

**NPTEL**  
**NPTEL ONLINE CERTIFICATION COURSE**

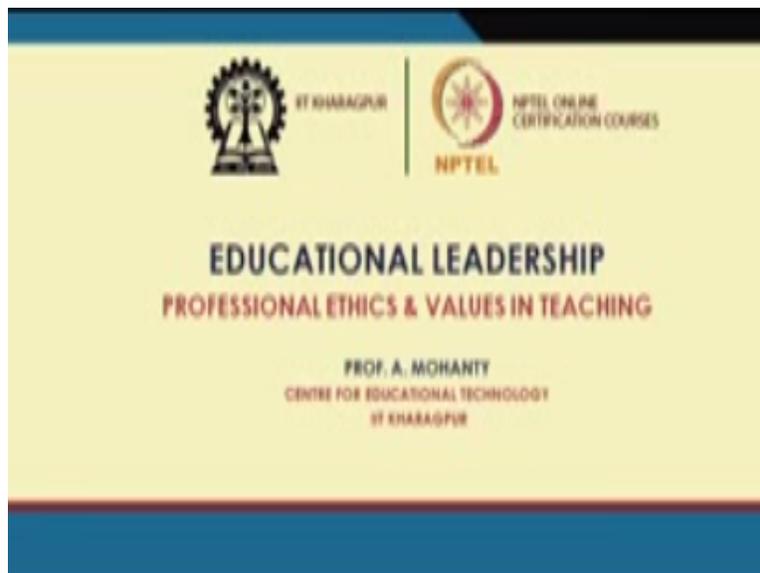
**Course**  
**On**  
**Educational Leadership**

**By**  
**Prof. Atasi Mohanty**  
**Centre for Educational Technology**  
**Indian Institute of Technology Kharagpur**

**Lecture 11: Professional Ethics &**  
**Values in Teaching**

Welcome viewers once again to this NPTEL course on educational leadership.

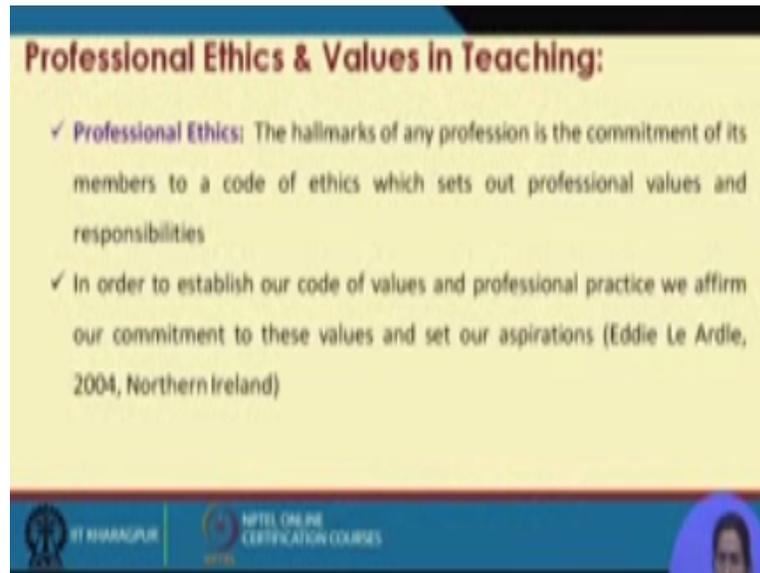
(Refer Slide Time: 00:25)



Today we are going to discuss about professional ethics and values in teaching, so let us discuss about what is professional ethics every profession has its own takes code of conduct and values etc similarly teaching has also got some of the code of ethics values etc. So professional ethics prime elites like you know sometimes it is you know self imposed sometimes it is made very much explicit in terms of you know in terms of code of conduct documented in our Association traditional Association given by the government or others professional associations so how to what extent we are abiding by this professional ethics code of conduct to conduct our the

responsibilities and duties and to be very responsible professional committed to our professions and we are supposed to or were expected to deliver certain things duties are responsible in a certain ethical manner.

(Refer Slide Time: 01:27)



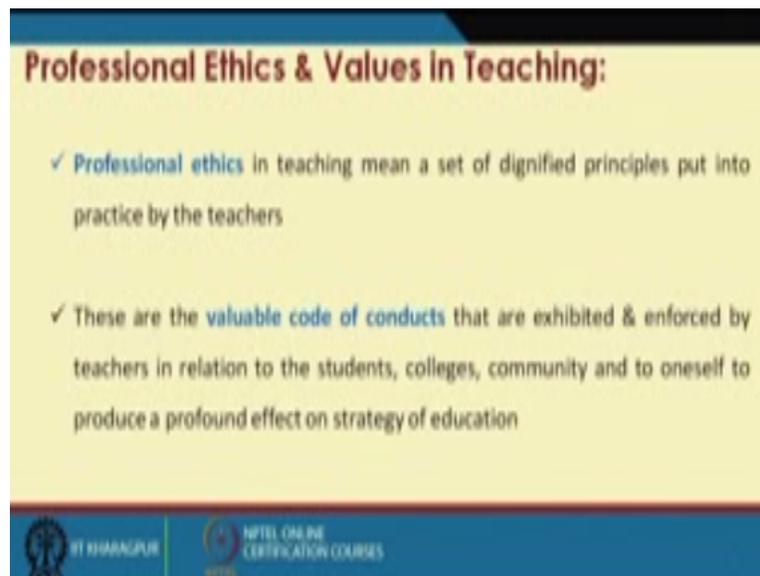
So professional ethics we can say it is the hallmark of any profession be it legal practitioner medical practitioner technical you know engineers or scientists or teaching professionals in every profession the hallmark the hallmark of that profession is their professional ethics, so the hallmark of any profession is the commitment of its members to the code of ethics being a doctor being an engineer being a scientist or being a you know army person or being a teacher what I am supposed to do how I am supposed to behave and how I am supposed to discharge my duties and responsibilities.

So this is the whole of hallmark of my professional professionalism my professional code of conduct and ethical standard etcetera to which I am committed being the professional if I think myself as a profession then I am committed to that code of conduct at ethics, so which sets out professional values and responsible so automatically it explains our non nonprofessional standard values you know authenticity commitment and our responsibilities towards the society. So in order to establish our code of values and professional attractive we reaffirm our commitment to this values and set our expression so but even though it is documented well

documented in our, you know problem in your professional guides are you are now from our workplace guide or official guidelines.

But even when we need to reiterate it we need to recite it we would need to relearn it again and again to just you know to this remind us remain our self that yes I am a professional I am in this profession or that provision and in which way I'm supposed to behave I am supposed to act and supposed to talk I am supposed to deliver my duties and responsibilities.

(Refer Slide Time: 03:17)



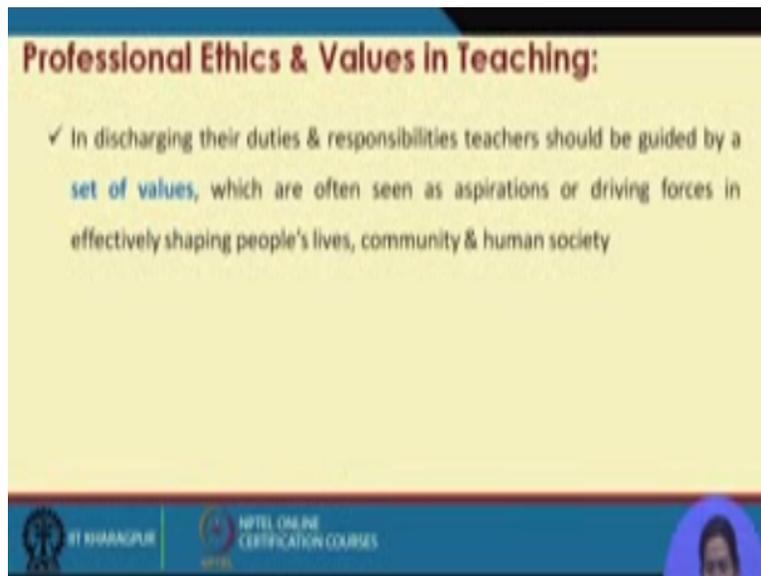
So hence hotels say summarize the professional ethics in teaching me a set of dignified principles put into practice verticals. So when we focus exclusively on teaching the professional chief means a set of values a set of dignified principle the Code of Conduct which every practitioner and every teacher should practice in his professional life. So these are the valuable code of conduct that are exhibited and enforced by the teachers in relation to students college and community, so this value of a core value of valuable code of conduct are enforced by our you can say professional associations you know by our organization so that our government organizations of which we are an employee then our society also expects.

So this sometimes it is exclusively exhibited clarified translated narrated in clear terms and sometimes it will be forced by the Association by the teachers by our colleagues by the community by the society as a whole so it is in relation to the students college community and oneself to produce a profound effect on the strategy education so here being a public servant and

having our goal our philosophy of serving or the society serving the people satisfying to all our stakeholders all of stakeholders and definitely for the teachers to dull the whole society the whole community is a stake holder.

So we are committed to we are committed to deliver the good things we are committed to uplift the quality of life when Delhi we are committed to you know improve the performance the enhance of my enhance the level of understanding learning of the students and we are also committed to the society and community for what sustainable and a sustainable impact of teaching learning and process and the education system.

(Refer Slide Time: 05:04)



So in discharging our duties and responsibilities so should be guided by set of values you know all of us will have we are we have some you know some ideal OD some philosophies on values

or in our life and our from our personal lives also we have get separately though these are my professional values unprofessional life in the workplace I believe in such a way adverse by guide these principles I must be abided by these terms and condition norms so sometimes it is being imposed by the Association by the authority by the governing body etcetera but sometimes we also impose on ourselves.

So that means how committed you are to your professions so being in teaching if you take pride that yes I am a teacher and animal does not matter what label I am and whether in the school level or the college level you have a teacher and I take pride for this then definitely I am going to pull also impose some of the self imposed on your discipline values and codes and conducts on myself to guide my behavior to money to monitor my behavior and to observe that it significantly influences significantly affect positively affect my learners name workplace or colleagues my staff my students are my Guardians everywhere.

So we often we set for our self set of values we can often seen as the aspiration and driving force so when I like for example if I am a very much fascinated by this profession from the very childhood itself and dreaming of being a teacher at this level or that level of any and which kind of college this college of that college does not matter. So if I am not sparing for to be a teacher of or if I am being fascinated by this profession or maybe because of some of the role model teacher I have encountered has an experience the whole situation with her in my childhood and college days etc.

So these are the guiding forces activities fascination these imaginations these love for this profession this commitment for this profession these are a stupid riding forces the motivational forces which encourages us to be committed to that code of conduct that it takes etcetera, which effectively shapes people's life did not only set our own professional behavior performance conduct etc but also it also shapes the stakeholders of behavior learning and performance like our students immediately our students learner than the parents then the Guardians then the community people then our colleagues etcetera. So many of our teachers have well understood.

(Refer Slide Time: 07:41)

## Professional Ethics & Values in Teaching:

- ✓ In discharging their duties & responsibilities teachers should be guided by a **set of values**, which are often seen as aspirations or driving forces in effectively shaping people's lives, community & human society
- ✓ Many of our teachers have well understood the **implicit values of teaching** profession, often imbibe them & be committed to their professionalism, still we need to explicitly articulate these for raising the **ethical standards of teaching profession**



So these implicit values of keeping as I have said that most of some of our teacher or most of our teachers though those who love their profession are very much committed so they are being fascinated by the you know by the by this profession and from the very childhood from the things early days they are imagining themselves to be the teacher they do not legalize themselves to be the teacher of these colors or that college etc.

So they love the professions so automatically day in by those days implicitly and you know implicitly apply implicitly absorb those implicit values of teaching because they love the profession they a're very much committed dedicated from the very beginning so automatically they observe the values and methods of teaching because all of the professions even though some of the teachers that do it they do absorb they do implicitly a learn and internalize all these values etcetera but still then we need to make it more explicit by narrating it in the document by you know by articulating in the in the code of conducts on our inner professional and you know professional books are guidelines to write books in our handbooks etcetera.

We need to articulate it that these are the ethical standards of this profession teaching probation legal professions later and that and these are the standards for the teaching professions so that is to make it more explicit to make it more popular to make it more you know advocating kind of you know so that everybody should be alert and aware of oh I am teacher that is and supposed to do these things to make it more explicit and you know more people to be well aware of.

(Refer Slide Time: 09:21)

**Professional Ethics & Values in Teaching:**

✓ According to the General Teaching Council of Northern Ireland (2004) the core values of teaching profession are :

Trust	Honesty	Commitment
Respect	Fairness	Equality
Integrity	Tolerance	Service

ST BHANUPUR | NPTEL ONLINE CERTIFICATION COURSES

Now similarly according to some General Teaching Council Northern Ireland the Council of teacher in general teaching so they have said their core values of teaching like well you know they are in their hand book they have given that these are the core values core values is trust mutual trust, trust between teacher and student of between the teacher and the authority terms between the teacher and the community people trust similarly mutual respect mutual respect between teacher student we shall expect between the teacher and attorneys or our colleagues we shall expect between the teacher and the parents guardians.

So integrated up the teacher himself, so the integrity in his behavior that means whatever he is saying is talking to others he is advising suggesting understanding is also practicing the same thing when honesty must be a very good um from the very first situation he must be a very honest person even if he has committed some error community we have done very good thing please what it took full very honest in is speak in his action.

So fairness is also a judicious in a you know of including everybody in an equal manner in dealing with the fairness tolerance he has the patience tolerance to listen to the children's program students problem parents problem or community's problems very tolerant and I am reflecting on the problems and trying to solve the problem through some strategies and the solutions is commitment is commitment definitely commitment is a core value the real the teacher in self is are committed to the profession to the stakeholders to the society everybody qualities I mean similarly we must also see that equality prevails.

And not only in the classroom but outside the classroom till the workplace in the you know in down school campus in the college campus in the University campus and service he must have it service orientation first of all it is not or it is a kind of you know attitude the kind of orientation like we have to in built in ourselves like yes I am here to server this okay.

So all the stakeholder sat mine you can say we do not scare the customers but they are my you know they are making you know they are my guests are they armed or there are 30 times I am supposed to I am supposed to serve them for to the service orientation helping back our self and like service orientation we are here to serve others and Adam definitely if you follow these core values and adoptive core values in the value system and be committed to our professional practice but definitely it gives us an immense satisfaction. So the teacher job satisfaction primarily comes from these things.

(Refer Slide Time: 12:00)

**Professional Ethics & Values in Teaching:**

- ✓ According to Australian Education and Training Department ,Canberra (2006)
  - The teachers' Code of Professional Practice to be based on five principles:
    - a) service to the public

IIT ROORKEE | NPTEL ONLINE CERTIFICATION COURSES

Similarly our according to our still and education training development Canberra the teachers code of professional practice tool needs to be to be a suit to be based on five principle, so they have also explicitly narrated the five principles like five principal flight service to the public. So the teachers are the teacher's professional practice and code of conduct is that they are there to serve the people serve the public.

(Refer Slide Time: 12:23)

**Professional Ethics & Values in Teaching:**

- ✓ According to Australian Education and Training Department ,Canberra (2006)
- The teachers' Code of Professional Practice to be based on five principles:
  - a) service to the public
  - b) responsiveness to the Government & the needs of the public
  - c) accountability
  - d) fairness & integrity
  - e) efficiency & effectiveness

IT KHANGLIK | NPTEL ONLINE CERTIFICATION COURSES

Then responsiveness to the government and the needs of the club public, so they have to respond immediately whether what the authority or the government asked themselves them to ask them to do, so and also if the public are the community people they have their specific need requirement at the moment, so they hire he has to the teachers they have to cater to their needs accountable yes we are accountable to the society the teachers are accountable to the society because you are it is a huge investment and it is a public investment for the public interest for superb permits so it is a huge investment of human resources financial resources for the society for the people for such a public investment and being the public servant being a teacher and be we are accountable to we are accountable to not only to the government the authority the employer who gives us the salary etcetera.

But also to our stakeholders like your media stakeholder our teachers and our students our colleagues parents the whole community so we are accountable to a reaction under you know

behavior and um value values and ethics and standards you are exhibiting, so accountability is a very you can say it is a core value similarly fairness and integrity as we have already discussed the teacher has to be very fair and maintained equality equal justice and equal privilege equality equal distribution of resources equal opportunity to every model every learner every you know every staff in the education institution and also exhibit the integrity in his personality.

So an efficiency and effectiveness you know if these are efficiency and effectiveness is no you know four components of every organization's beat organization in distributing management of each service industry is the manufacturing describe each educational institution whatever may be the organization's. So efficiency and effectiveness are these two core values or if it is a core components of it, so if you we cannot neglect we cannot ignore one components efficiencies that by how to improve the competency the capabilities of our teachers of our learners our staff our colleagues at etc.

And at the same time we have to ensure the effectiveness whatever we are investing whatever we are doing whatever resources we are you know mobilizing it must have a positive impact positive effect and that if I think this is not the kind bound order were for the first panel has to be sustainable it has to be sustainable.

(Refer Slide Time: 14:55)

**Professional Ethics & Values in Teaching:**

- ✓ The code of professional practice should be updated from time to time according to the changing societal needs & becomes obligatory for every teacher as a public servant
- ✓ Teachers serve the public interest by
  - a) being committed to students and their learning
  - b) exercising reasonable care & skill
  - c) working in partnership with parents & other stakeholders
  - d) acting in a manner that promotes confidence in the integrity of teaching profession





So the code of professional practice should be are again so should be updated from time to time now why do we need to update it because know when we compare the suppose for example when you compare the traditional learning situation and the today's 21<sup>st</sup> century learning situation that there is a drastic change a cell and have been different earlier it was a teacher centric.

Now it is a student centric the teachers role was limited in the past days but now it has become multicarrier and you know Marty Terry's engage in multitasking so and again to yesteryear sit without learning resources are very limited now it's open source of learning then ICT is a big platform for learning so, so many changes so social changes have already taken place, so keeping so in that context we have to update our Senatorial update our knowledge then condom less than practices etcetera we need to update our core of conduct ethics values and position practices also because the society demands is how to how to deal with the online learner how to deal with the offline learners how to deal with the distant learning how to deal with the you know formal educational learners how to deal with the school education school level learners.

So we have to update we have to update our own professional practices and code of conduct from time to time as per the requirement of the society because teachers are the change catalyst teachers are the teachers are the things change agents of the society hence the digit teacher's serve the public interest by so as we have already discussed teachers serve the public interest but in different ways like for example being committed to the students under the primary goal is to how to ensure good learning effective learning for each and every learner by giving anthem by

giving in individual attention routine by you know by that into individual means by giving in personalized experience and by evaluating and assessing his potentialities in different ways by using different tools and techniques to ensure that we are seen as actually earned it.

So exercising reasonable care and skill again we are the caregiver we are the caretakers and we have to exercise this kind of minimum or reasonable a considerate amount of care and care and counseling care and guidance for each and every learner and for that matter we have to possess those skills also. Then working apart in partnership with parents and other stakeholders every often we have to partner with government to have to partner we have to be you have to be map the partner with the society.

With the community with the people in the immediate locality then you know we have to develop the networks with you know on networks with different you know professional agencies and non-governmental agencies for you know like the professional counselors those were giving professional counseling for and we have to invite them and hire them for our rooms children's our counseling and guidance and purpose then we have to you know regarding you know different community services given different technical knowledge we have to invite right the guess experts in this to export then academic professionals.

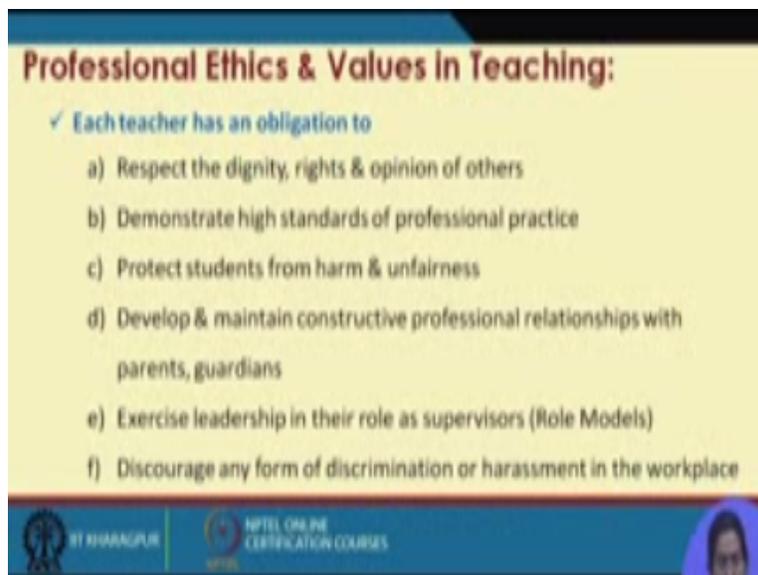
So working in partnership with the parents and other stakeholders other stakeholders you can say though all these kind of you know those who are the different other different and professionals in the society they are also stakeholders, so both the direct and the indirect stakeholders with the parents immediate people locality and locality people community etc but at the same time of other professional organizations who can help us in developing you know in a uniform a you know a holistic kind of educational environment that is being the educational a particular educational station we are not isolated we are within the community we're situated in the particular context and we must have a holistic view all-round development holistic view of Education.

So we have to network with others and acting in a manner that promotes the confidence in the integrity of teaching Antonio so we have to all the teachers and gives in teaching profession they have to exhibit they have to behave they have to show off they have demonstrate this kind of you know behavior code of conduct their performance their behavior their performance our interactions interpersonal relationship you know together then capabilities leadership quality that

set in such a way that people will be automatically you know attracted to this profession people will be very much in love with this position they will respect this profession they will be committed to this profession by you know by you know by preparing themselves to be the future teachers etcetera.

So not so they are so automatically in our, they will build up the confidence in this profession so they as you know they have an education is a you know primary a pillar or for any of the societies the development etcetera. So and the teachers are you can say are the sailors teachers are the you know pylorus teachers are the drivers so we have to drive. So we have to drive so to make this profession you know respectively profession every loved one profession very light profession very committed for patience, so we have to demonstrate this kind of professional ethics and behavior.

(Refer Slide Time: 20:19)



**Professional Ethics & Values in Teaching:**

- ✓ Each teacher has an obligation to
  - a) Respect the dignity, rights & opinion of others
  - b) Demonstrate high standards of professional practice
  - c) Protect students from harm & unfairness
  - d) Develop & maintain constructive professional relationships with parents, guardians
  - e) Exercise leadership in their role as supervisors (Role Models)
  - f) Discourage any form of discrimination or harassment in the workplace

ST BHANGPUR | NPTEL ONLINE CERTIFICATION COURSES

So that is why each teacher has an obligation to again being the public servant we are obliged to we are bound to were obliged to serve others we are obliged to or discuss some of the duties what are these things? Teachers the teacher has an obligation to respect dignity they respect the dignity advice and opinion of others here being the teacher we cannot so you not dominate we cannot claim that whatever we are saying at the corrector you up this no we have to respect the dignity of each individual learner because each individual learner is different from the other one they have these sense weaknesses from special needs etcetera.

So we have to respect with dignity with individual learners eating the individual stakeholder easier individuals you know persons he is a abilities he is a need he is a opinion so he is a you know requirements you have to respect oh we cannot differentiate we cannot say that no we just want this top 80% 90% students only we do not go give the admission to this and then we cannot discriminate among them we have to accept them with depth sensor weaknesses they monster high standards of professional practice.

So we are here to serve others as we are here to serve others we have to enhance their abilities they are learning and learning their performance we're supposed to first so in that context we cannot discriminate we cannot isolate that we will just they are want these this kind of students these kind of people this kind of stuff in our college we cannot I shall we cannot discriminate like this, so demonstrate high standards of professional practice.

So being the professional who have to demonstrate it that we behave in a highly professional committed and dedicated manner because it will reveal it will express your service orientation protect the students from the harm and unfairness we have to create them well and equally well we have to treat all our stakeholders well and primary stakeholders our learners equally without any without harming them without hurting them with all fairness and justice develop and maintain the constructive professional relationship with parents and guardians.

So often I will say it is a human tendency that we do not like criticism so do not like you know remarks or negative remarks etc but know if you are constructive in for positive you if you want to increase yourself your professional skills knowledge is better than we have to invite we have to welcome the feedback we have to welcome the criticism and we have to take it more in a more constructive way, so we have to maintain that constructive professional relation city suppose why anybody criticizes us then we have to reflect upon it what for he is criticizing we made this

maybe that I have some cut coming to have gone committed some mistakes we have to evaluate ourselves healthy foundation such reflections.

So in that way we can went a consequent nu constructive a professional relationship with the parents with the Guardian with the authority with every school stakeholder if you send leadership in the role as a supervisor and role model so where if you even if you are a primary schoolteacher even if you are a secondary level secondary school teacher or college teacher university teachers when you supervise when you monitor when you mentor a group of students or the children etcetera.

So then you when then you act as a role model to whom they will identify they will immediately observe because well suppose you know if you are a teacher then you are almost a partial you're a public figure in that locality in that education since this is real situation and in the in the works peers period when you are you are situated so in that context every moment you are being observed you are being evaluated you are being speculated so being with my partially public figure then you must exhibit a demonstrate that kind of behavior so that people will accept you this to your learners your students your parents or guardians they will accept that oh he is the best he is the good teacher he is a nice teacher the is a real teacher dedicated teacher.

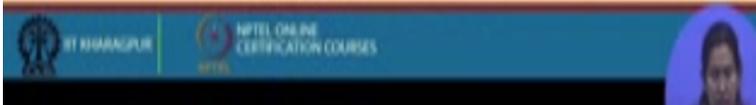
So they will identify you as a role model okay and discuss any form of discrimination or harassment in the workplace book in any form in any way any kind of discrimination any kind of harassment any kind of injustice you just you discourage you discourage means when not only that we remain silent ignore it but now you take action against it you just be active in eliminating Geezer you know eliminating these things are bad things from the work environment.

(Refer Slide Time: 25:01)

## Professional Ethics & Values in Teaching:

✓ Each teacher has an obligation to

- g) Advance student learning & the public interest
- h) Accountable for encouraging students to strive for high standards & to value learning
- i) Accept responsibility for high quality – teaching
- j) Act with probity in their daily work activities and decision – making
- k) Exercise efficient & effective resource management



Again the piece of obligations are also extend to like no advance of student learning and public interest accountable for encouraging the students to try for high standard and value learning is definitely which individual style each individual child is different from others each individual is different from other he has their own abilities potential but our effort should be to expand his ability to enhance his abilities to stretch out his maximum potential ready.

So that he can at excel well he can perform well and me and you will really love to learn in a better way so and for that matter we are accountable to encourage each and every student accept the responsibility for high quality teaching accept responsible high quality teaching all are because our efforts would be always on achieving the professional excellence in terms of whole now in terms of knowledge gaining knowledge acquisition in terms of pedagogy in terms of professional practice in terms of research in terms of you know innovative thinking innovative practices.

So we referred so we have set a target for our stuff like no at any cost I have to achieve that professional excellence that quality in my teaching quality in my domain knowledge quality in my research and I have to deliver it, so this responsibility of the teacher should accept and act with the priority probity in their daily work activities and decision-making yes whatever we perform with the decisions we take the way we our completed task with the serve the problems we solve fall everything in every type of activity we must exhibit that kind of you know that kind of intelligence probity and call it reality.

So exercise is efficient and effective resource management again another ethic, so in resource management is again another talent for the teachers as well as education leaders legion anyway we just think of a rural school and the village school is the you know Punjab in the block level school they have very limited resources limited resources and there are again differences there in terms of you know Public School private school etcetera.

So with the instead of complaining that no we don't have these resources that resources we do not have these and that etcetera if you start thinking of what are my listing at potential slight in terms of resources what resources are with me right. Now at this moment and how to maximally utilize it how to maximally utilize these resources mobilize these resources, so that I can you know I can accelerate the growth I can also generate more resources out of that now you know in the village school Caserta we can engage our teachers to you know to prepare the low cost affiliates etc.

Similarly you know mean the college level near the rural level college oral colleges it is eternal you know from a rural colleges or unison your one colleges etcetera with limited and open so the limited or bandwidth or connectivity of them the internet etcetera. Now how to or then how to you know acquire or how to acquire the things and share it among our Juvenal there is among our learners the college students and our learners in that rural up in your urban colleges so by sharing it so exercise the efficient and effective resource management like into our path any organ or guru leaders maybe that the current is not there for 24hours and internet access also is not there for the 24 hours.

So in that particular context how to procure how to acquire the maximum learning resource show to distribute among others how to share it with other college students and again those who are not you know not learning in the regular colleges formal colleges and how to engage them indifferent kind of skill development programs to guide them to engage them, so these are some of the ways and means of effectively and efficiently managing our resources. Then acting professional and honestly at all times every now and then it is our constraints to say off that no I am a profession and I should behave in this way.

So our morale you know model no you can say more I guide moral and consent that means you can say it always this will guide us that they should remind us that yes I make official and I am supposed to behave in this way place a kind and moral you can say watch man you can say is

watch when it always keep some you know reminding of that no I should not behave in that way are being the professional and a committed public servant I should behave in this way and that way etcetera.