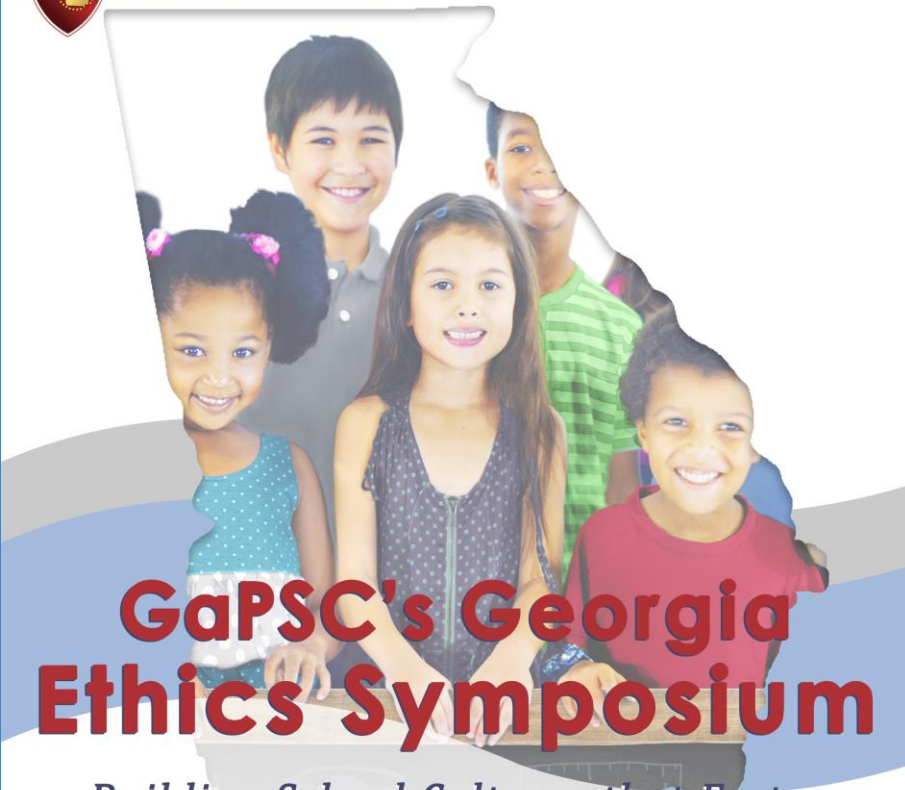




**Georgia Professional  
Standards Commission**

*Protecting Georgia's Higher Standard of Learning*



# **GaPSC's Georgia Ethics Symposium**

*Building School Cultures that Foster  
Professional Decision-Making*

**Tuesday, August 28, 2018, 1:00pm-4:00pm  
Wednesday, August 29, 2018, 8:30am-4:00pm**

Held at Middle Georgia State University  
Macon, GA

# **Welcome to the inaugural Georgia Ethics Symposium!**

# Sometimes I do not get to see the best side of Educators



# Sanctions-July, 2017-July, 2018

- Legal compliance - 64
- Conduct with Students - 132
- Alcohol and Drugs - 27
- Honesty - 171
- Public Funds and Property - 39
- Remunerative Conduct - 4
- Confidential Information - 6

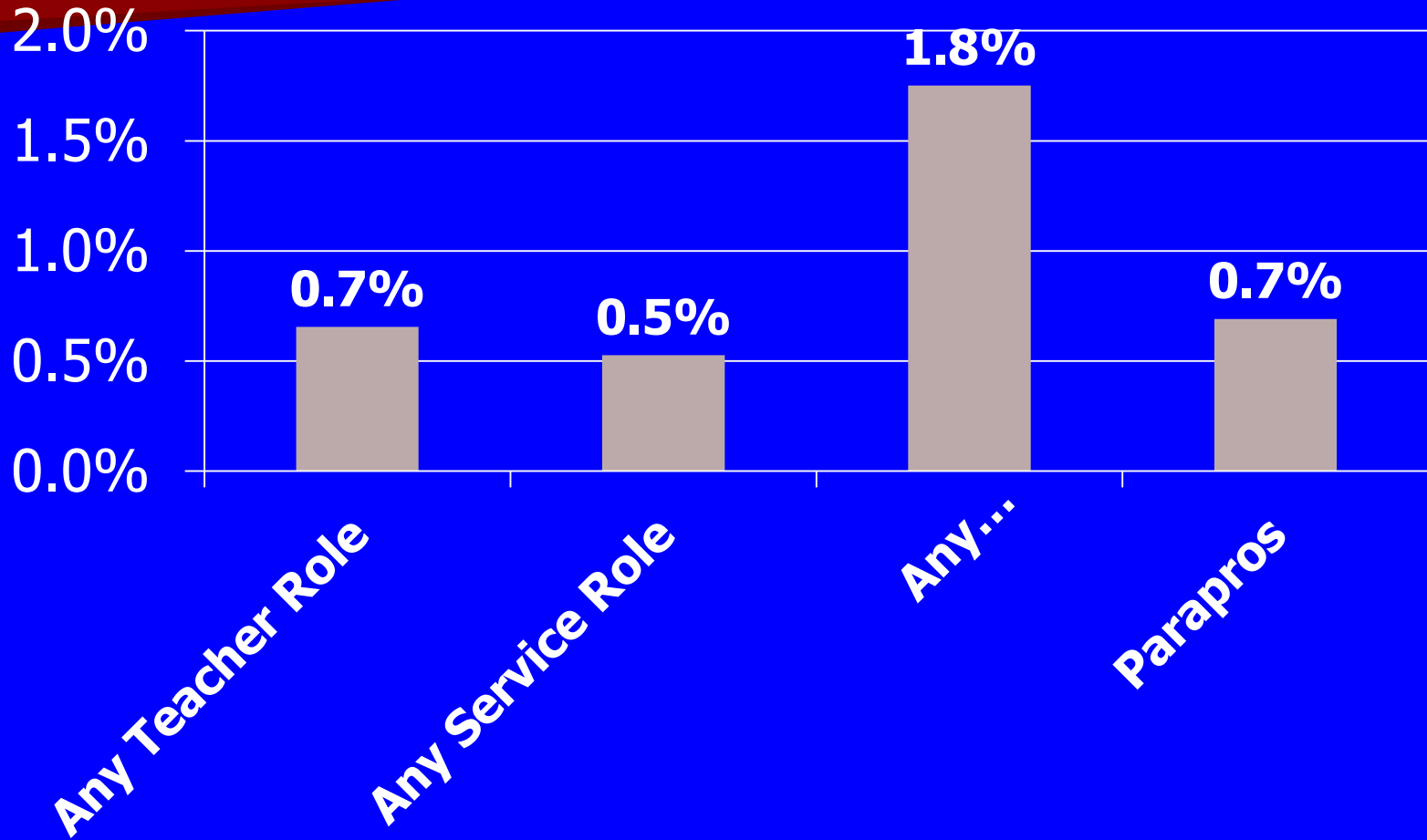
# Sanctions-July 2017-July 2018

- Required Reports - 25
- Professional Conduct - 85
- Testing – 22
- Other-58
- Total - 623



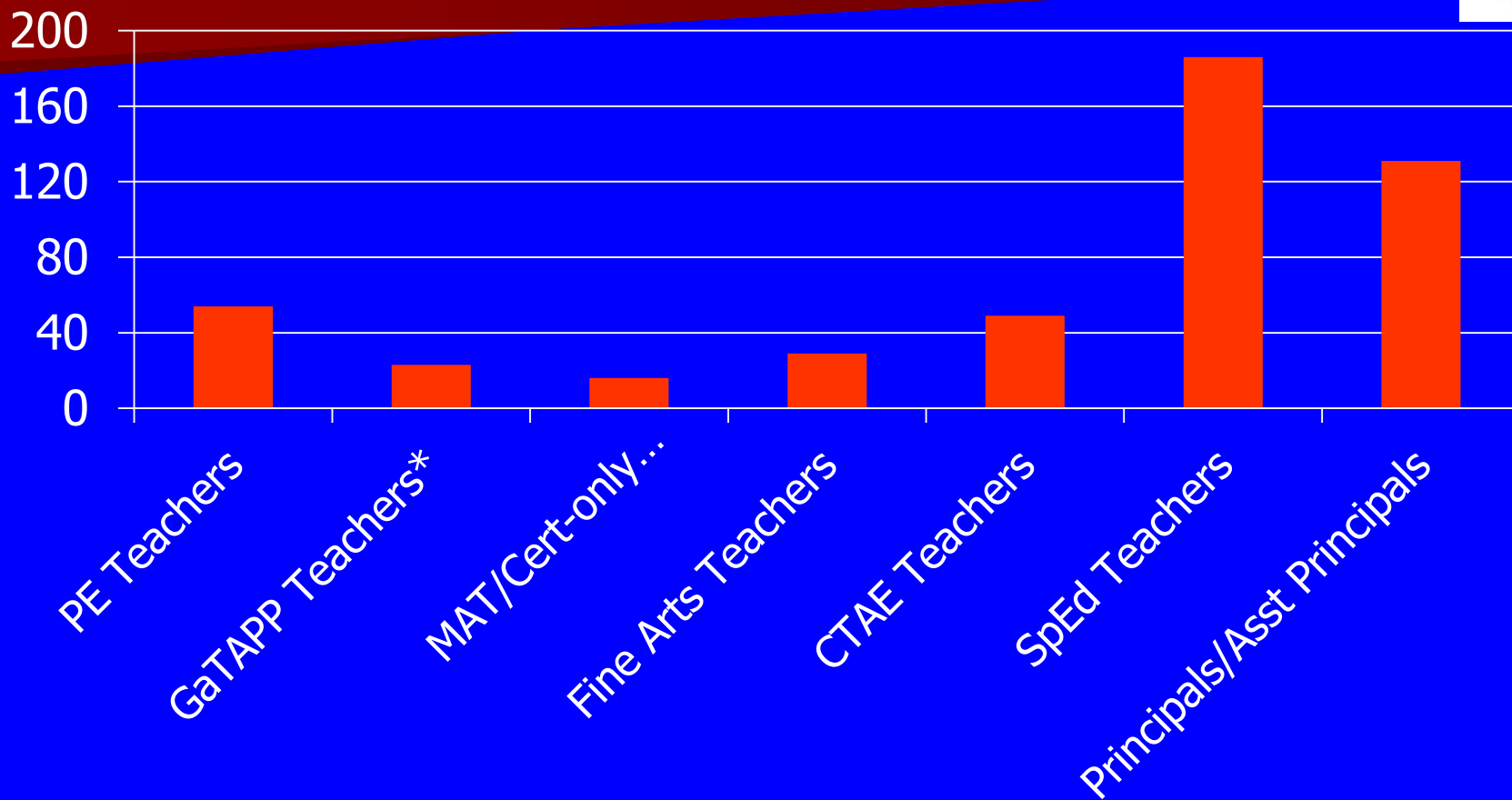
# New Cases Opened in FY2018

## Percent of Work Force by Job Role



# New Cases Opened in FY2018

## Selected Sub-roles or Groups

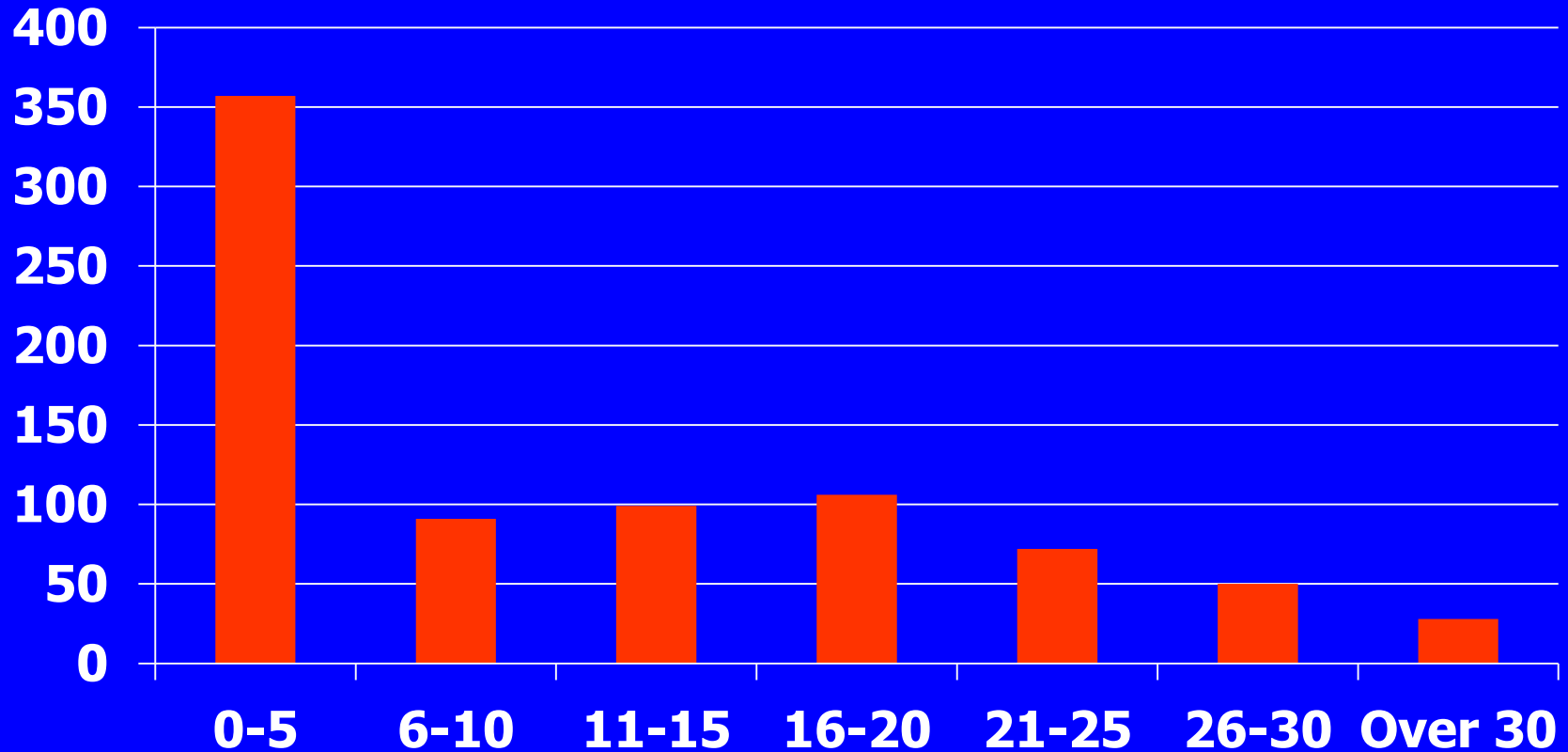


\*Teachers employed in a classroom while enrolled in GaTAPP or in a traditional program pursuing a MAT degree or certification only.



# New Cases Opened in FY2018 by Experience

## Years of Experience Reported by Employing School System



# Educator Identification Clearinghouse

*Providing school districts with vital  
information missing from employee criminal  
background checks*



For over 25 years, NASDTEC has helped keep students safe by maintaining the *NASDTEC Educator Identification Clearinghouse* (Clearinghouse).

# What is the Clearinghouse?

The Clearinghouse is a searchable national database that provides an alert regarding educators who have had their professional educator certificates/licenses annulled, denied, suspended, revoked, or otherwise invalidated

## **Why is the Clearinghouse important?**

Since most adverse actions taken against an educator's certificate are not prosecuted as criminal offenses, the educator's misconduct will not show up in a traditional criminal background check.

- 65 Local Education Agencies across 24 states
- 9 districts in Georgia subscribe to the Clearinghouse
- All must maintain Associate Membership and pay a subscription fee to access the LEA Clearinghouse



# MCEE

MODEL CODE OF ETHICS FOR EDUCATORS

## Making Good Choices

Georgia Ethics Symposium

8-29-18



## NASDTEC'S VISION:

NASDTEC believes that all students should have educators who are held to high standards.

## NASDTEC'S MISSION:

NASDTEC is dedicated to providing leadership and support to those responsible for the preparation, certification/licensure, ethical and professional practice, and continuing professional development of educators.

## Current NASDTEC resources:

- Interstate Agreement
- Clearinghouse and LEA Clearinghouse
- KnowledgeBase Data Maps
- Model Code of Ethics for Educators (MCEE)
- Multi-State Educator Lookup System (MELS)
- National conferences
- Online ethics course: Prevention & Correction
- Online Community at [www.NASDTEC.net](http://www.NASDTEC.net)

## Difference Between a Code of Conduct and a Code of Ethics



Code of Conduct



Code of Ethics



## *Code of Conduct:*

Policies, statutes, and/or judicial activity that articulate conduct absolutes at the following levels: employment, licensure, and criminal.

## *Code of Ethics:*

Professional ethical principles that assist practitioners in choosing the best course-of-action.



## **Purpose of the Model Code of Ethics (MCEE)**

*The purpose of the Model Code of Ethics for Educators (MCEE) is to serve as a shared ethical guide for future and current educators faced with the complexities of P-12 education.*

*The code helps to construct the best course of action when faced with ethical dilemmas and provides a basis for educator learning, self-reflection and self-accountability.*

# Role of MCEE:

- Clarify to current and future educators the nature of the ethical responsibilities held in common by all educators;
- Establish principles that define best ethical practice;
- Serve as a guide designed to assist educators in constructing the best course of action when faced with ethical dilemmas;
- Serve as a basis for educator learning, self-reflection and accountability; and
- Mitigate the risks and vulnerabilities inherent to the profession.

## **MCEE 5 Key Principles**

### 1. Responsibility to the Profession

*The professional educator is aware that trust in the profession depends upon a level of professional conduct and responsibility that may be higher than required by law. This entails holding one and other educators to the same ethical standards.*

## **MCEE 5 Key Principles**

### 2. Responsibility for Professional Competence

*The professional educator is committed to the highest levels of professional and ethical practice, including demonstration of the knowledge, skills and dispositions required for professional competence.*

## MCEE 5 Key Principles

### 3. Responsibility to Students

*The professional educator has a primary obligation to treat students with dignity and respect. The professional educator promotes the health, safety and well being of students by establishing and maintaining appropriate verbal, physical, emotional and social boundaries.*

## **MCEE 5 Key Principles**

### 4. Responsibility to the School Community

*The professional educator promotes positive relationships and effective interactions, with members of the school community, while maintaining professional boundaries.*

## **MCEE 5 Key Principles**

### 5. Responsible and Ethical use of Technology

*The professional educator considers the impact of consuming, creating, distributing and communicating information through all technologies. The ethical educator is vigilant to ensure appropriate boundaries of time, place and role are maintained when using electronic communication.*





- The MCEE consists of five principles that define ethical behavior, ethical best practice, and ethical responsibilities held in common by P-12 educators.
- The MCEE principles broadly define critical dimensions of ethical practice expected of the professional educator.
- Each principle is followed by performance indicators that more specifically define aspects within each principle.

# Development Partners

American Association of Colleges of Teacher Education (AACTE)

American Federation of Teachers (AFT)

Association of Teacher Educators (ATE)

Council for Accreditation of Educator Preparation (CAEP)

Council of Chief State School Officers (CCSSO)

National Association of Elementary School Principals (NAESP)

National Association of Secondary School Principals (NASSP)

National Board of Professional Teaching Standards (NBPTS)

National Education Association (NEA)

National Network of State Teachers of the Year (NNSTOY)



# National Council for the Advancement of Educator Ethics

## **Advance ethical understanding and practice across the profession by:**

- **Championing the Model Code of Ethics for Educators**
  - Ensure educators and partners know about the code and its use, including knowing about the Council and its purpose, work, and resources
- **Raising awareness of the professional responsibility for ethical practice**
  - Establishing and reinforcing the need for an intentional, preventive focus on ethics

- Equipping educators in ethical understanding
  - Providing avenues for instruction in ethical principles to guide decision making
  - Other initiatives aimed at instruction in ethics
- Supporting educators' ethical decision making
  - Producing resources that support instruction in ethics
  - Working to produce video resources around exemplars regarding each of the principles
  - Establishing and maintaining an asynchronous communication support structure for ethics inquiries



**Information about MCEE,  
NCAEE, and Emerging  
Resources are available at:**

**[www.nasdtec.net](http://www.nasdtec.net)**



# MCEE

MODEL CODE OF ETHICS FOR EDUCATORS

Troy Hutchings, Ph.D.

Senior Advisor, Educator Ethics  
ETS

# Discussion



How can you foster an intentional focus on Georgia's Code of Ethics and on ethical principles to guide educator decision making, using MCEE as a guide?





**Georgia Professional Standards Commission**  
*Protecting Georgia's Higher Standard of Learning*



# Building Ethical School Cultures: The Model Code of Ethics for Educators



# Consider



What Can You Do Now?

What Can You Do in the Future?

# Elevating the Profession: An Invitation