

## 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.
- Promote a climate of accountability and responsiveness, including investigating promptly and acting on concerns raised, and responding to the person raising the concern.
- Fulfill their job responsibilities with honesty and integrity.
- When reporting concerns about other staff members, do so in a manner that is aimed at improving the District and respectful of the chain of command.
- 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 and respect the elements of all contracts until fulfillment or release.
- Maintain all privacy and confidentiality standards as required by law.
- Exhibit professional conduct both on and off duty.
- Adhere to the Code of Ethics and the Code of Conduct for New Hampshire Educators.

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; August 5, 2019

Corresponds to NHSBA Policy GBEA