



Employee Ethics and Standards

All instructional personnel and administrators are required as a condition of employment to complete training on these standards of ethical conduct. In accordance with the Bylaws and PGM of Paideia Classical Christian School, all teachers and administrators will:

1. Manifest by precept and example high Christian virtue and personal decorum and serve as a Christian role model both in and out of school to students, and as an example to parents and fellow faculty members in judgment, dignity, respect, and Christian living. This includes, but is not limited to, refraining from such activities as the use of illicit drugs, excessive alcohol, and the use of vulgar and profane language.
2. Strive at all times to understand, appreciate, love, and serve students entrusted to him/her for instruction, and will to the best of his/her ability provide for their fullest spiritual, moral, social, intellectual, emotional, and physical development.
3. Maintain a classroom atmosphere that is conducive to learning. This includes maintaining a professional appearance and exercising appropriate biblically-based discipline.
4. Demonstrate a striving after wisdom and virtue, as well as a love for truth, goodness, and beauty.
5. Possesses a realistic and redemptive view of students as divine image-bearers who are fallen and need the paideia of the Lord.
6. Display enthusiasm for lifelong learning, as evidenced in the regular pursuit of further knowledge of subject matter and pedagogical praxis.
7. Engage in personal and professional growth and development activities, events, and opportunities, including but not limited to reflective reading.
8. Seek to exercise the best professional judgment and integrity.
9. Understand subject matter sufficiently to give clear directions, to answer questions, and to illustrate it from and apply it to current situations.
10. Understand the interrelationships of content areas and integrate subject matter in ways that are appropriate to the students within the framework of the Trivium.
11. Agree that the Bible dictates the standards for sexual behavior. Avoid promiscuity, homosexuality, or other sexual behavior which violates the bona fide occupational requirement of being a Christian role model.
- 12. Duly discharge his/her obligations under Florida law and school policy regarding the reporting of suspected child abuse.**
13. Fulfill their professional duties without discrimination on the basis of race, color, national or ethnic origin, age or social or family background.

Please see the following instructions for reporting misconduct or abuse:

Reporting Misconduct by Instructional Personnel and Administrators: All employees and administrators have an obligation to report misconduct by instructional personnel and school administrators which affects the health, safety, or welfare of a student.

In examples of severe misconduct, including obscene language, drug and alcohol use, disparaging comments, prejudice or bigotry, sexual innuendo, cheating or testing violations, physical aggression, and accepting or offering favors, reports of misconduct of employees must be made directly to the Head of School, Mrs. Coad, in person or email at headofschool@thepaideiaschool.org.

Legally sufficient allegations of misconduct by Florida certified educators will be reported to the Office of Professional Practices Services. Policies and procedures for reporting misconduct by instructional personnel or school administrators which affects the health, safety, or welfare of a student are listed below and posted in The School Handbook, the teacher's workroom, located on FACTS, and on our website at paideiatampa.com.

Reporting Child Abuse, Abandonment or Neglect All employees and agents have an affirmative duty to report all actual or suspected cases of child abuse, abandonment, or neglect. Call 1-800-96-ABUSE or report online at: <http://www.dcf.state.fl.us/abuse/report/>.

Signs of Physical Abuse: The child may have unexplained bruises, welts, cuts, or other injuries, broken bones, or burns. A child experiencing physical abuse may seem withdrawn or depressed, seem afraid to go home or may run away, shy away from physical contact, be aggressive, or wear inappropriate clothing to hide injuries.

Signs of Sexual Abuse: The child may have torn, stained or bloody underwear, trouble walking or sitting, pain or itching in genital area, or a sexually transmitted disease. A child experiencing sexual abuse may have unusual knowledge of sex or act seductively, fear a particular person, seem withdrawn or depressed, gain or lose weight suddenly, shy away from physical contact, or run away from home.

Signs of Neglect: The child may have unattended medical needs, little or no supervision at home, poor hygiene, or appear underweight. A child experiencing neglect may be frequently tired or hungry, steal food, or appear overly needy for adult attention.

Patterns of Abuse: Serious abuse usually involves a combination of factors. While a single sign may not be significant, a pattern of physical or behavioral signs is a serious indicator and should be reported.

Liability Protections:

Any person, official, or institution participating in good faith in any act authorized or required by law, or reporting in good faith any instance of child abuse, abandonment, or neglect to the department or any law enforcement agency, shall be immune from any civil or criminal liability which might otherwise result by reason of such action. (F.S. 39.203)

An employer who discloses information about a former or current employee to a prospective employer of the former or current employee upon request of the prospective employer or of the former or current employee is immune from civil liability for such disclosure or its consequences unless it is shown by clear and convincing evidence that the information disclosed by the former or current employer was knowingly false or violated any civil right of the former or current employee protected under F.S. Chapter 760. (F.S. 768.095).