

The Protestant Separate School Board of the Town of Penetanguishene (PSSBP) Code of Conduct and Standards of Behaviour

As stated in Policy Program Memorandum 128 (PPM 128: The Provincial Code of Conduct and School Board Codes of Conduct), schools should be a place that promotes responsibility, respect, civility, human rights & equity, and academic excellence in a safe learning and teaching environment. A positive school climate exists when all members of the school community feel safe, included, and accepted, and actively promote positive behaviours and interactions.

The Code of Conduct and Standards of Behaviour supports The Protestant Separate School Board of the Town of Penetanguishene's Policies:

- A-8 Progressive Discipline Regarding Staff/Employees
- D-39 Delegation of Authority
- D-51 Safe and Accepting Schools
- D-51A Bullying Prevention and Intervention
- D-51B Progressive Discipline Regarding Students
- D-51C Suspensions and Expulsions

CODE OF CONDUCT - Guidelines and Purpose

The PSSBP endeavours to provide a safe, welcoming, and inclusive working and learning environment for staff and students. All related Board policies stated above, and the Provincial Code of Conduct, apply to students, teachers, education workers, parents/guardians, and volunteers, whether they are on school property, in virtual environments, on school buses, at school-related events or activities, in before- and after-school programs, or in other circumstances that could have an impact on the school climate.

DEVELOPMENT AND IMPLEMENTATION REQUIREMENTS OF THE CODE OF CONDUCT AND STANDARDS OF BEHAVIOUR

- Must be up to date and consistent with the Provincial Code of Conduct outlined in PPM 128;
- Must be compliant with all Ministry of Education policies, as well as the requirements of the *Education Act*, its regulations and all other applicable legislation, including the Ontario Human Rights Code;
- Made available to the public on the school board's website;
- Needs to be reviewed every three years;

- Should solicit the views of students, parents/guardians, volunteers, teachers, principals, other board staff, school council, Parent Involvement Committee (PIC), Special Education Advisory Committee (SEAC), Indigenous Education Advisory Council (IEAC), and other appropriate community partners;
- Include the times when the use of personal mobile devices is acceptable during the instructional day;
- Establish a process to clearly communicate to all stakeholders;
- Develop effective prevention and intervention strategies;
- Provide training to staff and volunteers;
- Outline roles and responsibilities of various stakeholders.

PROVINCIAL/SCHOOL BOARD CODE OF CONDUCT

The Provincial Code of Conduct is set out by the Minister and governs the behaviour of all persons in schools.

Purpose:

1. to ensure that all members of the school community, especially people in positions of authority, are treated with respect and dignity;
2. to promote responsible citizenship by encouraging appropriate participation in the civic life of the school community;
3. to maintain an environment where conflict and difference can be addressed in a manner characterized by respect and civility;
4. to encourage the use of non-violent means to resolve conflict;
5. to promote the safety of people in the schools;
6. to discourage the use of alcohol and illegal drugs, except by a medical cannabis user;
7. to prevent bullying in schools.

STANDARDS OF BEHAVIOUR

Respect, Civility, and Responsible Citizenship

All school community members must:

- respect and comply with all applicable federal, provincial, and municipal laws;
- demonstrate honesty and integrity;
- respect differences in people, their ideas, and their opinions;
- treat one another with dignity and respect at all times, especially when there is disagreement;
- respect and treat others fairly, regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, or disability;

- respect the rights of others;
- show proper care and regard for school property and the property of others;
- take appropriate measures to help those in need;
- seek assistance from a member of the school staff, if necessary, to resolve conflict peacefully;
- respect all members of the school community, especially persons in positions of authority;
- respect the need of others to work in an environment that is conducive to learning and teaching, including by ensuring that personal mobile devices are only used during instructional time for educational purposes (as directed by an educator), for health and medical purposes and/or to support special education needs
- not swear at a teacher or at another person in a position of authority

Safety

To ensure the safety of everyone, all members must not:

- engage in bullying behaviours, including cyberbullying;
- commit sexual assault;
- traffic in weapons or illegal drugs;
- give alcohol or cannabis to a minor;
- commit robbery;
- be in possession of any weapon, including firearms;
- use any object to threaten or intimidate another person;
- cause injury to any person with an object;
- be in possession of, or be under the influence of alcohol, cannabis (unless the individual has been authorized to use cannabis for medical purposes and is required during the school day), and illegal drugs;
- provide others with alcohol, illegal drugs, or cannabis (unless the recipient is an individual who has been authorized to use cannabis for medical purposes);
- inflict or encourage others to inflict bodily harm on another person;
- engage in hate propaganda and other forms of behaviour motivated by hate or bias;
- commit an act of vandalism that causes extensive damage to school property or to property located on the premises of the school.

Roles and Responsibilities

The Protestant Separate School Board of the Town of Penetanguishene will provide direction to Burkevale Protestant Separate School to promote student achievement and well-being and to ensure accountability in the education system. It is the responsibility of the PSSBP to:

- Develop policies that set out how Burkevale PSS will implement and enforce the provincial Code of Conduct and all other rules that they develop that are related to the provincial standards that promote and support respect, civility, responsible citizenship, and safety;
- Establish a process that clearly communicates the Code of Conduct to all parents/guardians, students, principals, teachers, other staff, and members of the community in order to obtain their commitment and support;
- Review these policies regularly with those listed above and revise them as necessary;
- Seek input from school council, as well as the board's Parent Involvement Committee, Special Education Advisory Committee, and Indigenous Education Advisory Council;
- Develop effective prevention and intervention strategies and respond to all infractions related to the standards for respect, civility, responsible citizenship, and safety;
- Provide opportunities for all of the staff to acquire the knowledge, skills, and attitudes necessary to promote student achievement and well-being in a safe, inclusive, and accepting learning environment;
- Uphold the Ontario Human Rights Code and create an environment that is free of discrimination and harassment.

The **Principal**, under the direction of the PSSBP, will take a leadership role in the daily operation of a school. They provide leadership by:

- Demonstrating care for the school community and a commitment to student achievement and well-being in a safe, inclusive, and accepting learning environment;
- Holding everyone under their authority accountable for their own behaviour and actions;
- Empowering students to be positive leaders in the school community;
- Communicating regularly and meaningfully with all members of the school community.

The **Teachers and school staff**, under the leadership of the principal, will maintain a positive learning environment, and are expected to hold everyone to the highest standard of respectful and responsible behaviour. As role models, teachers and other school staff uphold these high standards when they:

- Help students work to their full potential and develop their sense of self-worth;
- Empower students to be positive leaders in their classroom, school and community;
- Communicate regularly and meaningfully with parents/guardians;
- Maintain consistent and fair standards of behaviour for all students;
- Demonstrate respect for one another, all students, parents/guardians, volunteers, and other members of the school community;
- Prepare students for the full responsibilities of citizenship.

Students are to be treated with respect and dignity. In return, they must demonstrate respect for themselves, for others, and for the responsibilities of citizenship through acceptable behaviour. Respect and responsibility are demonstrated when students:

- Come to school prepared, on time, and ready to learn;
- Show respect for themselves, and for others, and for those in positions of authority;
- Refrain from bringing anything to school that may compromise the safety of others;
- Follow the established rules and take responsibility for their own actions.

Parents/guardians play an important role in the education of their children in their care, and can support the efforts of school staff in maintaining a safe, inclusive, accepting, and respectful learning environment for all students. Parents/guardians fulfill their role when they:

- Are engaged in their child's schoolwork and progress;
- Communicate regularly with the school;
- Help their child be appropriately dressed and prepared for school;
- Ensure their child attends school regularly and on time;
- Promptly report to school their child's absence or late arrival;
- Become familiar with the provincial Code of Conduct, the Board's Code of Conduct, and the school rules;
- Encourage and assist their child in following the rules of behaviour;
- Assist school staff in dealing with disciplinary issues involving their child.

Police play a role in making our schools and communities safer. The police investigate incidents in accordance with the Police/School Board Protocol. This is based on the *Provincial Model for a Local Police/School Board Protocol, 2015*, developed by the Ministry of Community Safety and Correctional Services and the Ministry of Education.