1681 et seq.), and the Elementary and Secondary Education Act (20 U.S.C. § 7926);
5. Employees, students, parents, and any third party can report prohibited behaviors and/or boundary violations pursuant to Illini Central CUSD #189 district policies, Title IX Sexual Harassment Grievance Procedures; Abused and Neglected Child Reporting procedures, or to the Executive Director or administrator or staff member the person feels comfortable reporting to, and

6. Employees are required to complete training related to educator ethics, child abuse, grooming behaviors, and boundary violations as required by law and school policies; Title IX Sexual Harassment Grievance Procedure, Awareness and Prevention of Child Sexual Abuse and Grooming Behaviors; Abused and Neglected Child Reporting Staff Development Programs.

Illinois Educator Code Of Ethics

Preamble

Educators fundamentally believe that meeting the educational needs of each student is critical to the profession. The Illinois Educators' Code of Ethics is a set of core principles, values, and responsibilities that sets expectations to guide practice and inspire professional excellence in relation to federal, state, and local policies, rules, regulations, and collective bargaining agreements. Illinois educators encourage the application of these core principles throughout the education community.

Definition of Educator: An educator is a person who holds or is applying for a certificate or approval, or is enrolled in an Illinois pre-service education preparation program.

Principles

The Illinois Educator Code of Ethics contains five core principles that provide a foundation for the responsibilities and commitments of Illinois Educators.

1. Responsibility to Students
2. Responsibility to Self
3. Responsibility to Colleagues and the Profession
4. Responsibility to Parents, Families and Communities
5. Responsibility to the Illinois State Board of Education

PRINCIPLE 1: RESPONSIBILITY TO STUDENTS

The Illinois educator is committed to creating, promoting, and implementing a learning environment that is accessible to each student, enables students to achieve the highest academic potential, and maximizes their ability to succeed in academic and employment settings as a responsible member of society. Illinois educators:

- Embody the Standards for the School Service Personnel Certificate (23 Ill. Adm. Code 23), the Illinois Professional Teaching Standards (23 Ill. Adm. Code 24), and Standards for Administrative Certification (23 Ill. Adm. Code 29), as applicable to the educator, in the learning environment;
- Respect the inherent dignity and worth of each student by assuring that the learning environment is characterized by respect and equal opportunity for each student, regardless of race, color, national origin, sex, sexual orientation, disability, religion, language or socioeconomic status;
- Maintain a professional relationship with students at all times;
- Provide a curriculum based on high expectations for each student that addresses individual differences through the design, implementation, and adaptation of effective instruction; and
- Foster in each student the development of attributes that will enhance skills and knowledge necessary to be a contributing member of society.

PRINCIPLE 2: RESPONSIBILITY TO SELF

The Illinois Educator is committed to establishing high professional standards for their practice and striving to meet these standards through their performance. Illinois Educators:

- Assume responsibility and accountability for their performance and continually strive to demonstrate proficiency and currency in both content knowledge and professional practice;
- Develop and implement personal and professional goals with attention to professional standards through a process of self-assessment and professional development;
- Represent their professional credentials and qualifications accurately; and
- Demonstrate a high level of professional judgment.

PRINCIPLE 3: RESPONSIBILITY TO COLLEAGUES AND THE PROFESSION

The Illinois Educator is committed to collaborating with school colleagues and other professionals in the interest of student learning. Illinois Educators:

- Collaborate with colleagues in the school to meet local and state educational standards;
- Work together to create a respectful, professional, and supportive school climate that allows all educators to maintain their individual professional integrity;
- Seek out and engage in activities that contribute to the ongoing development of the profession;
- Promote participation in educational decision-making processes;
- Encourage promising candidates to enter the education profession; and
- Support the preparation, induction, mentoring, and professional development of educators.

PRINCIPLE 4: RESPONSIBILITY TO PARENTS, FAMILIES, AND COMMUNITIES

The Illinois Educator will collaborate, build trust, and respect confidentiality with parents, families, and communities to create effective instruction and learning environments for each student. Illinois Educators:

- Aspire to understand and respect the values and traditions of the diversity represented in the community and their learning environments;
- Encourage and advocate for fair and equal educational opportunities for each student;
- Develop and maintain professional relationships with parents, families, and communities;
- Promote collaboration and support student learning through regular and meaningful communication with parents, families, and communities; and
- Cooperate with community agencies that provide resources and services to enhance the learning environment.

PRINCIPLE 5: RESPONSIBILITY TO THE ILLINOIS STATE BOARD OF EDUCATION

The Illinois Educator is committed to supporting the Administrative and School Codes, state and federal laws and regulations, and the Illinois State Board of Education's standards for highly qualified educators. Illinois Educators:

- Provide accurate communication to the Illinois State Board of Education concerning all certification matters;
- Maintain appropriate certification for employment; and
- Comply with state and federal codes, laws, and regulations.