

MAINTAINING PROFESSIONAL STAFF/STUDENT BOUNDARIES

The purpose of this policy ~~provides~~ ~~is to provide~~ all staff, students, volunteers, and community members with information ~~about~~ ~~to~~ ~~increase their awareness of~~ their role in protecting children from inappropriate conduct by adults. This policy applies to all district staff and volunteers. For purposes of this policy and its procedure, the terms “district staff,” “staff member(s),” and “staff” also include volunteers.

General Standards

The ~~Woodland Public Schools~~ ~~board of directors~~ expects all ~~district staff members~~ to maintain the highest professional, ~~moral and ethical~~ standards ~~when they interact in their interaction~~ with students. ~~District staff~~ Staff members are required to maintain an atmosphere conducive to learning ~~by,~~ ~~through~~ consistently ~~maintaining and fairly applied discipline and established and maintained~~ professional boundaries.

- ii. staff/student boundaries are consistent with the legal and ethical duty of care that district employees have for students.

The interactions and relationships between ~~district staff members~~ and students should be based upon mutual respect, ~~and~~ trust, ~~and~~ ~~commitment to an understanding of~~ the ~~professional appropriate~~ boundaries between ~~staff adults~~ and students in and outside of the educational setting, and ~~consistent~~ ~~consistency~~ with the educational mission of the ~~district~~.

~~District staff~~ schools:

Staff members will not intrude on a student’s physical and emotional boundaries unless the intrusion is necessary to serve a demonstrated an educational or physical, mental and/or emotional health purpose. An educational purpose is one that relates to the staff member’s duties in the district. Inappropriate boundary invasions can take various forms. Any type of sexual conduct with a student is an inappropriate boundary invasion.

Additionally, staff members are expected to be ~~aware of~~ ~~sensitive to~~ the appearance of impropriety in their own conduct and the conduct of other staff when interacting with students. Staff members will notify and discuss issues with their building administrator or supervisor whenever they suspect or ~~question~~ ~~are unsure~~ whether their own or another staff member’s conduct is inappropriate or constitutes a violation of this policy.

The ~~Woodland Public Schools~~ ~~board~~ recognizes that staff may have familial and pre-existing social relationships with parents or guardians and students. Staff members should use appropriate professional judgment when they have a dual relationship to students to avoid violating this policy, the appearance of impropriety, and the appearance of favoritism. Staff members shall pro-actively discuss these circumstances with their building administrator or supervisor.

Use of Technology

The ~~board~~ ~~directors~~ supports the use of technology to communicate for educational purposes. However, when the communication is unrelated to school work or other legitimate school business ~~district staff employees~~ are prohibited from communicating with students by phone, e-mail, text, instant messenger, or other forms of electronic or written communication. District staff members are prohibited in appropriate online socializing or from engaging in any conduct on social networking ~~websites~~ Web sites that violates the law, district policies or procedures, or other generally recognized professional standards. This prohibition includes prohibiting staff from “friending” and/or “following” students on social media.

~~Staff~~ Employees whose conduct violates this policy may face discipline and/or termination, ~~consistent with~~ the district’s policies and procedures, acceptable use agreement, ~~and~~ collective bargaining agreements, as applicable.

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Woodland School District #404