

Ethics and Conduct

What is the difference?

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NHSBA



**NH Professional
Standards Board**



NHSAA
New Hampshire School
Administrators
Association

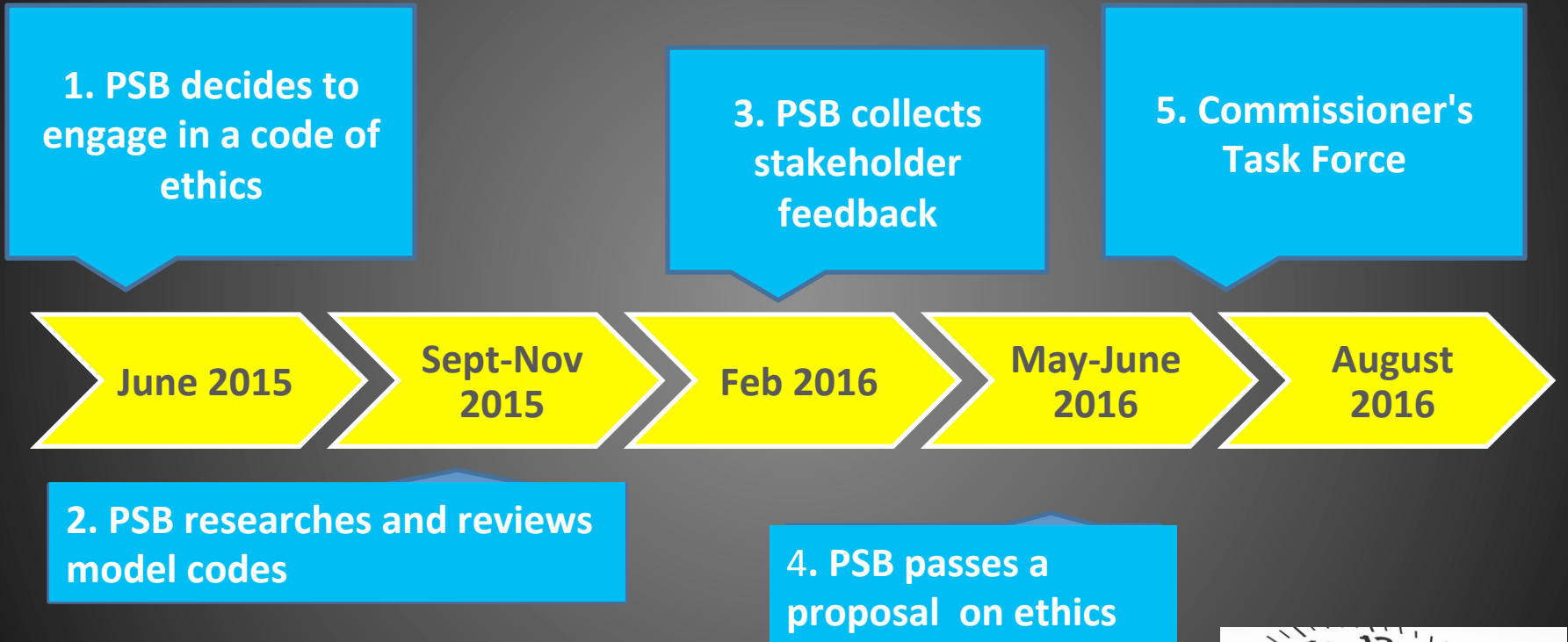
**The Council for
Teacher Education**



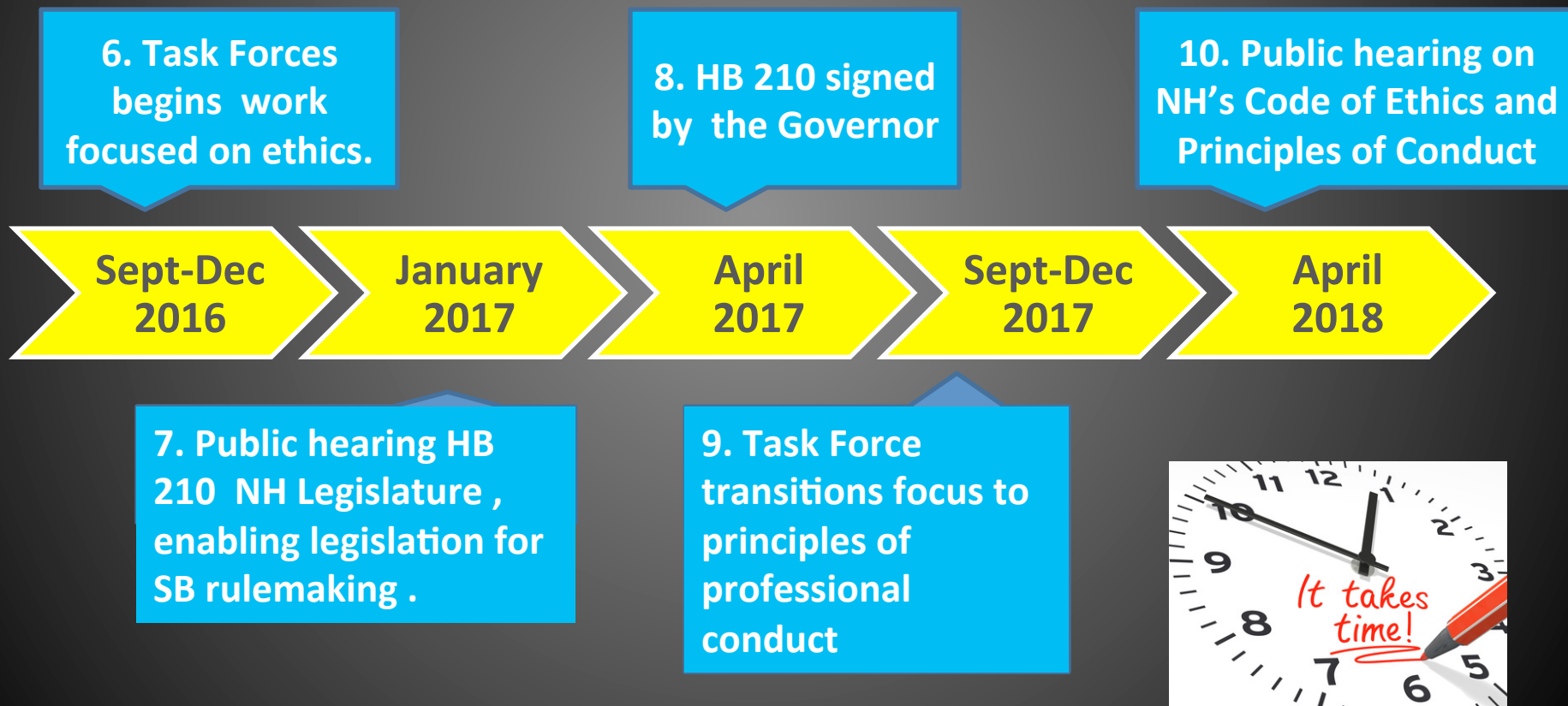
**School
Principals**



Timeline of NH's Code of Ethics Phase 1



Timeline of NH's Code of Ethics Phase 2



Why Ethics & Conduct

PURPOSE

- ✓ To elevate the profession
- ✓ To be proactive
 - ✓ By providing guidance & tools
 - ✓ By sparking the conversations & elevating awareness
- ✓ To provide clarity to the field
 - ✓ Process
 - ✓ Responsibility
 - ✓ Personnel vs license
- ✓ To be responsive to legislation



The Difference



Code of Conduct
*NH's Principles of
Professional Conduct*



Code of Ethics
*The Code of Ethics for
New Hampshire
Educators*

Nexus Between Ethics and Conduct

(Hutchings, T. 2016)

Codes of Ethics



Codes of Conduct

Defines the Boundary Possible Sanctions

- Guide Decision-Making
- Mitigate Risks
- Protect the Profession
- Protect the Educator
- Protect Student Welfare

1000's of Daily Decisions

Emotional & Intellectual Intimacy

In loco parentis / Agents of the State

Vulnerabilities

Acting in the Public Interest

Competing Tensions

Nuanced & Complex

Multiple Stakeholders

Lowest Standard of Acceptable Behavior

**Operate within the gray . Navigate the gray .
Embrace the gray.**

Substantial Recommendations

- ✓ Presence in administrative rules (500's & 600's)
- ✓ Defined student, inappropriate communication, suspension , revocation
- ✓ Applied greater specificity to matters of misconduct
- ✓ Makes the current revocation and suspension list publically available
- ✓ Added reprimand as a disciplinary action
- ✓ Immediate suspension if an arrest of a section V violation occurs

Implications for Local Districts

- Empowerment
- Protection
- Transparency/clarity
- Licensing matters vs personnel matters
- Training and messaging for stakeholders

What is your feedback?

What is exciting/encouraging?

What is most surprising?

What elicits concern?

Ongoing Planning

➤ Training

- Who, What, When, & Where

➤ Mechanics of Roll-out

- State, Districts

- Credentialing, CBA