

## Standards of Ethical Conduct 2025-2026

(Adapted from the Code of Ethics of the Education Profession in Florida and Principles of Professional Conduct for the Education Profession in Florida with **The Rock Academy added notes in italics**)

1. **Our school values the worth and dignity of every person**, the pursuit of truth, devotion to excellence, acquisition of knowledge and the nurture of democratic citizenship. Essential to the achievement of these standards are the freedom to learn and to teach and the guarantee of equal opportunity for all. *Further, we recognize that each believer has the ability to hear Holy Spirit and to move by Word and Spirit; that each student has a purpose for which they were born and needs specific training to achieve and fulfill this purpose.*
2. **Our primary concern** is the will of our Heavenly Father, Yahweh, and partnering with parents for the development of the student's potential. Employees will therefore strive for professional growth and will seek to exercise the best professional judgment and integrity *nurturing a solid relationship with parents through open lines of consistent communication.*
3. **Concern for the student requires that our instructional personnel:**
  - a. Shall make reasonable effort to protect the student from conditions harmful to learning and/or to the student's mental and/or physical health and /or safety
  - b. Shall not unreasonably restrain a student from independent action in pursuit of learning.
  - c. Shall not unreasonably deny a student access to diverse points of view *bringing the spiritual maturity of godly leadership into our classroom and creating an environment where the Word of the Lord is heard and obeyed.*
  - d. Shall not intentionally suppress or distort subject matter relevant to a student's academic program.
  - e. Shall not intentionally expose a student or parent to unnecessary embarrassment or disparagement. *Teachers will not openly discredit or disparage parents.*
  - f. Shall not intentionally violate or deny a student's legal rights.
  - g. Shall not harass or discriminate against any student on the basis of race, color, sex, age, national or ethnic origin, political beliefs, handicapping condition, or family background and shall make reasonable effort to assure that each student is protected from harassment or discrimination.
  - h. Shall not exploit a relationship with a student *or parent* for personal gain or advantage.
  - i. Shall keep in confidence personally identifiable information obtained in the course of professional service, unless disclosure serves professional purposes, *is required for the safety and well being of a student/family or is required by law.*
4. **Employee Conduct:**

Aware of the importance of maintaining the respect and confidence of colleagues, of students, of parents, and of the community, employees of our school must display the highest degree of ethical conduct. This commitment requires that our employees:

  - a. Shall maintain honesty in all professional dealings.
  - b. Shall not on the basis of race, color, sex, age, national or ethnic origin, political beliefs, handicapping condition or family background deny to a colleague professional benefits or advantages or participation in any professional organization.
  - c. Shall not interfere with a colleague's exercise of civil rights and responsibilities.
  - d. Shall not engage in harassment or discriminatory conduct which unreasonably interferes with an individual's performance of professional or work responsibilities or with the orderly processes of education or which creates a hostile, intimidating, abusive, offensive, or oppressive environment; and, further, shall make reasonable effort to assure that each individual is protected from such harassment or discrimination.
  - e. *Shall remain physically, emotionally, socially and spiritually pure with the highest regard for the Will of God as it pertains to every aspect of their lives.*

## 5. Reporting Professional Misconduct:

- a. 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 of misconduct of employees should be made to **Kaley Hoffman at [khoffman@wearetherockofcf.org](mailto:khoffman@wearetherockofcf.org)**
- b. Reports of misconduct committed by administrators should be made to **Steve Parker at [steve@wearetherockofcf.org](mailto:steve@wearetherockofcf.org)**. 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 affects the health, safety, or welfare of a student are posted on copy room back wall and in the lunchroom and on our Web site at [Professional Resources | The Rock Academy \(therockacademyfl.com\)](#)

## 6. Liability Protections for Reporters:

- a. *Any person, official or institution participating in good faith in any act authorized or required by law or reporting in good faith any instance of child abuse, abandonment, or neglect to the department or any law enforcement agency, shall be immune from any civil or criminal liability which might otherwise result by reason of such action (F.S. 39.203)*
- b. An employer who discloses information about a former or current employee to a prospective employer of the former or current employee upon request of the prospective employer or of the former or current employee is immune from civil liability for such disclosure or its consequences unless it is shown by clear and convincing evidence that the information disclosed by the former or current employer was knowingly false or violated any civil right of the former or current employee protected under F.S. 760 ( F.S. 768.095)

## 7. Confidentiality Policy Concerning Misconduct:

- a. In accordance with 1001.42(6) FS, neither the school board/leadership nor any employee of the school board/leadership may provide instructional personnel or school administrators with employment references or discuss their performance with prospective employers from another educational setting WITHOUT ALSO disclosing the personnel's or administrator's misconduct.
- b. Likewise, neither the school board/leadership nor any employee of the school board/leadership may enter into a confidentiality agreement, written or verbal, with an instructional personnel or school administrator who resigns, is terminated, or resigns in lieu of termination due to allegations, in whole or in part, of misconduct related to the health, safety, or welfare of a student. Any part of an agreement that has the purpose or effect of CONCEALING MISCONDUCT which affects the health, safety, or welfare of a student is VOID and contrary to public policy and shall NOT BE ENFORCED.

## 8. Reporting Child Abuse, Abandonment or Neglect:

- a. All employees and agents have an affirmative duty to report all actual or suspected cases of child abuse, abandonment, or neglect. Call 1-800-96-ABUSE or report online at: <http://www.dcf.state.fl.us/abuse/report/>.
- b. Signs of Physical Abuse The child may have unexplained bruises, welts, cuts, or other injuries; broken bones; or burns. A child experiencing physical abuse may seem withdrawn or depressed, seem afraid to go home or may run away, shy away from physical contact, be aggressive, or wear inappropriate clothing to hide injuries.
- c. Signs of Sexual Abuse The child may have torn, stained or bloody underwear, trouble walking or sitting, pain or itching in genital area, or a sexually transmitted disease. A child experiencing sexual abuse may have unusual knowledge of sex or act seductively, fear a particular person,

seem withdrawn or depressed, gain or lose weight suddenly, shy away from physical contact, or run away from home.

- d. Signs of Neglect The child may have unattended medical needs, little or no supervision at home, poor hygiene, or appear underweight. A child experiencing neglect may be frequently tired or hungry, steal food, or appear overly needy for adult attention.
- e. Patterns of Abuse: Serious abuse usually involves a combination of factors. While a single sign may not be significant, a pattern of physical or behavioral signs is a serious indicator and should be reported.

#### 9. **Training Requirement:**

- a. All instructional personnel, educational support employees, and administrators are required as a condition of employment to complete training on these standards of ethical conduct.

I have read and agree to abide by this Standard of Ethical Conduct Policy:

\_\_\_\_\_ Date \_\_\_\_\_  
Print & Sign Name