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# Code of Ethical and Professional Standards 2021



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## Code of Ethical and Professional Standards

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### School Mission

We are committed to providing a positive e-learning environment that promotes academic excellence, self-confidence, emotional well-being, and social consciousness. Our students gain a sense of inclusion and belonging, resulting in positive behavioral development.

### School Purpose

To provide nontraditional, at-risk students the opportunity, tools, and motivation to dream about creating a better future for themselves and others.

### Purpose of the Code

1. Inspire employees to exhort the code to the high principles of conduct.
2. The purpose is regulatory in nature.
3. This is meant to provide guidelines for decision making in areas of all areas of leadership.
4. This captures the spirit of the organization.

### Scope

1. This code is for the Executive Leadership Team and the staff of K12 Preparatory Academy
2. This code will be measured by the surveys that we review. Other methods may be used but perceptions are a valuable means of gathering information regarding the evaluation of our code.
3. The school is accountable to all of our stakeholders for its performance and this information will be displayed on its internal website or LMS.

### Core Values

1. Integrity
2. Responsibility
3. Excellence
4. Independence
5. Respect

### Code Task Force

1. Principal
2. Director, School Operations
3. Director, Curriculum and Instruction
4. Director of Education
5. Advisory Board
6. Select Stakeholders

### Code Data Intake and Analysis

1. Parent Surveys pertaining to Leadership and Governance
2. Student Surveys pertaining to Leadership and Governance
3. Staff Surveys pertaining to Leadership and Governance



## Draft Code of Ethics

1. Review the Florida Department Code of Ethics
2. Review the Association of American Educators (which AHS is a member)
3. Drafted by the Executive Leadership Team, current staff, and other stakeholders (parents, students, joint venture partners, and staff).
4. Consider code draft input from stakeholders.
5. Get Executive Leadership Team approval.
6. Have the legal team approve the code.

## Communication

1. Communicate the code to all stakeholders.
2. Educate the stakeholders and staff.
3. After review, how will the code and program make a difference?
4. Evaluate the program and revise when necessary.
5. Make adjustments as necessary.

## Evaluation and Revision

1. Schedule an annual review of the code.
2. Determine what methods will determine the effectiveness of the program.
3. Determine how we will make adjustments to the code as the program evolves.

## Core Principle

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The school accepts personal responsibility for teaching students character qualities that will help them evaluate the consequences of an accept the responsibility for their actions an choices.

## Code of Ethics and Standards of Conduct

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1. We strive to create a learning environment to create a learning environment that nurtures to fulfillment the potential of all students.
2. We act with conscientious effort to exemplify the highest ethical standards.
3. We review this policy on an annual basis for evaluation and monitoring business operations and organizational effectiveness.
4. We, in accepting our position of public trust, measure success not only by the progress of each student toward realization of his or her personal potential but also as a citizen of the greater global community.
5. We do not reveal confidential information concerning students unless required by law.
6. We endeavor to maintain the dignity of the profession by respecting and obeying the law, and by demonstrating personal integrity.
7. We continue professional growth and development.
8. We comply with written local school policies and applicable laws and regulations that are not in conflict with this code of ethics.



9. We exemplify ethical relations with colleagues and equitable treatment to all members of the profession.
10. We make a concerted effort to communicate to parents all information that should be revealed in the interest of the student.
11. We endeavor to understand and respect the values and traditions of the diverse cultures represented in our community and our digital learning environment.

## Standards of Conduct

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### Our obligation to our students

1. Our primary professional concern will always be for the student and for the development of the student's potential.
2. We will strive for professional growth and will seek to exercise the best professional judgment and integrity.
3. We shall make reasonable effort to protect the student from conditions harmful to learning and/or to the student's mental and/or physical health and/or safety.
4. We shall not intentionally expose a student to unnecessary embarrassment or disparagement.
5. We shall not intentionally suppress or distort subject matter relevant to a student's academic program.
6. We shall make available to the Student Code of Conduct to follow.
7. We shall not harass or discriminate against any student on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition, sexual orientation, or social and family background and shall make reasonable effort to assure that each student is protected from harassment or discrimination.
8. We shall not exploit a relationship with a student for personal gain or advantage.

### Our obligation to our external stakeholders

1. We shall take reasonable precautions to distinguish between personal views and those of any educational institution or organization with which the individual is affiliated.
2. We shall not use institutional privileges for personal gain or advantage.

### Our obligation to the profession of education

1. We shall maintain honesty in all professional dealings.
2. We shall not engage in harassment or discriminatory conduct which unreasonably interferes with an individual's performance of professional or work responsibilities or with the orderly processes of education or which creates a hostile, intimidating, abusive, offensive, or oppressive environment; and, further, shall make reasonable effort to assure that each individual is protected from such harassment or discrimination.
3. We shall not submit fraudulent information on any document in connection with professional activities.