

SWEET AND SMART MONTESSORI SCHOOL



STANDARDS OF ETHICAL CONDUCT

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

Sweet and Smart Montessori School is committed to maintaining a safe, respectful, and nurturing educational environment where every child can grow academically, emotionally, and socially. Our school values the dignity of every individual, the pursuit of excellence, the acquisition of knowledge, and equal opportunity for all.

1. Commitment to Students

The well-being, safety, and development of each student is our highest priority. All employees are expected to exercise professional judgment, integrity, and compassion in their daily interactions with students.

Instructional personnel and staff shall:

- Make every reasonable effort to protect students from conditions harmful to their physical, emotional, or mental well-being.
- Encourage independent thinking and support each student's learning journey.
- Respect students' legal rights and dignity.
- Maintain a learning environment free from harassment, intimidation, or discrimination.
- Avoid intentionally embarrassing, humiliating, or harming a student.
- Protect the confidentiality of student records and personal information, unless disclosure is required by law.
- Never exploit relationships with students for personal benefit.

2. Professional Conduct

All employees of Sweet and Smart Montessori School are expected to uphold the highest ethical and professional standards.

Employees shall:

- Demonstrate honesty, integrity, fairness, and professionalism in all school-related matters.
- Treat students, parents, coworkers, and community members with respect.

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- Refrain from harassment, intimidation, discrimination, or hostile behavior.
- Respect the civil and professional rights of colleagues.
- Avoid making false, misleading, or malicious statements about coworkers or members of the school community.

3. Training Requirement

As a condition of employment, all instructional personnel, educational support employees, and administrators must complete training on these Standards of Ethical Conduct.

4. Reporting Misconduct

All employees have a duty to report misconduct by instructional personnel, support staff, or administrators that may affect the health, safety, or welfare of a student.

Examples of misconduct include, but are not limited to:

- Inappropriate language
- Drug or alcohol use
- Discriminatory remarks
- Sexual misconduct or inappropriate behavior
- Physical aggression
- Testing violations or dishonesty
- Offering or accepting improper favors

Reports of employee misconduct should be made to:

School Director / Administration
Sweet and Smart Montessori School

Legally sufficient allegations involving Florida-certified educators will be reported to the Florida Department of Education Office of Professional Practices Services.

5. Reporting Child Abuse, Abandonment, or Neglect

All employees and agents of Sweet and Smart Montessori School are legally required to report any known or suspected child abuse, abandonment, or neglect.

Reports may be made by calling:

Florida Abuse Hotline: 1-800-96-ABUSE

6. Warning Signs of Abuse or Neglect

6230 Coral Ridge Drive. Suite 100. Coral Springs FL 33076
(954)340-7377

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Physical Abuse

Unexplained bruises, burns, cuts, broken bones, fearfulness, aggression, or attempts to hide injuries.

Sexual Abuse

Difficulty walking or sitting, inappropriate sexual knowledge or behavior, fear of certain individuals, sudden emotional changes.

Neglect

Poor hygiene, lack of supervision, untreated medical conditions, hunger, fatigue, or excessive need for adult attention.

7. Legal Protection

Employees who report suspected abuse, neglect, or misconduct in good faith are protected under Florida law from civil or criminal liability.
