

Dr. Marta Pérez, Member

SUBJECT: REVIEW OF EXISTING PROFESSIONAL DEVELOPMENT PROGRAMS THAT ADDRESS STANDARDS OF ETHICAL CONDUCT FOR STAFF AND EXPAND THE PROGRAM FOR ALL EMPLOYEES OF MIAMI-DADE COUNTY PUBLIC SCHOOLS DURING THE 2000-2001 SCHOOL YEAR

Various professional development programs in Miami-Dade County Public Schools (M-DCPS) address elements of employee conduct through exposure to statutory and Board rules, contractual stipulations, school-site staff handbooks, and other procedures manuals created by the different offices throughout the district. Contents of these manuals are frequently reviewed at staff meetings, and thus, provide a basis for ongoing professional development. However, it is incumbent upon the district to synthesize and summarize rules and policies that stipulate conduct expected of all employees who represent M-DCPS to the community. These actions are in alignment with those in current practice in governmental agencies within Miami-Dade County.

Therefore, it is requested that a professional development program be provided to all employees that specifically addresses ethical conduct, reaffirming the Board's commitment to the public's trust. The program should utilize various delivery systems as determined by staff, i.e., computer interaction, videotape, group sessions, and printed material. Furthermore, other professional development programs already established in the district should continue to be offered. The content should include but is not limited to:

- employee conduct
- harassment and discrimination
- code of ethics
- employee-student relationships
- drug-free workplace
- elements of character education

The program should be delivered during the 2000-2001 school year to all employees of the district at meetings usually conducted or at various sessions to accommodate employee duty hours. The cost of the program will be defrayed through grant-funded sources and/or sponsoring agencies to be sought by the district.

**ACTION PROPOSED
BY DR. MARTA PEREZ**

That the Superintendent of Schools review existing professional development programs that address standards of ethical conduct for staff and expand the program for all employees in Miami-Dade County Public Schools during the 2000-2001 school year, at a cost not to exceed \$40,000.