

ISLAMIC EDUCATIONAL CENTRE

A Policy on Professionalism in Schools

Professionalism is an underrated quality that every educator should possess. Principals and teachers represent their school and should do so in a professional manner. Building and maintaining relationships are key components of professionalism. The following policy is designed to establish and promote a professional atmosphere amongst the staff of the school.

Professionalism Policy

All employees of the Islamic Educational Centre are expected to adhere to this policy and to at all times maintain professionalism such that an employee's behaviour and action(s) are not harmful to the image of the school or the workplace and such that an employee's behaviour and action(s) are not harmful to working relationships with fellow teachers, administrative staff members, general workers and the community at large.

Staff members who take a sincere professional interest in their learners are to be commended as it forms the cornerstone of the principle of duty of care. The teacher who inspires, guides, and helps learners can have a lasting influence on learners throughout their lives. Learners and staff members should interact with each other in a warm, open, and positive fashion. Values and attributes that foster empathy, compassion, tolerance and understanding of one another must be encouraged especially the promotion of respect for others must be instilled from an early age.

However, a certain distance must be maintained between learners and staff in order to preserve the business like atmosphere necessary to achieve the educational mission of the school.

The staff at the school must demonstrate professionalism in all their endeavours, respect each other as colleagues, and maintain dignity and integrity in all their interactions. The collegial atmosphere should be retained at all costs, and differences and opinions should be acknowledged within the Constitutional preserve of freedom of expression and the right to be heard. Any attempt to deride a colleague, embarrass or humiliate one another, or act in an unprofessional manner would naturally bring the institution into disrepute.

Teachers are appointed by the Shura Committee to provide teaching and learning to learners entrusted to their care and parents as the clients of the school must be afforded the due respect and decorum. All queries must be handled in a professional manner, and interviews with parents shall be conducted in an orderly and exemplary manner. Any dispute or misunderstanding with a parent must be addressed to the Principal for intervention.

The Department of Basic Education considers it obvious and universally accepted that teachers and support staff are role models. The Shura has a duty to take steps to prevent activities which adversely intrude into the educational process and which could lead to undesirable consequences.

In order to maintain and preserve the appropriate environment necessary to achieve the educational mission of the school, any unprofessional, unethical or immoral behaviour or action(s) harmful to the school, or any such behaviour or action(s) harmful to working relationships with co-workers, supervisors, learners, visitors to the school, parents or others may lead to disciplinary action under applicable disciplinary policies, up to and including termination of employment.