

Professional Guidelines for School Employees, Coaches and Volunteers

Below are some guidelines for school employees, coaches, and volunteers highlighted in local policy, state regulations or Professional Code of Ethics.

1. To protect Campbell County School staff, volunteers, and program participants, at no time during a Campbell County sponsored event may a staff person or volunteer be alone with a student where the staff person or volunteer cannot be observed by others, unless it is to ensure the safety and well-being of the student. (Ex: An employee can wait alone with a student until a parent/guardian arrives to pick up the student). (Ex: A teacher can meet alone with a student in a classroom as long as the classroom door is open and both the teacher and student are meeting near the opened door entrance and are in clear sight of those walking the hallways).
2. Staff shall never leave a child unsupervised.
3. Staff and volunteers will monitor student behavior as required by the school administration between class periods or during school sponsored events or as directed by school officials. Employees are to seek administrative assistance as necessary when addressing student behaviors.
4. Staff shall not abuse children or use corporal punishment of any kind. This includes physical abuse, verbal abuse, sexual abuse, mental abuse, or neglect. Any type of abuse will not be tolerated and is cause for dismissal.
5. Staff and volunteers will use appropriate touch including pats on the back or shoulder, side hugs, handshakes, and high fives. Staff and volunteers will refrain from full frontal hugging, touching of personal areas, sitting in the laps, or patting of the buttocks.
6. Staff and volunteers will use positive techniques of guidance, including redirection, positive reinforcement, and encouragement rather than criticism, yelling, bullying, and intimidation.
7. Staff and volunteers will not give gifts or special favors to individual children, or show preferential treatment to a child or group of children to the exclusion of others.
8. Staff and volunteers will respond to students with respect and consideration and treat all students equally regardless of gender, socio-economic status, race, religion, sexual identity, or culture.
9. Staff and volunteers will refrain from intimate displays of affection toward others.
10. Using, possessing, or being under the influence of alcohol or illegal drugs during working hours or when supervising students on school related trips is prohibited.
11. Smoking or use of tobacco products in the presence of students or parents during working hours is prohibited. This includes athletic practices, etc.

PROFESSIONAL GUIDELINES FOR SCHOOL
EMPLOYEES, COACHES AND VOLUNTEERS -
(CONTINUED)

12. Profanity, inappropriate jokes, sharing intimate details of one's personal life, and any kind of harassment is prohibited.
13. Staff and volunteers shall not transport students in their own vehicles.
14. Staff shall not date or engage in personal relationship with students.
15. Staff and volunteers shall not record video or audio in student locker rooms or restrooms
16. Under no circumstance should staff release students to anyone other than the authorized parent, guardian, or other adult authorized by the parent or guardian (written parent authorization on file with Campbell County Schools). There may be an extreme situation such as an emergency in which the parent wishes to release their child to someone not listed on the emergency card. Under such situation, a phone call may be acceptable as long as the school logs the call, time, parent/guardian, and instructions. The log is to be maintained by the school administration for the remainder of the school year.
17. Staff and volunteers are required by State Regulations to report any suspicion of child abuse to the proper authorities and are required to read and sign all policies relating to identifying, documenting and reporting child abuse.