



Policy 434  
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## CODE OF ETHICS AND BEHAVIORS

### I. PURPOSE

The importance of the role of educators, support staff and the Board of Education members to the learning of students is enhanced by the modeling of the highest ethics.

### II. GENERAL STATEMENT OF POLICY

- A. All staff and elected representatives of Big Lake Schools shall abide by and enforce the codes of ethics that are found in state law, adopted by professional organizations, and supported by district policy. These codes of ethics shall be incorporated in the district employment and evaluation processes.
- B. It is the philosophy of Big Lake Schools that staff, students, parents and community members should model appropriate behavior by following the Hornet Way in all aspects of life.
  - Respect – be considerate of self, other people and other people’s beliefs and property.
  - Honesty – be truthful
  - Kindness – be caring, friendly and helpful
  - Responsibility – be dependable and accountable
  - Fairness – be committed to the just treatment of others

**Legal References:** M.S. 122A.14, Subd. 4 (Code of Ethics)  
MN Rule Part 3512.5200 (Code of Ethics for School Administrators)  
MN Rule 8710.2100 (Teachers’ Code of Ethics)