

Concord School District Policy #431

Professional Expectations

A high standard of professional attitude and work is required by the School Board. All employees of the District are expected to maintain high standards in their conduct both on and off duty. District employees are responsible for providing leadership in the school and community. This responsibility requires the employee to maintain standards of exemplary conduct. To these ends, the Board adopts the following statements of standards. District employees will:

- Ensure the well-being of students is the primary consideration when making decisions and taking actions.
- Maintain just, courteous, and proper relationships with students, parents, staff members and others.
- Fulfill their job responsibilities with honesty and integrity.
- Direct any criticism of other staff members toward improving the District. Such constructive criticism is to be made directly to the building administrator.
- Obey all local, state and national laws.
- Implement the Board's policies, administrative rules and regulations.
- Avoid using position for personal gain through political, social, religious, economic or other influence.
- Maintain the standards and seek to improve the effectiveness of the profession through research and continuing professional development.
- Honor all contracts until fulfillment or release.
- Maintain all privacy and confidentiality standards as required by law.
- Exhibit professional conduct both on and off duty.

Employees are put on notice that this list is not intended to be exhaustive or complete. Employees who fail to abide by the terms of this policy may be non-renewed and/or face discipline up to and including termination. Any action taken regarding an employee's employment with the District will be consistent with all rules, laws and collective bargaining agreements, if applicable.

Legal References:

[RSA 189:13, Dismissal of Teacher](#)

[RSA 189:14-a, Failure to Be Renominated or Re-elected](#)

[RSA 189:14-d, Termination of Employment](#)

[RSA 189:31, Removal of Teacher](#)

[NH Code of Administrative Rules, Section Ed 511, Denial, Suspension or Revocation of Certified Personnel](#)

Adopted 1966. Revised 1976; June 6, 1983; August 6, 2018.

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