An Investigative Look at Plans for Implementation of Canadian Teacher Codes of Conduct & Ethics

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INTRODUCTION

In each Canadian province or territory, a regulatory body or teachers’ association is responsible for certifying, governing or disciplining educators. The application of codes of conduct or ethics (“codes”) that outline the behavioural or ethical standards and expectations for the teaching profession. In tandem with the codes, plans for how to effectively implement them is the next and most important aspect to consider. While teacher codes can be found online on a regulatory body’s website, only one of the ten provinces and three territories considered, provided content concerning implementation of the codes directly alongside their code of ethics. This research investigates what implementation directives, strategies and/or activities (“strategies”) are prepared and publicly available for school administrators and teachers to use to ensure thorough understanding and proper application of the codes in everyday settings.

METHODOLOGY

By conducting this research, we identified what is in place to achieve effective implementation of the current codes, and we substantiated the need for plans, directives, strategies, and activities; as a means of effective implementation of codes. To create a theory based on the parameters mentioned, taking a Grounded Theory approach is logical and likely to be most effective.

OBJECTIVES

The objective of this research is to investigate exactly what each regulatory body or association for educators provides or outlines concerning implementation; to examine possible reasons behind limited directives, strategies, or activities that could promote effective implementation of the codes; to suggest, from research, strategies and activities that have been developed and that could be employed to achieve clear understanding and appropriate application of the codes; and to highlight technologically-based strategies that can also be used to facilitate effective implementation.

FINDINGS

Several regulatory bodies or associations for teachers lack specific strategies and/or activities. Ontario, through the Ontario College of Teachers currently leads in providing directives, strategies and activities that are publicly available to teachers and which relate to the effective implementation of codes.

PEI and NWT provide their codes and any content regarding implementation through a membership portal that requires credentials which are inaccessible to the general public.

Technologically-based options that facilitate effective implementation include:
- Online webinars
- Online Modules
- Instructional Videos
- Narrative-based personal interview videos
- Virtual Scenario Games with adjustable outcomes
- Online articles

Limitations of the research

Noteworthy implementation strategies from various provinces:

Conducting this research will lead to theory development that substantiates the need for implementation plans, directives, strategies and activities to ensure that teacher codes of conduct or ethics are understood and applied.

Most Canadian teachers have access to various strategies or activities that can help them to understand and apply codes of conduct more effectively.

Use and provision of all uncheck-marked strategies and activities (in ‘Findings’) should be discussed in personal interviews (as part of future research) to obtain a more reliable and first-hand indication of what is being done, that may not be possible to demonstrate online.

Future Research

- Interviews of school administrators, pre- and in-service teachers and other education-related personnel, about their understanding of, application of and experience with codes of conduct and their opinions about implementation of said codes.
- Analyze data to develop a theory that supports the general idea of providing strategies and the establishment of specific strategies that will facilitate effective implementation of teacher codes of conduct or ethics.

CONCLUSIONS

- Professional Advisors produced to target specific topics and issues that impact
- Surveys and Town Hall Forums held to receive feedback concerning codes
- Implementative directions included alongside code of each Province
- Interactive pageantry and diagram studies
- Non Tradedcated Association
- Establishment of Teacher’s Regulations Board
- Implementation Directive produced to target specific topics and issues in implementation

ACKNOWLEDGEMENT

I would like to acknowledge & thank Dr. Shirley van Nuland for her support, guidance and her example of diligence in research.