

Peabody Public Schools

Principles of Equity, Inclusion, Participation, Effectiveness and Sustainability for Administrators, Teachers, Paraprofessionals and other Employees

Peabody Public Schools administrators, teachers, paraprofessionals and other employees must work together to create a learning environment that supports children, allowing every child to achieve at their highest levels. Peabody Public Schools administrators, teachers, paraprofessionals and other employees must act in such a way as to exemplify the highest standards of ethical and professional behavior while following five basic principles:

EQUITY: *The quality of being fair and impartial*

INCLUSION: *The action or state of including or of being included within a group or structure*

PARTICIPATION: *The action of taking part in something*

EFFECTIVENESS: *The degree to which something is successful in producing a desired result; success*

SUSTAINABILITY: *The ability to be maintained at a certain rate or level*

For our Students

Peabody Public Schools administrators, teachers, paraprofessionals and other employees accept responsibility for teaching students the desirable qualities that will help them identify the consequences of their actions and accept the responsibility for their actions and choices. All Peabody Public Schools administrators, teachers, paraprofessionals and other employees are obligated to help students develop the personal qualities such as integrity, diligence, responsibility, cooperation, loyalty, fidelity, *equality*, *inclusion* and respect for the law, for human life, for others, and for self. Success is measured in the progress each student makes in reaching their potential.

1. Peabody Public Schools administrators, teachers, paraprofessionals and other employees will make an *effective* and *sustained* effort to protect students from conditions that jeopardize the student's health, safety and well-being, or from conditions that are detrimental to the learning process.
2. Peabody Public Schools administrators, teachers, paraprofessionals and other employees will treat each student in a fair and *equitable* manner, according to school policy and all applicable laws.
3. Peabody Public Schools administrators, teachers, paraprofessionals and other employees will be *inclusive* to all and not intentionally expose the student to sarcasm and or ridicule.
4. Peabody Public Schools administrators, teachers, paraprofessionals and other employees will *participate* in the requirements of the Family Educational Rights and Privacy Act (FERPA) by not revealing confidential information concerning students, unless required by law.
5. Peabody Public Schools administrators, teachers, paraprofessionals and other employees will treat students *equitably* with respect, dignity, and compassion.

For our Colleagues and other Employees

Peabody Public Schools administrators, teachers, paraprofessionals and other employees will treat all *equitably* with respect, dignity, and compassion.

1. Peabody Public Schools administrators, teachers, paraprofessionals and other employees will not reveal confidential information about their colleagues, unless required by law. Staff will work to ensure that every individual's personal and professional integrity is *sustained* and enhanced.
2. Peabody Public Schools administrators, teachers, paraprofessionals and other employees will not willfully make false statements about a Peabody Public Schools administrator, teacher, paraprofessional, any other employee, or the Schools system.
3. Peabody Public Schools administrators, teachers, paraprofessionals and other employees will act as professionals and not disrupt the work environment by personal interaction or electronic methods. Peabody Public Schools administrators, teachers, paraprofessionals and other employees understand that their on-line communication may be comprehended as "speaking on behalf of the school district" and their actions must be professional and reflect positively on the District.
4. Peabody Public Schools administrators, teachers, paraprofessionals and other employees will not use social media platforms to disparage students, families, or the Peabody Public School District. Staff will *participate* in the School District social networking policy and acceptable use policy.

For our Families and Community

Peabody Public Schools administrators, teachers, paraprofessionals and other employees will recognize that a quality *inclusive* and *equitable* education for all students is the common goal of all stakeholders, including the Schools Committee, administrators, teachers, families, students and the community, and that cooperative *participation* is essential among these groups to attain that goal.

1. Peabody Public Schools administrators, teachers, paraprofessionals and other employees will *participate* in a sustained and effective effort to communicate to parents *equitable* information in the best interest of the student.
2. Peabody Public Schools administrators, teachers, paraprofessionals and other employees will *participate* to understand and respect the values and traditions of the diverse cultures represented in the Peabody Public Schools and in the community.
3. Peabody Public Schools administrators, teachers, paraprofessionals and other employees will *sustain* a positive and inclusive role in school/community relations.

Our Professional Practice and Performance

Peabody Public Schools administrators, teachers, paraprofessionals and other employees recognize that in order to participate as role models for students, they themselves must be lifelong learners. This is *inclusive* of sound mental health and the physical stamina necessary to perform the duties of their professional assignment at the highest level.

1. Peabody Public Schools administrators, teachers, paraprofessionals and other employees assume responsibility, accountability, and *equity* for their performance and will strive to a sustained effort to improve that performance and fulfillment of their goals for personal and professional growth.
2. Peabody Public Schools administrators, teachers, paraprofessionals and other employees will understand and comply with school and district policies and all applicable laws to *sustain* a uniform and effective work environment. Respect and dignity will be *sustained* to all.
4. Peabody Public Schools administrators, teachers, paraprofessionals and other employees will not intentionally misrepresent official policies of their schools, the Peabody Public Schools, or other educational organizations; and clearly distinguish those views from their own personal views.
5. Peabody Public Schools administrators, teachers, paraprofessionals and other employees will honestly and equitably account for all funds and responsibilities committed to their charge.
6. Peabody Public Schools administrators, teachers, paraprofessionals and other employees will not use institutional or professional privileges for personal gain.

These are the principles we will use as a foundation so our School District will project the respect and dignity of a system that treats all with the equity, access, and inclusion deserved by all.