



**ONTARIO  
CHRISTIAN  
SCHOOL  
TEACHERS  
ASSOCIATION**

# **CODE OF ETHICS**

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# ONTARIO CHRISTIAN SCHOOL TEACHERS ASSOCIATION

## CODE OF ETHICS

### PREAMBLE

It is expected that educators in Christian schools model their love for God and their neighbours by their speech, their teaching practices, communication strategies and by the relationships they foster. But we live in a broken world and sin affects teachers in a Christian school as much as it affects anyone else. However, as Christian educators, we confess and believe that we live by grace and with the help of the Holy Spirit, we can mirror God's love, compassion, and wisdom in our daily work.

In Micah 6:8, we read that the Lord requires us *to act justly, and to love mercy and to walk humbly with [our] God*, in every area of life, including education. And since education is about human beings interacting responsibly with each other, it is good to formulate a code of ethics or a standard of behavior that speaks to relationships within the school itself and to the larger support community.

This code of ethics is intended to guide teachers' behaviour so that

- the students entrusted to our care will flourish
- the integrity of the teaching profession is promoted
- the reputation of Christian education is enhanced
- the goals of the Christian schools materialize

The code of ethics will deal with the following relationships:

- teacher to student
- teacher to teacher
- teacher to principal
- teacher to school board
- teacher to parents and community

These relationships will flourish if we grow in our relationship with Lord, as expressed in our prayer life, personal and communal devotions.

### A. TEACHER TO STUDENT

Recognizing that students are image-bearers of God, teachers shall:

- Show loving concern for the well-being of all students, regardless of gender, race, confessional beliefs, social position, academic or physical abilities
- Accept each student as unique individuals with God-given talents and abilities that need to be developed and nurtured for service to God and to others
- Practice the fruits of the Spirit: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control
- Respect the trust the students have placed in them
- Use their authority wisely, lovingly and sensitively
- Discipline students justly and fairly with a focus on restoration and redirection
- Treat confidential information with discretion and use such information only for the benefit of the student or when disclosure is required by law or personal safety is at risk
- Report any suspected abuse to the proper authorities

## **B. TEACHER TO TEACHER**

Given the basis principles that teachers respect their colleagues and wish that each flourishes professionally, teachers shall:

- Encourage colleagues in their professional tasks
- Participate in cultivating a staff team through prayerful support and professional communal discussions or activities
- Be supportive of each other in public and private conversations
- Resolve differences and conflict with integrity, honesty and dignity, in a manner that is fair, loving, and if at all possible, confidential
- Share in extra-curricular activities according to personal interests and abilities

## **C. TEACHER TO PRINCIPAL**

Recognizing that the principal is the legitimate authority in the school, teachers shall:

- Encourage and support the principal in his or her responsibilities
- Seek to maintain open and honest communication
- Be supportive of the principal in public and private conversations
- Cooperate in executing school policies

## **D. TEACHER TO SCHOOL BOARD**

Recognizing that the school board acts on behalf of the school society and is responsible for developing the purpose and direction the parents desire for Christian education, teachers shall:

- Support the aims and goals of the school society
- Speak positively of the school board and its committees
- Cooperate in executing school policies
- Offer advice when appropriate or requested
- Perform their tasks faithfully and diligently

## **E. TEACHER TO PARENTS AND COMMUNITY**

Recognizing that parents entrust their children to them, teachers shall:

- Make every effort to establish a relationship of trust with the parents
- Keep the parents informed regarding their child(ren)'s academic performance, social, emotional and spiritual development
- Conduct themselves with integrity, compassion and humility when in the presence of their students' parents

Please note:

- ① It is assumed that individual schools have developed a code of ethics that includes local variances and community expectations.
- ② Rather than writing our own advisory on professional misconduct related to sexual abuse and sexual misconduct, please refer to the *Professional Advisory* of the Ontario College of Teachers included for your information.