

3. Violating other confidentiality agreements required by state or local policy

Standard 10. Breach of Contract or Abandonment of Employment

An educator should fulfill all of the terms and obligations detailed in the contract with the local school board or educational agency for the duration of the contract.

10. Unethical conduct includes, but is not limited to, the following:
 - Abandoning the contract for professional services without prior release from the contract by the school board
 - Refusing to perform services required by the contract.

VISITORS TO SCHOOLS/CLASSROOMS – PARENTS – HSD Policy – KM

VISITORS TO THE SCHOOLS

All visitors to schools shall report immediately to the school office, sign in and obtain a visitor's badge so that visitors can be readily identified by school personnel. Exceptions to this requirement are when visitors are attending a general school function such as a pep rally, assembly program, athletic event, etc. Unauthorized persons shall not be permitted in school buildings or on school grounds. School principals are authorized to take appropriate action to prevent such persons from entering buildings or from loitering on grounds. Such persons will be prosecuted to the full extent of the law.

PROCEDURES FOR SCHOOL VISITATION

Any person desiring to visit a school must report upon arrival at the school to the principal's office for clearance. The principal shall have the right to deny visitation rights to any individual if in the judgment of the principal the visit might negatively affect the classroom procedures.

Members of the supervisory or administrative staff who have invited professional visitors may elect to serve as hosts to the visitors whom they have invited, as well as to other visitors who may have a mutual interest and area of competency.

Parents and other persons who wish to visit the public schools should be routed to the school office, be greeted by the principal and guide services. All visitors are to be made to feel welcome. There shall be no solicitation of teachers or pupils on personal matters on the school premises by salesmen or agents. Out of town visitors who have made arrangements through the superintendent's office will have a member of the superintendent's staff or a principal as host for the visitor or delegation.

PUPIL VISITATION

The schools, because of space factors in the classrooms, will not be able to allow school pupils to have pupil visitors accompany them as visiting guests in the school.

CLASSROOM VISITATION SAFETY PRECAUTIONS

As part of the district's safety and security program, only school or district personnel, law enforcement officials, or educational professionals designing an individual educational program shall be allowed to visit classrooms during instructional times.

Visitors must provide their driver's license upon entering the school. Using the Raptor Identification software, an id badge will be immediately printed. The id badge will contain your driver's license picture, school name, date, time, and one destination. We appreciate your cooperation as we work diligently to ensure the safety of all of our students and employees and as we also work to preserve the integrity of our instructional time. At the discretion of the principal or his/her designee, an alternate picture id may be accepted.

Amendment:

Effective July 1, 2011:

CLASSROOM VISITATION – Parents:

Parents are allowed to visit classrooms during instructional time only one (1) day per month unless otherwise specified by the principal.

ADMINISTRATIVE PERSONNEL PROFESSIONAL DEVELOPMENT – HSD Policy – CK

The superintendent and district leadership team will monitor the professional growth of the building level administrator and teachers. Through classroom supervision and employee conferences, teachers and administrators maybe mandated to attend professional developments that will enhance their abilities to spur school improvement and/or improve in data driven decision making. Employees mandated to these professional developments will be required to develop a plan of action with the school leadership team (teacher) or the district leadership team (administrator) that contain measurable milestones of growth and performance. This plan of action will become a part of the employee's evaluation instrument, therefore adhering to and the completion of it will be an additional item considered in the renewal of employment.

RECRUITMENT AND SELECTION – HSD Policy – GBC

This school district is an equal opportunity employer. This school district shall employ licensed staff on a professional basis without regard to age, race, color, gender, or national origin. Every