



New Generation Montessori Standards of Ethical Conduct

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

1. Core Values:

New Generation Montessori values the inherent dignity, worth, and potential of every person, the pursuit of truth, devotion to excellence, the acquisition of knowledge, and the nurturing of democratic citizenship. Central to achieving these values is the freedom to learn and teach, as well as the guarantee of equal opportunities for all. In alignment with Montessori principles, we believe that every child should be respected and supported in their unique developmental journey.

2. Commitment to the Child's Development:

Our primary concern is the holistic development of the child. We are committed to fostering an environment where each student can reach their fullest potential—intellectually, socially, emotionally, and physically. Employees of our school will continuously strive for professional growth, always using their best professional judgment and integrity in the care and instruction of students.

3. Responsibility to Students:

Instructional personnel shall:

- Make reasonable efforts to protect the student from conditions that are harmful to their learning, health, or safety.
 - Support students' independence and self-directed learning, as Montessori emphasizes the development of autonomy.
 - Ensure students have access to diverse viewpoints, fostering critical thinking and an open mind.
 - Avoid suppressing or distorting subject matter that is relevant to the academic program.
 - Treat each student with dignity and respect, ensuring they are never subjected to unnecessary embarrassment or disparagement.
 - Uphold and protect each student's legal rights, ensuring no violation of their rights occurs.
 - Refrain from harassing or discriminating against any student based on race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, disability, sexual orientation, or social background, and shall make reasonable efforts to protect students from such behavior.
 - Avoid exploiting the teacher-student relationship for personal gain.
 - Keep in confidence all personally identifiable information obtained in the course of professional service, unless disclosure serves professional purposes or is required by law.
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4. Responsibility to Colleagues and the Community:

Aware of the importance of maintaining the respect and confidence of colleagues, students, parents, and the community, all employees of our school shall demonstrate the highest ethical standards in their professional interactions. This commitment requires employees:

- Maintain honesty and integrity in all professional dealings.
- Treat colleagues fairly and equally, not denying professional benefits or opportunities based on race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, disability, or social background.
- Respect the political and civil rights of others, ensuring no interference with their personal rights or responsibilities.
- Refrain from engaging in discriminatory or harassing behavior that could disrupt the professional work environment or create a hostile, intimidating, or offensive atmosphere.
- Avoid making malicious or intentionally false statements about colleagues, fostering a collaborative and supportive work environment.

5. Professional Development and Training Requirement:

All instructional personnel, educational support employees, and administrators are required, as a condition of employment, to complete training on these ethical standards. This ensures that all employees are equipped to act in the best interest of the students and the school community.

6. Reporting Misconduct:

All employees, educational support employees, and administrators have an obligation to report misconduct by instructional personnel 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 should be made to:

- **Report misconduct by instructional personnel to:**
Cintia Layton
954-784-2757
- **Report misconduct by administrators to:**
Paulina Diaz-Leon
954-408-12508

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 affect the health, safety, or welfare of a student are posted on bulletin board, front office and on our website at www.montessori.page.

7. Reporting Child Abuse, Abandonment, or Neglect:

All employees are required by law to report any actual or suspected cases of child abuse,



abandonment, or neglect. Reports should be made by calling **1-800-96-ABUSE** or submitting a report online at: <http://www.dcf.state.fl.us/abuse/report/>.

Signs of Abuse:

- **Physical Abuse:** Unexplained injuries, bruises, cuts, burns, or broken bones; withdrawn or fearful behavior; wearing clothing to cover injuries.
- **Sexual Abuse:** Torn or stained underwear, pain or discomfort in the genital area, or sexually transmitted diseases. The child may also demonstrate unusual knowledge of sex or act seductively.
- **Neglect:** Unattended medical needs, poor hygiene, lack of supervision, underweight, or frequent tiredness or hunger. The child may show an increased need for adult attention or steal food.

Patterns of Abuse:

Serious abuse often involves a combination of factors. A pattern of physical or behavioral signs should be taken seriously and reported immediately.

8. Liability Protection for Good Faith Reporting:

Employees who report suspected abuse, abandonment, or neglect in good faith are immune from civil or criminal liability under Florida law (F.S. 39.203). In addition, employers are immune from civil liability for providing truthful information about an employee to a prospective employer (F.S. 768.095).

Acknowledgment:

By signing below, I acknowledge that I have read, understood, and agreed to follow New Generation Montessori Children’s Academy Standards of Ethical Conduct outlined above.

Employee Name: _____

Signature: _____

Date: _____

Administrator Name: _____

Signature: _____

Date: _____

