

Teachers Code of Conduct

This Code of Conduct applies to all teachers, permanent or visiting.

Teaching approach

All teachers will:

- Commit to providing quality teaching in every class
- Ensure that students are involved in a positive environment where skill-learning and enjoyment are the priority
- Have due consideration for varying maturity and ability levels of students when designing class activities and involvement in competition
- Strive to ensure that all students are provided with performance opportunities compatible with their abilities, recognising that the nature of dance performance requires some students to undertake larger roles than others.
- Ensure that all students are able to participate in learning and enjoyment regardless of ability
- Respect the talent, developmental stage and goals of each person and encourage with positive and supportive feedback
- Encourage students to reach their goals in dance, being at all times honest and never misrepresenting the abilities or potential of any student
- Make suitable arrangements if unable to cover classes due to reasonable explanations
- Prepare lesson plans for all classes
- Address any concerns promptly
- Assist during Mid Year Gala and EOYG performances and rehearsals as needed
- Vacuum the studio floor at the end of evening/day if last teacher on

Working with students

All teachers will:

- Act as a mentor or role model
- Provide a safe environment—physical, emotional, and psychological
- Show respect for all students through
 - a fair and equitable distribution of time
 - the use of encouraging language in offering positive reinforcement, constructive criticism, and acknowledgment of achievements
- Offer challenges / encouragement that will raise students to the next level
- Ensure all students, regardless of ability level, feel included
- Provide appropriate discipline and establish clear expectations for behaviour
- Engage in an appropriate relationship, respect a student's right to privacy, keeping matters concerning the student and their dancing and other matters as requested by the student confidential
- Deliver the best possible age-appropriate skills, content, and materials (including movement, terminology, music, choreography, technique, and historical influences)
- Model a healthy lifestyle
- Offer criteria for being respectful
- Escort all students to the door at the conclusion of all classes and welcome new class into the studio
- Ensure all students have been collected by parents at the conclusion of all classes and take appropriate measures to ensure students not collected on time – due to any unforeseen reason – remain in the sight and care of teacher on duty
- Follow medical advice concerning the return of injured or ill students to class

Integrity

All teachers will:

- At all times display and teach appropriate behaviour among students, including respect for each other, teachers, adjudicators and people from other dance schools
- Abide by the code of conduct for teachers and fulfilling responsibilities
- Maintain a professional appearance, not smoke or abuse alcohol or other drugs in the presence of students
- Demonstrate professional attitudes including punctuality, reliability and organisation
- Only recommend dance-related products or services that will benefit the student or enhance the dance experience
- Refrain from promoting personal beliefs and ideals unrelated to dance to students
- Endeavour to keep informed of best practice in teaching and skill development in dance
- Refrain from any behaviour that may bring CFBS into disrepute

Colleagues

All teachers will:

- Offer mutual respect
- Provide support
- Engage in open communication
- Interact in a non-threatening, collegial manner
- Use diplomacy in interpersonal interactions
- Behave in a professional, ethical way

Parents / Carers

All teachers will:

- Communicate clearly and concisely about expectations regarding
 - appropriate and respectful attire
 - compliance with school policies
- Use multiple modalities for communication
- Provide opportunities to view classroom instruction
- Introduce themselves to new parents to CFBS

Teachers of Canberra Festival Ballet School

I _____ have read and understood the Teachers code of conduct as set out by Canberra Festival Ballet School. I agree to abide by and fulfil these codes of conduct whilst I am employed at Canberra Festival Ballet School.

I understand that if I am unable to abide by these codes of conduct I may be asked to leave Canberra Festival Ballet School and my employment terminated immediately.

Signed: _____

Date: _____