

Amended: February 5, 2023

**CALSA's Code of Ethics and Professional Conduct for Educational Leaders**

An educational leader's professional conduct must conform to high standards and ethical behavior. As educational leaders, CALSA members are expected to maintain standards of exemplary professional conduct and ethics in recognition that their actions will be viewed and appraised by not only the CALSA membership but their professional associates as well.

CALSA members must acknowledge they promote CALSA's Mission by advocating for and providing equal educational opportunities every CALSA member and the students and schools in communities they serve. Unethical and unprofessional conduct is detrimental to the mission of addressing the needs of Latino/Latina students and increasing the number of highly effective Latino/Latina administrators.

To these ends, a CALSA member subscribes to the following statements of ethical and professional standards.

As a CALSA member and educational leader, I will:

1. Make the education and well-being of all students a fundamental value of all of my decision-making.
2. Fulfill all of my professional duties with honesty and integrity and always act in a trustworthy and responsible manner.
3. Maintain the standards of my profession and seek to improve the effectiveness of the profession of educators through research and continuing professional development.
4. Support the principle of due process and protect the civil and human rights of all individuals.
5. Implement local, state, and national laws, and support and advance the CALSA's mission, vision, and purpose.
6. Follow the CALSA bylaws, rules, policies, regulations, including Non-Discrimination and Non-Harassment policies and will accept the decisions of the CALSA Board of Directors.
7. Pursue appropriate measures to amend those laws, policies, and regulations that are not consistent with sound educational goals or that are not in the best interest of our members or the students they serve.

8. Avoid using my position for personal gain, through political, social, religious, economic, or other influences. Further, I will comply with any employment obligation I may have related to my receipt of any gifts, as may be required by law or my public employer's policies, including any reportable gifts that I may receive from my attendance at CALSA events or activities.
9. Recommend accepting financial support for CALSA, only from partners, sponsors, and donors who are most likely to assist CALSA in furthering its mission, vision and purpose, and to regularly review the continuation or termination of those partnerships and receipt of contributions that are inconsistent.
10. Honor all CALSA contracts until fulfillment, release, or dissolution as mutually agreed upon by all parties.
11. Accept responsibility and accountability for my own actions and behaviors, and I will accept any consequences imposed by CALSA's Board for any conduct that may jeopardize my good standing in the organization.
12. I will ensure that any guest of mine that I bring to a CALSA event or activity, will comport themselves in a non-disruptive and professional manner consistent with our code of conduct and policies.
13. Commit to the role of servant leadership, and will strive to serve others above self.

The Board of Directors requires all members, sponsors, and supporters receive a copy of this Code of Ethics and Professional Conduct for Educational Leaders when they become members and/or agree to engage in supporting CALSA through monetary or in kind service.

Amended: February 5, 2023