

ETHICS IN THE SELECTION OF TEACHERS

A successful school program must be based on something more than the observance of legal requirements. This is especially true in matters pertaining to the selection of teachers where very high ethical standards should be observed. Good practice is based upon the observance of the following standards:

1. A board should protect itself and the community by hiring teachers whose standards of personal conduct are high and whose influence will be a positive force for high ideals in the community.
2. A board should make every effort to secure and retain teachers who are well trained and who are competent to give a high quality of professional service.
3. A board should elect or re-elect teachers as far in advance of the school term as possible. It is recommended that contracts for the following school year be presented as early as March and sufficient time be allowed for consideration before signing.
4. A board should offer a salary consistent with training and service. Such salary should provide for living expenses for twelve months and should allow for some annual saving. It should be sufficient to enable the teacher to live in a manner worthy of his position.
5. No unfair inducements should be offered to take a teacher from some other system. A board should make sure that the teacher desires the change and that he can secure release. In such case the superintendent, or board, under whom the teacher is working should be consulted.
6. No board should choose a teacher who has contributed to creating a vacancy, for which he is a candidate, by stimulating social, political, or religious antagonism.
7. No board should hire a teacher who deliberately underbids an incumbent or other candidates for a position.
8. When a board is considering local candidates for a position, such candidates should be employed only when their preparation and general qualifications indicate they are the best selection for the position.
9. A board should regard reports on candidates as confidential. When called on for such reports, the board should attempt to make them full, frank, and just.
10. No board should recommend to another school a teacher who has not been successful and who is not considered worthy of re-election.
11. When a good teacher has shown by his work that he is ready for advancement, and when he desires such promotion, the board should help him to advance in its own or some other system.

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