

Education Act

The Practice Review of Teachers and Teacher Leaders Regulation

Schedule – Professional Conduct Requirements For Teachers and Teacher Leaders

The conduct of teachers and teacher leaders, both on and off duty, bears directly on the community's perception of the ability of teachers and teacher leaders to fulfill their unique position of trust and influence. Society and the school community hold teachers and teacher leaders to a high standard of conduct. Teachers and teacher leaders are expected to conduct themselves with due regard to the honour, dignity, welfare, rights and best interests of students, parents, colleagues, their employer and the teaching profession.

These are minimum professional conduct requirements for teachers and teacher leaders who are not subject to the *Teaching Profession Act*. It is not an exhaustive list of requirements.

A teacher or teacher leader who is not subject to the *Teaching Profession Act* and who is alleged to have violated the standards of the profession, including these requirements, may be subject to a complaint of alleged unprofessional conduct under the *Practice Review of Teachers and Teacher Leaders Regulation*.

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- 1 In relation to students,
- (a) the teacher or teacher leader is required to teach in a manner in keeping with
 - (i) the Teaching Quality Standard,
 - (ii) applicable legislation, and
 - (iii) the policies of Alberta Education,
 - (b) the teacher leader is required to lead in a manner in keeping with
 - (i) the Leadership Quality Standard, if applicable,
 - (ii) the Superintendent Leadership Quality Standard, if applicable,
 - (iii) applicable legislation, and
 - (iv) the policies of Alberta Education,
 - (c) the teacher or teacher leader is required to teach or lead, as the case may be, in a manner that respects the dignity and rights of all persons and is considerate of their circumstances,
 - (d) the teacher or teacher leader is required not to disclose information received about a student in confidence or in the course of performing the teacher's or teacher leader's professional duties except
 - (i) as required by law, or
 - (ii) where
 - (A) in the teacher's or teacher leader's judgment, it would be in the best interests of the student to disclose the information, and
 - (B) the disclosure of the information is permitted by law, and
 - (e) the teacher or teacher leader is required not to
 - (i) profit from
 - (A) any learning activities of students in the school in which the teacher or teacher leader is employed, or
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- (B) the sale of goods or services to students in the school in which the teacher or teacher leader is employed,

or

- (ii) accept pay for tutoring students in the school in which the teacher or teacher leader is employed.

teacher or teacher leader.

2 In relation to parents of students, the teacher or teacher leader is required

- (a) to strive to establish a relationship of trust with parents,
- (b) to provide parents with candid evaluations of their child's progress,
- (c) to treat information received from parents with discretion,
- (d) to be respectful in communications with and about parents, and
- (e) not to discuss other students except where the matters being discussed are relevant to their child and then only to the extent that, in the teacher's or teacher leader's judgment, is necessary.

3 In relation to colleagues, the teacher or teacher leader is required

- (a) not to undermine the confidence of students in other teachers or teacher leaders, including teachers or teacher leaders to whom the *Teaching Profession Act* applies,
- (b) not to criticize the professional competence or professional reputation of another teacher or teacher leader, including a teacher or teacher leader to whom the *Teaching Profession Act* applies, except
 - (i) in confidence to appropriate officials and after informing the other teacher or teacher leader of the criticism, subject only to section 24 of the *Teaching Profession Act*,
 - (ii) in making a complaint about the unprofessional conduct of a teacher or teacher leader under section 11 of the *Practice Review of Teachers and Teacher Leaders Regulation* or section 24 of the *Teaching Profession Act*, or
 - (iii) as reasonably necessary, in the case of a superintendent as defined in section 1(i) of the *Teaching Profession Act* or an administrator acting in the course of the superintendent's or administrator's leadership duties with respect to the teacher or teacher leader,

and

- (c) not to take any steps to secure the discipline or dismissal of another teacher or teacher leader, including a teacher or teacher leader to whom the *Teaching Profession Act* applies, where the motivation of the teacher or the teacher leader in taking the steps is the teacher's or the teacher leader's personal advantage or animosity toward the other

4 In relation to the teacher's or teacher leader's employer, the teacher or teacher leader is required

- (a) to respect the authority of the employer and the members of the school administration,
- (b) to express any concerns that the teacher or teacher leader has about the employer or the members of the school administration or the operation of the school through appropriate channels as outlined in applicable policies and in an appropriate manner,
- (c) to protest through appropriate channels any administrative policies or practices that the teacher or teacher leader cannot in good conscience accept,
- (d) to express his or her opinions and bring forward suggestions regarding the employer, the members of the school administration or the operation of the school through appropriate channels and in an appropriate manner,
- (e) to foster and maintain open and honest communication with the employer and the members of the school administration,
- (f) without limiting clauses (b) to (d), to be supportive of the employer and members of the school administration,
- (g) to fulfill the terms of his or her contract of employment, and
- (h) in the case of a teacher to bring it to the attention of members of the school administration, or in the case of a teacher leader to bring it to the attention of the administrator, if the teacher or teacher leader is
 - (i) assigned duties that the teacher or teacher leader is not qualified to carry out, or
 - (ii) required to work in conditions that make it difficult for the teacher or teacher leader to teach or for the teacher leader to carry out duties related to a leadership certificate or superintendent leadership certificate.

5 In relation to the teaching profession, the teacher or teacher leader is required

- (a) to conduct himself or herself in a manner that maintains the honour and dignity of the profession, and
- (b) not to engage in activities that adversely affect the quality of the teacher's or teacher leader's professional service.

6 In relation to the school community as a whole, the teacher or teacher leader is required

- (a) to conduct himself or herself in a manner that maintains the good reputation of the school and the employer,

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- (b) to be knowledgeable about and able to communicate accurately the philosophy, mission and policies of the school and the employer, and
- (c) to conduct himself or herself in a manner that is respectful of the norms and values of the school community.