

POLICY GBEBB

Board of Education Las Cruces Public Schools

Related Entries: GBEA, GBEA-R, JICK, JICK-R, GAB, GAB-R, AC

Responsible Office: Associate Superintendent for Operations

Applicable To: Union Certified Employees Union Classified Employees Non-Union Employees
 All Employees

STAFF CONDUCT WITH STUDENTS

I. PURPOSE

To ensure compliance with the New Mexico Code of Ethics Standards of Professional Conduct for School District Employees, NMAC 6.60.9, and to mandate an atmosphere of mutual respect and understanding between school district employees and students. (See LCPS Policy GAB: Code of Ethical Responsibility)

II. BACKGROUND

- A. The New Mexico Code of Ethics Standards of Professional Conduct for School District Employees NMAC 6.60.9 states, in part, that, as part of their commitment to students, all educators shall measure success by the progress of each student toward achievement of his/her maximum potential. Educators shall therefore work to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.
- B. School district employees have a responsibility to provide an atmosphere conducive to learning and to encourage each student to perform to his/her capacity.
- C. The Board of Education expects all employees to demonstrate respect for the cultural identity of students, and to maintain healthy and appropriate attitudes toward cultural diversity.

III. POSITION

- A. This policy applies to all school district employees (faculty and staff).
- B. All school district employees shall be expected to maintain and to model the highest professional, moral and ethical standards in their conduct with students. Employees shall deal justly and considerately with each student;
 - 1. Employees shall encourage the student to study and express varying points of view and respect his/her right to form his/her own judgment;
 - 2. Employees shall conduct conferences with or concerning students in an appropriate place and manner;

3. Employees shall not have inappropriate contact with any student, whether or not on school property;
 4. Employees shall not permit students to discriminate against others;
 5. Employees shall avoid using positions as employees to exploit or unduly influence a student into engaging in an illegal or immoral act;
 6. Foul language should never be used to belittle, berate or batter a student for his/her performance, work or effort;
 7. Employees shall avoid giving gifts, lending money or offering rides to students unless in occasional or unavoidable circumstances;
 8. Employees shall not inappropriately text, e-mail or participate in a student's social media/networking website except for classroom purposes.
- C. Students and their parents shall be encouraged to report violations of this policy to an appropriate school administrator.
- D. The Superintendent of Schools shall promulgate a regulation for the enforcement of this policy.

IV. REVIEW

This policy shall be reviewed on an ongoing basis in accordance with the Board of Education policy review process.



Board of Education, President

January 15, 2013

Date Approved

History: Formerly Policy #212, Revised 11.22.95, 10.17.00, 9.18.2001; 10.19.10; Revised 1.15.13

Legal Reference: NMAC 6.60.9; §22-2-1B, 22-2-2J and 22-10A-31 NMSA 1978