

Facilitator Notes for Principle 1: Professional Behavior

The facilitator notes include discussion points for scenarios that raise awareness and increase understanding of *Principle 1* of the *Licensure Code of Professional Conduct*. Please reference the [Facilitator Instructions](#) to help you prepare professional development using these scenarios.

Scenario 1	
<ul style="list-style-type: none"> Two colleagues socialize outside of work and text each other infrequently. After spending time together the previous evening, one of the educators sends the other an explicit photo in a text message. What if these two educators previously dated each other? 	
Area of Concern Under Principle 1	<ul style="list-style-type: none"> Sending unsolicited explicit pictures fits under the definition of harassment, meaning this scenario violates Principle 1f and 1g.
Primary Users	<ul style="list-style-type: none"> All licensed educators
Key Considerations	<p>Factors such as the following should be considered:</p> <ul style="list-style-type: none"> What if one of the educators is a supervisor? Were the photos taken on school property? Were they taken from a school-owned device? Consider circumstances leading up to the text message. Was the picture wanted or unwanted? Who viewed the message? Students could gain access to your phone (or personal content) and view/share inappropriate content.
Strategies to Mitigate Risk	<ul style="list-style-type: none"> Be extremely careful in sending explicit photos, videos and/or messages, even between consenting adults. Prior dating history does NOT automatically excuse this behavior. There is a chance that messages could be unwelcome. Be 100% sure. Once something inappropriate is sent, you can't get it back and have no control over what the recipient does with it. Use electronic communications with caution.
Related Code of Conduct Principles	<ul style="list-style-type: none"> If the picture was taken or is stored on a school-owned device or platform (such as Google photo or iCloud), this scenario violates principle 9c. There's a risk of the school community accessing explicit photos violating Principle 9h.
Resources	<ul style="list-style-type: none"> Tip Sheet #10 – Educational Leaders

Scenario 2

A teacher aide is newly hired by the district. Her parents were born outside the U.S., and she has a traditional ethnic name. The classroom teacher struggles to pronounce the aide’s name. Feeling frustrated and a little embarrassed after several attempts, the teacher says, “I’ll just call you Sara.”

Area of Concern Under Principle 1	<ul style="list-style-type: none"> This scenario violates Principle 1e on disparaging colleagues on the basis of race/ethnicity and national origin.
Primary Users	<ul style="list-style-type: none"> All licensed educators
Key Considerations	<ul style="list-style-type: none"> This could make students and other staff uncomfortable, especially if they also have an ethnic name. If the teacher is in a supervisory role, the teacher aide may not feel comfortable expressing her preferences.
Strategies to Mitigate Risk	<ul style="list-style-type: none"> Talk with the person about your difficulties with properly pronouncing their name. Be empathetic. Don’t assume that others welcome being called by another name.
Related Code of Conduct Principles	<ul style="list-style-type: none"> N/A
Resources	<ul style="list-style-type: none"> Culturally Responsive Practices Program

Scenario 3

- *Halfway through the school year, one of the guidance counselors goes out on maternity leave. Since it is a temporary leave, the principal asks a teacher to fill in for the guidance counselor. Although hesitant to take on these responsibilities, the teacher agrees because they want to be seen as a team player.*
- *An athletic director who has a coaching license works in a small district with limited resources. When the high school assistant principal goes out on FMLA, the athletic director steps in to take over student discipline and a few of the assistant principal's other duties.*

Area of Concern Under Principle 1	<ul style="list-style-type: none"> • These scenarios cause concern for administrators under Principle 1j for negligently failing to verify appropriate credentials. • These scenarios cause concern for the educators under Principle 1k for accepting employment that requires them to engage in duties outside the scope of their credentials.
Primary Users	<ul style="list-style-type: none"> • All licensed educators
Key Considerations	<ul style="list-style-type: none"> • Guidance counselors serve in a specialized, sensitive position that requires specific qualifications. Filling this position with an unqualified teacher could have a serious impact on students. • The responsibilities of an assistant principal require specific qualifications and proper training on procedures related to student discipline and accessing confidential student information.
Strategies to Mitigate Risk	<ul style="list-style-type: none"> • Understand the limitations of licensure and seek job duty clarification if needed. • You are responsible for working in your license area only. • As a supervisor, you should not ask an educator to serve in a role that is outside their licensure area. • Supervisors should always verify proper licensure of employees and/or contractors. • Contact the Office of Educator Licensure with questions. (http://education.ohio.gov/Topics/Teaching/Licensure)
Related Code of Conduct Principles	<ul style="list-style-type: none"> • N/A
Resources	<ul style="list-style-type: none"> • Educator Licenses • Exploring Careers in Education