

Ethics in Education Policy
McKay Scholarship Program
FTC/FES/Gardiner Scholarship Programs
School Name: Guardian Angels Catholic School
Mary Stalzer, Principal – 727-799-6724

Employee Standards of Ethical Conduct

Guardian Angels Catholic School has adopted policies establishing standards of ethical conduct for instructional personnel, school counselors and school administrators. The code of ethics established for Florida certified educators that is available on the Office of Professional Practices Services Web site has reserved as a resource. Guardian Angels Catholic School in conjunction with the Diocese of St. Petersburg, requires all instructional personnel, counselors and school administrators to attend a Code of Ethics training before they begin employment. Documentation demonstrating that training was completed by each employee and school administrator is a requirement of the compliance application/renewal process. In addition, teachers receive yearly trainings at the beginning of the school on the following points.

- A review of ethical conduct to establish the **duty to report**, and **procedures for reporting**, alleged employee or administrator misconduct that affects the health, safety, or welfare of a student. **All reports must be submitted directly to the School Principal or Pastor.**
- A review of the standards must provide an **explanation** of the **employee liability protections** provided under ss.39.203 and 768.095, F.S.

Guardian Angels Catholic School prohibits confidentiality agreements with instructional personnel or school administrators who are dismissed, terminated, or resign in lieu of termination due to misconduct that affects the health, safety, or welfare of a student. Any reference provided to a potential employer in an educational setting must disclose the misconduct.

Reporting Misconduct by Instructional Personnel and Administrators

All employees and administrators have an obligation to report misconduct by instructional personnel and school administrators which affects the health, safety, or welfare of a student. Reports of misconduct by employees must be made to **Mary Stalzer, Principal, at 727-799-6724**. Reports of misconduct by administrators should be made to **Ann Davis, Associate Superintendent of Schools, at 727-242-0874**. Employees have immunity from liability if they report and will have a duty to comply with child protective investigations.

Guardian Angels Catholic School has posted a notice at the school stating that all employees have a duty to report actual or suspected cases of child abuse, abandonment, or neglect. Policies and procedures for reporting misconduct by instructional personnel or school administrators which affects the health, safety, or welfare of a student are posted on **a bulletin board in the Teacher's Lounge, on a bulletin board in the commons area by the front office, and on our website at [www.http://gacsfl.com/ethics.pdf](http://gacsfl.com/ethics.pdf)**. The notice includes the statewide toll-free abuse hotline number (1.800-96ABUSE).

Reporting Child Abuse, Abandonment or Neglect

All employees and agents have an affirmative duty to report all actual or suspected cases of child abuse, abandonment, or neglect. All 1-800-96-ABUSE or report online at: <http://www.dcf.state.fl.us/abuse/report>.

Sample notices available under the "Misconduct" heading on the Office of Professional Practices Services Web site have been utilized.

Guardian Angels Catholic School's Ethics in Education policy states that legally sufficient allegations of misconduct by **Florida certified educators** must be reported to the Office of Professional Practices Services using the Educator Misconduct Reporting Form. More information about this form and its use is available on the Office of Professional Practices Services Web site.

Implementation

Guardian Angels Catholic School, Clearwater, began implementing these new requirements in the 2008-2009 school year upon notification of the Ethics in Education Act. The School Ethics in Education Policy was written, adopted and implemented. It was revised in January, 2010 to reflect any changes.