

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

Palestinian National Authority
Ministry of Education and Higher Education



السلطة الوطنية الفلسطينية
وزارة التربية والتعليم العالي



هيئة تطوير مهنة التعليم
COMMISSION FOR DEVELOPING THE TEACHING
PROFESSION-CDTP

Code of ethics and conduct

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Introduction:

Teaching is one of the noblest professions due to the role that teachers play in schools and its impact on society. Education represents the advancement of the nation and the curator of its identity and thus being part of the educational system, the teacher shares a huge responsibility toward the generations that he teaches.

Hence, teachers have to be committed to code of ethics that governs his/her profession. The code of ethics and conduct for teaching profession are defined as the overall principles and rules of the bases of well-behaviors and good practices in teaching.

Objectives of Code of ethics and conducts

Ethics is considered the mainstay of nations' life, and a major guidance for humanities social and educational conduct. This code has been established for the following goals:

- Motivate the teacher to adopt the ethics and values of his/her career and work toward achieving them.
- Reinforce the social and the economical status of the teacher.
- Increase teacher's awareness of the importance of his/her role in educating future generations and in developing of his/her country.
- Increase teacher's awareness of his/her rights and responsibilities.

Beneficiary of Code of ethics and conducts

It is necessary to work hard on disseminating the code of ethics and conduct document at all levels following various measures and means such as:

- Considering this document to be part of the educational courses at the university level.
- Having it available to students when they graduate from the colleges of education and when they are about to get into teaching profession.
- Considering this document as a major component of in-service teachers training programs.
- Activating the code of ethics and conducts among teachers, students and parents.
- Make use of the documents to govern the relationship between teachers and their supervisors and principals.

Part 1: Principles and Aspects

Ethical principles for teaching profession:

Code of ethics derives from the following social principles:

1. Affiliation and commitment to the mission of teaching

Teaching profession is a great mission that requires all teachers to be faithful, honest, devoted at both personal and community levels, and preserving public property and state interests. Education practitioners are expected to believe in the great characters of their mission in upbringing Palestinian generations and educating them in accordance with the Palestinians values.

2. Mutual trust and respect

Teaching profession should be based on mutual trust among all practitioners. The relationships between peers in schools should be relied on mutual respect. Practitioners are expected to work devotedly to serve the interest of their students and achieve the school mission and its goals. It is also expected that all who work in the educational system including supervisors, principals and administrators treat teachers in a spirit of trust and respect.

3. Respect pluralism and diversity

Educators believe that teaching profession has a humane and universal dimension based on respecting all human-beings regardless of their religion, color, gender, or political affiliation. A teacher must also represent a model of conduct and behavior and should express neutrality and objectivity vis-à-vis the community and political issues in a way that does not contradict with his/her patriotism and belonging to the Palestinian society and its citizenry.

4. Citizenship and disciplined behavior

Teachers must exhibit good morals that emanates from their faith and social culture. They should represent a model for their students and every community member. In addition to their daily life as Palestinian citizens, they should contribute to serving society issues with high devotion and confidence. They should display disciplined behavior and good moral.

Aspects of code of ethics and conduct

The following aspects show the code of ethics and conduct that should govern teaching profession within teacher's relationship with the educational process practitioners:

First: The relationship between teachers and their students:

The relationship between the teacher and his/her students should be humane, and thus the relationship is determined by the following:

1. Treat his/her students with mercy and devotion, and being responsible for their learning and education on the bases of leniency and rigor.
2. Be a good example for students and believe that he/she has influence on them, thus disseminate the ethical values and ideals through his discourse and practices.
3. Think positively and show good intention toward his/her students, and raise his/her expectations regarding their performance.
4. Employ all his/her energy and efforts to develop all their developmental aspects in way that coincides with their age level.
5. Being aware of their rights as children, and as students.
6. Develop students' awareness of their duties and responsibilities and reinforce their self-confidence toward themselves, their teachers, school, peers, families and the whole community.

Second: The relationship between teachers and parents:

Parents trust teachers. Thus, teachers should build good relations with parents within the following:

1. Share with parents the responsibility of educating their children.
2. Provide parents with accurate information related to the conduct and behavior of their children and their academic achievement.
3. Respect parents' opinions and accept their constructive criticism.
4. Raising parents' awareness and offering them the necessary help related to the way their children learn.
5. Not to accept or request any gift, hospitality or bribes that affect the principles of integrity and the transparency through his work.

Third: The relation between teachers and their colleagues:

There is no doubt that a good relationship between teachers and their colleagues reflects positively on their students learning environment such as:

1. Encourage professional collegiality both inside and outside the school and show tolerance and mutual respect.
2. Positive participation in school life.
3. Exchange experiences with his/her colleagues, especially those who have the same specialization.
4. Accept and direct constructive criticism.
5. Recognize what other colleagues do for their students.
6. Cooperate with the supervisors in order to enhance the quality of learning especially in the subject of teaching .

Fourth: The relation between the teachers and their principals:

A good relation with the principal is one of bases of a successful educational process such as:

1. Mutual trust between the teacher and the principal.
2. Work with others on the bases of teamwork.
3. Adherence to school regulations and rules execution.
4. Positive participation in school activities and events.

Part II: Rights and Responsibilities

Teachers' responsibilities are highly important since the mission that teachers hold and the requirements of the teaching profession itself require them to give more than to take. Teaching profession is such a demanding and complex profession, taking into consideration the wide range of educational theories that teachers need to know and apply, and the expansion of knowledge resources through information and communication technologies. Furthermore, the sophisticated circumstances that the Palestinian teachers is still living. They share the responsibility of liberation and development under unstable conditions and their challenges are bringing up students believe in the Palestinian, Arab and the Islamic identity. Teacher's responsibilities and rights can be categorized as follows:

Teachers' rights

Based on the Civil Service Law number 4 for the year 2005, and on the International labor organization and UNISCO's recommendations related to teachers conditions which was released in 1966, teachers benefit from the following financial and moral rights:

Financial Rights

1. Receive monthly salary, regular and irregular increase and all financial rights attached to the salary as provided by law.
2. To be compensated for work injuries.
3. Enjoy exemptions from taxes in the special case stated by law.
4. Receive a retirement salary based on what stated by law.
5. The right to enroll his/her children (males and females) in the governmental colleges based on tuition discounts according to the law and based on the college acceptance standards and policies, with the right to receive grants and scholarships for his/her children based on the criteria that are followed in these universities and colleges.
6. Receive incentives and encouraging promotions.

Moral rights

1. Job security and protection
2. Receive the adequate training and supervising that leads toward improving his/her performance.
3. Benefit from the annual, regular, contingent, sickness vacations, maternity, pilgrim, and the leave without pay vacation, and those vacations related to weekends, and festivals based on what stated by the law.
4. Affiliation to authorized labor organizations and unions that are related to teachers' concerns.
5. Practice civil rights that the people are benefiting from in general.
6. Abolishment of punishments taken against him/her after passing the legal duration stated by the law, and considering this punishment as never happened, making sure that the rights of the teacher will not be affected either financially or morally by the abolished punishment.
7. Receive equality of opportunities with complete transparency, and decency in his/her work away from all forms of corruption
8. The right to receive law enlightenment especially about the applied civil services law.

9. **Professional Freedom:** Teachers should benefit from the academic freedom in attaining his/her duties:

- The right to participate actively in the educational activities such as curriculum development, teaching resources, national literacy competitions.
- The right to look at the reports that are related to him/her and to discuss them with his/her supervisor or school principal.
- The right to defend him/herself against any measurement taken against him/her within the regulations stated by the law.
- Teachers' protection from parent interference. They should discuss the problem at first with the principal, and the concerned teachers, then if the complain has been carried out officially, the concerned teacher has the right to receive a written report about the complaint to defend him/herself against any legal measures taken against him/her.

Teachers' Professional Responsibilities

The most important teachers' responsibilities and duties are as follows:

First: Teacher's professional responsibilities:

1. Affiliation for teaching profession through having self-confidence in his/her role and its importance, and working to develop her/himself professionally and culturally.
2. To be familiar with the Palestinian educational policy and goals, and to work toward achieving these goals within the laws and regulations that governs the Palestinian educational system.
3. Knowledge integrity, through sharing what he /she has learned honestly with the students.
4. Participation in professional development programs, do educational, and action research.

Second: Teacher's responsibilities toward the school:

1. Commitment toward his/her professional duties and respecting the regulations and laws.
2. Implement the curriculum and the tests based on the applied rules and regulations.
3. Cooperate and work with the school community as a team.
4. Contribute to solve the school problems.

Third: Responsibilities toward students and their learning:

1. Consider the student as the center of the teaching process through active ways of learning.
2. Facilitate students' learning based on an elaborated plan to reach the variant resources of knowledge.
3. Provide students with feedback about their achievements and performances.
4. Modify students' behavior through civilized means; away from psychological, physical and verbal violence, and teach them about tolerance, constructive dialogue and respecting other's opinion.
5. Accept students with special needs in their classrooms and pay attention to them.
6. Infuse positive values and attitudes in students.
7. Work on administering his/her classes in a way that provides suitable teaching and learning environment.
8. Consider individual differences based on his/her awareness with the nature of the learners and their development characteristics.
9. Treat students with justice and equality and motivate them to improve their educational achievement.
10. Let the students know the importance of what they are learning and link it with their daily life.
11. Help students to adapt contemporary life phenomenon as: media, communication technologies, knowledge resources and best ways of using them
12. Grow the culture of leaning, reading, exploration, critical thinking and time management.

Fourth: Teachers' responsibilities toward the local community:

1. Play the role of the wise leader that identifies values, norms, and ideas that governs the behavior of the society.
2. Coinciding discourse with behavior and provide a model for his/her students and society.
3. Communicate positively with his/her society challenges and determinate issues.
4. Show integral coherence between his/her educational message and that for the family.

Teachers' profession commitment contributes significantly in the process of regaining teaching profession respect, and elevating its status, especially that education is a basic resource for Palestinian society which is considered as an essential tool against all the threats on his existence and identity.

Accordingly, teachers have to make sure that they perform their duties in accordance with the aforementioned principles and rules. Also, they have to disseminate these principles and rules among their colleagues, students and to the all society. Moreover, every Palestinian teacher shall swear by the following oath in front of his/her colleagues:

“I swear to abide by the morals of the education profession and give precedence to the interest of my students above all; and Allah shall be my witness!”

Name:

Signature: