



**Georgia Professional Standards Commission**  
*Protecting Georgia's Higher Standard of Learning*



# Building Ethical School Cultures: A “Focus on Ethics” Initiative



# Today's Objectives:

1. Explore the critical role and responsibility of educational leaders to build ethical school cultures that include an intentional, preventive focus on ethics instruction
  - Georgia Code of Ethics for Educators
  - ethical principles that guide decision making
2. Learn about tools that are available
3. Learn about the collaborative SW GA RESA's Focus on Ethics Initiative

# Today's Presenters

- Anne Marie Fenton, Director, Rules Management and Educator Assessment, GaPSC
- Paul Shaw, Division Director, Ethics, GaPSC
- Tim Helms, Sr., Executive Director, Southwest Georgia RESA
- Bronwyn Ragan-Martin, Superintendent, Early County School System
- Kermit Gilliard, Superintendent, Grady County Schools
- Floyd P. Fort, Superintendent, Pelham City Schools

## Difference Between a Code of Conduct and a Code of Ethics



Code of Conduct



Code of Ethics



# Focus on Ethics

*An Ethics Instruction Pilot*

**Tim Helms**

**Executive Director  
Southwest GA RESA**



# **The Vision & Common Plans**

**Bronwyn Ragan-Martin**  
Superintendent  
Early County School System

# What is the Vision?

- Ensure each of our schools embraces an ethical culture
- Place an intentional, preventive focus on instruction in the Georgia Code of Ethics for Educators and ethical principles that guide decision making
- Use the Model Code of Ethics for Educators (MCEE) to guide professional decision making
- Reinforce and foster that each educator is a professional in the profession of education
- Elevate the profession

# Elements of Our Shared Plan

- Pre-Survey (knowledge and values)
- Post-Survey
  - includes open-ended statements
  - knowledge, values, AND application
- Use of ethical dilemmas as a teaching tool
- Use the Model Code of Ethics for Educators (MCEE)
- Involve the total staff (anyone who is in contact with students, parents, and community)
- Launch in 2018-2019 Academic Year





**Grady County Schools**

# **Individual School Plans**

**Kermit Gilliard, Jr.**

**Superintendent**

**Grady County Schools**

# What is the Implementation Plan?

- You just learned about collaborative development of a shared master plan with common elements, such as pre/post survey, select strategies, summative assessments, etc.
- Each school is also working to customize its own implementation plan based on context and needs
- There is joint development of shared resources, as well as individual school resources that will be shared with all schools
- We want to measure effectiveness with the survey and virtual meetings with the core planning teams
- Considerations in MCEE Adoption



# **Importance & Opportunity**

**Floyd Fort**  
**Superintendent**  
**Pelham City Schools**

# Why is this Work Important?

- Investment in Educators
  - Cost of pre-service preparation to educators
  - Cost of hiring, support, and in-service professional learning
- This work helps protect that investment
- Elevates the profession

# What are Next Steps?

- Districts are finalizing master and individual school plans
- Implementation of this pilot launches in 2018-19, with plans for a pre/post survey to help measure impact

# Discussion:

What is the critical role and responsibility of educational leaders to build ethical school cultures that include an intentional, focus on Georgia's Code of Ethics and on ethical principles to guide educator decision making?



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# Questions

