



**American
High School**

499 NW 70th Ave Suite 210 Plantation, FL 33317 | Tel: (866) 306-0247 | Fax: (866) 306-0466
www.americanhighschool.org

Code of Ethical and Professional Standards 2021-2022

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Code of Ethical and Professional Standards

School Mission

American High School uniquely prepares students to become global citizens by providing authentic learning experiences and holding them accountable for their future independent successes.

School Purpose

To provide a challenging and supportive education in a flexible, engaging online environment that develops and strengthens the skills of the 21st-century learner.

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 AHS
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. Independence
3. Excellence
4. Innovation.
5. Engagement
6. Communication

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

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

Code of Ethics and Standards of Conduct

1. We strive 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.



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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

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.



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Standards of Ethical Conduct (American High School)

(Adapted from the Code of Ethics of the Education Profession in Florida and Principles of Professional Conduct for the Education Profession in Florida)

1. Our school values the worth and dignity of every person, the pursuit of truth, devotion to excellence, acquisition of knowledge, and the nurture of democratic citizenship. Essential to the achievement of these standards are the freedom to learn and to teach and the guarantee of equal opportunity for all.
2. Our primary concern is the student and the development of the student's potential. Employees will therefore strive for professional growth and will seek to exercise the best professional judgement and integrity.
3. Concern for the student requires that our instructional personnel:
 - a. 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.
 - b. Shall not unreasonably restrain a student from independent action in pursuit of learning.
 - c. Shall not unreasonably deny a student access to diverse points of view.
 - d. Shall not intentionally suppress or distort subject matter relevant to a student's academic program.
 - e. Shall not intentionally expose a student to unnecessary embarrassment or disparagement.
 - f. Shall not intentionally violate or deny a student's legal rights.
 - g. 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.
 - h. Shall not exploit a relationship with a student for personal gain or advantage.
 - i. Shall keep in confidence personally identifiable information obtained in the course of professional service, unless disclosure serves professional purposes or is required by law.
4. Aware of the importance of maintaining the respect and confidence of colleagues, of students, of parents, and of the community, employees of our school must display the highest degree of ethical conduct. This commitment requires that our employees:
 - a. Shall maintain honesty in all professional dealings.



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- b. Shall not on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition if otherwise qualified, or social and family background deny to a colleague professional benefits or advantages or participation in any professional organization.
- c. Shall not interfere with a colleague's exercise of political or civil rights and responsibilities. d. 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.
- e. Shall not make malicious or intentionally false statements about a colleague.

Training Requirement All instructional personnel, educational support employees, and administrators are required as a condition of employment to complete training on these standards of ethical conduct.

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

Christina Fulmore cfulmore@americanhighschool.org 866-306-0247.

Reports of misconduct committed by administrators should be made to:

Christina Fulmore cfulmore@americanhighschool.org 866-306-0247

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 posted in our office at 499 NW 70th Avenue Suite 210 Plantation, FL 33317 and on our Web site at www.americanhighschool.org/ethicspolicy



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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)