

Ethical Scenarios for Collegial Analysis

PA Educators: Your Ethical Codes & School Law

Act 45 & 48 Workshop Sessions © 2023 Paul K. Fox & Thomas W. Bailey Attorney at Law

“Mock” Case Studies for More Sessions of Interactive Discussion

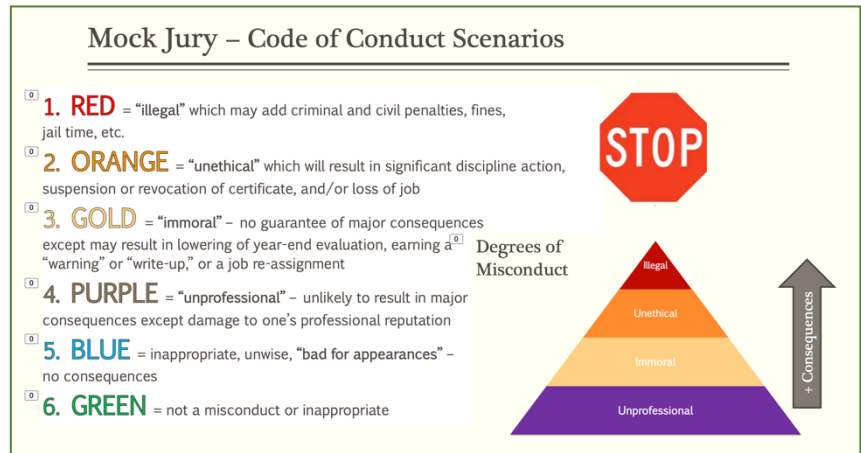
1. Mr. S is a high school teacher who has been tutoring Melissa on an Advanced Placement course after school for several months. Although Melissa’s academic performance has been improving, Melissa’s parents meet with the principal about concerns they have regarding Mr. S’s relationship with Melissa. During their tutoring sessions, Mr. S has given Melissa gift cards as rewards for her academic progress, driven Melissa home

after tutoring sessions, and even begun to communicate with Melissa via text messaging during the evenings. While they have no proof of any impropriety, Melissa’s parents are concerned. When the principal meets with the teacher, Mr. S argues that his behavior is not inappropriate and that he is simply offering assistance to a student in need.

2. During lunch, Steven R. often walks around the faculty room giving his female colleagues back massages to help them “relax.” Some of the teachers look visibly uncomfortable with the contact and attempt to avoid his massages.
3. Melissa S. is a third-grade teacher in a rural school. Near the end of the year, Rodrigo enrolls in her class, even though he cannot speak English. Ms. S. is frustrated because she feels she does not have the training to work with a student like Rodrigo and complains in class that “people shouldn’t come here if they can’t even speak our language.” One of the students complains to her parents about what Ms. S said.

4. In the hallway one day, students from one of your classes stop and ask you what you think of Mr. T. When you ask why this would be important to them, they explain that Mr. T. had gone on a tirade in their class and complained about your ability as a teacher. One of them says that Mr. T. says that you were the worst teacher in the school.
5. An itinerant special needs teacher travels from school to school. After leaving Elm elementary school, the teacher travels to Central elementary. A Central teacher has a biological child who attends Elm elementary. Because of recent discipline issues with some of the special education students, the teacher at Central begins to ask the itinerant instructor about the behavior of some of the children at Elm elementary. The itinerant begins to share some of the concerns and specifics about the IEPs of those children who were involved in a recent behavioral incident.

6. Elizabeth L. taught at Webster Hills Middle School. In her free time, Ms. L. was also a cheerleader for a local sports team. As a reward for their performance on a recent exam, Ms. L. performed one of her cheerleading routines for her eighth graders in her classroom. Unbeknown to Ms. L, one of the students in the class used his cell phone to videotape the cheerleading routine. The student posted the video online and the video drew the attention of district personnel and community members. Several parents were outraged and complained about the suggestive nature of the cheerleading routine.



Connecticut State Dept. of Ed.

In Depth Discussion Questions

1. What possible issues/concerns might this scenario raise?
2. How could this situation become a violation of your school entity policy, CPPC, other PA regulations, statutes, MCEE, or caselaw?
3. In this situation, what are some potential negative consequences for the students, fellow educators, and the school community?
4. At this point, what responses/actions will result in a more positive outcome and/or what proactive measures might be considered?