



Dear parent/guardian,

On January 3, 2023, the Board of Trustees passed a motion directing the Director of the Halton District School Board (HDSB) to develop a Professionalism Policy. The purpose of the policy is to consolidate and affirm existing expectations regarding staff professionalism, including dress and decorum, at board and school settings and at school-based activities.

As an important stakeholder, you are invited to provide feedback on the Draft Professionalism Policy. We value your input and thank you in advance for taking the time to complete this survey.

Please complete the survey by **March 12th, 2023**.

To complete the survey click on the following link: [Take the Survey](#)

If you have questions please email Dr. Rossana Bisceglia, Manager of Research and Accountability, at hdsbvoice@hdsb.ca

Background:

On January 3, 2023, the Board of Trustees passed a motion directing the Director of the Halton District School Board (HDSB) to develop a Professionalism Policy. The purpose of the policy is to consolidate and affirm existing expectations regarding staff professionalism, including dress and decorum, at board and school settings and at school-based activities.

As an important stakeholder, you are invited to provide feedback on the Draft Professionalism Policy. We value your input and thank you in advance for taking the time to complete this survey.

Purpose of consultation:

The purpose of the consultation is to gather feedback on the **policy document** only. Feedback containing personal information of staff or students, and/or pertaining to matters beyond the content of the draft policy document, will not be considered. The feedback will be summarized and provided to the Board of Trustees for consideration.

"Administrative Procedures" are separate documents that explain how policy is operationalized or implemented within the HDSB. Feedback pertaining to the implementation of the policy (Administrative Procedures) will not be considered for this consultation.

Anonymity and confidentiality:

To ensure that feedback is received only from Halton stakeholders, including HDSB students, the survey by **invitation only**, and therefore **not anonymous**. Responses are linked to respondents' email address and IP address. Please know however that responses are confidential. Only staff within the research department will have access to individual responses. Responses will be summarized in group format, so that no individual respondent can be identified. The only **limitation to confidentiality** pertains to threats of harm to self or others under which circumstance, the individual response might be shared with the respective authorities.

Questions:

If you have questions pertaining to this survey please contact Dr. Rossana Bisceglia PhD, Manager of Research and Accountability at hdsbvoice@hdsb.ca

Please complete this survey by **March 12th, 2023**.

Consent to participate:

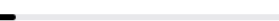
To proceed with the survey, please acknowledge the following statements.

I acknowledge that:

(a) This survey is by **invitation only**, for Halton District School Board stakeholders such as parents/guardians, students, school council (school advisory councils), Board advisory committee members, and staff, therefore the survey is **not anonymous**

(b) The **responses are confidential** with the sole exception to **limits to confidentiality** as described in the previous page

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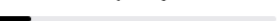
Please **select** the group to which you belong. If you belong to more than one group, please indicate the perspective from which you wish your response to be considered.

Parent/Guardian

Student

Staff Member

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The policy contains two sections: an **Objectives** section and a **Guiding Principles** section. Next you will provide feedback on the **Objectives** section of the policy.

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Survey Completion
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The **Objectives** of the policy are as follows:

The Education Act requires the HDSB Board of Trustees to maintain policies that promote student achievement and well-being, promote a positive school climate, ensure the delivery of effective and appropriate education programs to students, and encourage students to achieve their educational goals.

The Board of Trustees recognizes that it must comply with this statutory mandate in a manner that reflects the primacy of the Human Rights Code, which provides that every person has the right to equal treatment with respect to the provision of educational services, without discrimination on a ground protected under the Code. Every person also has the right to equal treatment with respect to employment, and the right to be free from harassment in the workplace, without discrimination on Code protected grounds.

The purpose of this Policy is to consolidate and affirm existing expectations regarding staff professionalism, including dress and decorum, at board and school settings and at school-based activities, focusing on the importance of demonstrating, through personal presentation, respect for public education and each student's right to learn in a safe, inclusive and accepting environment.

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Survey Completion
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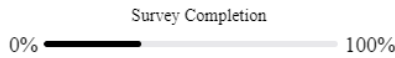
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Considering the **Objectives** of the policy, to what extent to you agree or disagree with each of the following statements?

The **Objectives** are:

	Strongly agree	Somewhat agree	Agree	Disagree	Somewhat Disagree	Strongly Disagree	Unsure
clear and understandable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
fair and reasonable (i.e., not overbearing)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
sufficiently brief and concise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
provide clear direction on staff professionalism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

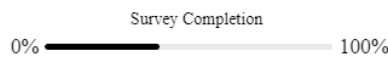
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Please share additional feedback you would like to provide about the **Objectives** of the policy.

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The next section of the survey will ask you to consider the **Guiding Principles** of the policy. The **Guiding Principles** of the policy are as follows:

Guiding Principles

The Supreme Court of Canada has stated that teachers occupy a unique position of trust, confidence and responsibility in society, and exert considerable influence over their students as a result of their positions. The Court has recognized that the conduct of a teacher bears directly upon the community's perception of the ability of a teacher to fulfill a position of trust and influence, and upon the community's confidence in the public school system as a whole.


The Ontario College of Teachers “Standards of Practice for the Teaching Profession” provides that members of the teaching profession “treat students equitably and with respect, and are sensitive to factors that influence individual learning.”

O. Reg. 437/97 made under the Ontario College of Teachers Act 1996 defines teacher “professional misconduct” as including “an act or omission that, having regard to all the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional” or “conduct unbecoming a member.”

The HDSB Code of Conduct states that it is the responsibility of staff to provide students with a “safe, caring, equitable and inclusive learning environment free from distractions” and to “teach and model positive behaviour and good citizenship.”

The HDSB “Respectful Workplace Free of Discrimination and Harassment” Administrative Procedure states that all employees are expected to be a positive role model.

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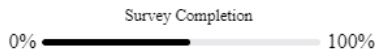
Survey Completion
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Considering the **Guiding Principles** section of the policy, please rate your level of agreement to each of the following statements.

	Strongly agree	Somewhat agree	Agree	Disagree	Somewhat Disagree	Strongly Disagree	Unsure
The principles are clear and understandable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
The principles are sufficiently brief and concise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
The principles are thorough and complete	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The principles do a good job of communicating expectations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The principles outline standards for professionalism set by the respective governing bodies (e.g., Education Act, Human Rights Code, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

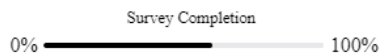
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Please share additional feedback you would like to provide about the **Guiding Principles** of the policy.

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You have now reviewed both components of the Draft Professionalism Policy.

Overall, considering the policy as a whole, please rate how **effective do** you feel the policy will be in achieving the following objectives:

	High effectiveness	Moderate effectiveness	Low effectiveness	No effectiveness	Unsure
The policy consolidates and affirms existing expectations regarding staff professionalism, including dress and decorum, at board and school settings and at school-based activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	High effectiveness	Moderate effectiveness	Low effectiveness	No effectiveness	Unsure
It ensures every person has the right to equal treatment with respect to employment, without discrimination.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	High effectiveness	Moderate effectiveness	Low effectiveness	No effectiveness	Unsure
It protects the right of every person to be free from harassment in the workplace, without discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	High effectiveness	Moderate effectiveness	Low effectiveness	No effectiveness	Unsure
It demonstrates respect for public education and each student's right to learn in a safe, inclusive and accepting environment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	High effectiveness	Moderate effectiveness	Low effectiveness	No effectiveness	Unsure
It acknowledges the unique impact of educators on the lives of students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	High effectiveness	Moderate effectiveness	Low effectiveness	No effectiveness	Unsure
It furthers the Mission of the Halton District School Board, which is "Together, we inspire every student to learn, grow and succeed".	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

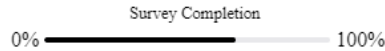
	High effectiveness	Moderate effectiveness	Low effectiveness	No effectiveness	Unsure
It promotes student achievement and well-being.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	High effectiveness	Moderate effectiveness	Low effectiveness	No effectiveness	Unsure
It promotes a positive school climate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	High effectiveness	Moderate effectiveness	Low effectiveness	No effectiveness	Unsure
It ensures the delivery of effective and appropriate education programs to students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	High effectiveness	Moderate effectiveness	Low effectiveness	No effectiveness	Unsure
It encourages students to achieve their educational goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

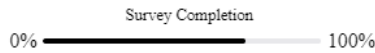
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You are nearing the end of the survey. You have provided feedback on the objectives and guiding principles sections of the policy, and the policy as a whole. Next you will provide feedback on your **overall impression** of the policy.

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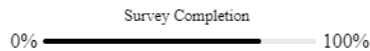
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Considering the policy as a whole, please share your **overall impression** of the policy.

Overall, my **impression** of the policy is:

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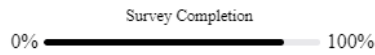
- Very negative
- Somewhat negative
- Somewhat positive
- Very positive
- Unsure



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You indicated your overall impression of the policy is **Unsure** . Please share the reasons for why you feel this way. Please be as detailed as possible, so that we can fully understand your views.

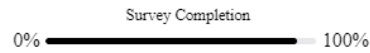
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You have reached the end of the survey. To submit your **FINAL** responses, please click on the **Submit** button.

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Submit

We thank you for your time spent taking this survey.
Your response has been recorded.

