

Policy 306 ADMINISTRATOR CODE OF ETHICS

I. PURPOSE

The purpose of this policy at Northfield Public Schools is to establish the requirement of the Board of Education that school administrators adhere to the standards of ethics and professional conduct in this policy and Minnesota law.

II. GENERAL STATEMENT OF POLICY

- A. “Administrator” refers to the superintendent, principals, assistant principals, and positions listed in the non-union administrators personnel policies and practices agreement. The administrator is responsible for providing professional leadership in the school and community. This responsibility requires the administrator to maintain standards of exemplary professional conduct.
- B. The standards of professional conduct are as follows:
 - 1. A school administrator must provide professional educational services in a nondiscriminatory manner.
 - 2. A school administrator must take reasonable action to protect students and staff from conditions harmful to health and safety.
 - 3. A school administrator must take reasonable action to provide an atmosphere conducive to learning.
 - 4. A school administrator must not use professional relationships with students, parents and caregivers, staff, or colleagues to private advantage.
 - 5. A school administrator must disclose confidential information about individuals only when a compelling professional purpose is served in accordance with state and federal laws and school district policies.
 - 6. A school administrator must not knowingly falsify or misrepresent records or facts relating to the administrator's qualifications or to the qualifications of other staff or personnel.
 - 7. A school administrator must not knowingly make false or malicious statements about students, students' families, staff, or colleagues.
 - 8. A school administrator must not accept gratuities, gifts, or favors that impair professional judgment, nor offer any favor, service, or item of value to obtain special advantage.
 - 9. A school administrator must only accept a contract for a position when licensed for the position or when a school district is issued a variance by the board.
 - 10. A school administrator, in filling positions requiring licensure, must employ, recommend for employment, and assign only appropriately licensed personnel, or persons for whom the school district has been issued a variance by the appropriate state board or agency, unless, after making reasonable efforts to obtain a variance, an appropriately licensed person cannot be assigned and the position must be filled to meet a legitimate emergency educational need.
 - 11. A school administrator must not engage in conduct involving dishonesty,

fraud, or misrepresentation in the performance of professional duties.

Policy 306 Administrator Code of Ethics

Adopted: 02.14.2005; Reviewed: 12.09.2019, 01.25.2024; Substantive Update: 01.12.2026

Board of Education
INDEPENDENT SCHOOL DISTRICT NO. 659
Northfield, Minnesota

Legal References: Minn. Stat. § 122A.14, Subd. 4 (Code of Ethics)
Minn. Rules Part 3512.5200 (Code of Ethics for School Administrators)

Cross References: None