

Demonstrate Leadership

Understanding Your Roles, Right, & Responsibilities
as an NC Teacher



NC NTSP 2016 Fall Institute

Participant Outcomes



- Activate & demonstrate existing/prior knowledge about the legal issues associated with teaching
- Align legally-defined duties & professional teaching standards
- Determine whether or not particular actions are grounds for dismissal
- Explore cases relevant to public school employment
- Reflect on existing knowledge & apply new learning

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Anticipation Guide



Purpose: An **Anticipation Guide** is used to:

- Connect to learners' prior knowledge
- Focus attention on important aspects of the material to be studied
- Stimulate an interest in the topic at hand

Directions:

1. Read & respond to each of the 10 true/false questions provided
2. Respond with the answer as you best understand it right now. It's OK not to know. Just take your best guess.
3. Save your guide until the end of the session – you'll answer the same questions again in the light of new knowledge.

Activate & demonstrate existing/ prior knowledge

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Duties of NC Teachers



§ 115C-307. Duties of teachers

- To maintain order & discipline
- To provide for general well-being of students
- To provide some medical care to students
- To teach the students
- To enter into the Superintendent's plans for professional growth
- To discourage nonattendance
- To make required reports
- To take care of school buildings

NCGS 115C-307

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The NC Professional Teaching Standards



Standard 1: Teachers demonstrate leadership

Standard 2: Teachers establish a respectful environment for a diverse population of students

Standard 3: Teachers know the content they teach

Standard 4: Teachers facilitate learning for their students

Standard 5: Teachers reflect on their practice

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Duties & Standards Alignment



Strategy: Mix, Pair, Share

Take your Participant Guide, your matrix, & a writing utensil

- Participants mix around the room
- Instructor/Leader calls "Pair"
- Pair up with the person closest to you. High five them so everyone knows who's paired with who. If you haven't paired, raise your hands so you can find each other & pair up.

Discuss with your partner which standard addresses the assigned duty. Find a citation in the NCPTS for each duty & record it in the matrix. Note any you couldn't find.

Align legally defined duties & professional teaching standards

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Duties of NC Teachers



Maintain order & discipline

Provide for general well-being of students

Provide some medical care for students

Teach students

Enter Superintendent's plans for professional growth

Discourage nonattendance

Make required reports

Take care of school buildings

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Duties of NC Teachers (Aligned Standards)



Maintain order & discipline (1, 2)

Provide for general well-being of students (1, 2)

Provide some medical care for students (1)

Teach students (1, 3, 4, 5)

Enter Superintendent's plans for professional growth (1, 5)

Discourage nonattendance (1, 2)

Make required reports (1, 5)

Take care of school buildings (1, 2)

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Dismissal Reasons Consensus Talk



Purpose:

Provide a space for learners to discuss & connect with the content

Directions:

1. Find a partner
2. As each possible cause is raised, discuss with your partner whether or not you believe it to be cause for dismissal.
3. When directed to do so, pair up with another pair.
4. Respond as directed by the presenter.

Activity Aliases:

Group Work
Consensus Building

Discuss grounds for dismissal

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Dismissal Reasons Consensus Talk



For which of these reasons have courts upheld teacher dismissals?

1. for using profanity in the presence of students?
2. for taking school property?
3. because they are diagnosed with AIDS?
4. when she becomes pregnant?
5. based on their [sexual preference](#)?
6. due to content in social media?

Discuss grounds for dismissal

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Dismissal or Demotion of a Career Employee



§ 115C-325. Grounds for Dismissal or Demotion of a Career Employee

No career employee shall be dismissed or demoted or employed on a part-time basis except for one or more of the following:

- a. Inadequate performance.
- b. Immorality.
- c. Insubordination.
- d. Neglect of duty.
- e. Physical or mental incapacity.
- f. Habitual or excessive use of alcohol or nonmedical use of a controlled substance.
- g. Conviction of a felony or a crime involving moral turpitude.

Discuss grounds for dismissal

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Dismissal or Demotion of a Career Employee



- h. Advocating the overthrow of the government of the United States or of the State of North Carolina by force, violence, or other unlawful means.
- i. Failure to fulfill the duties & responsibilities imposed upon teachers or school administrators
- j. Failure to comply with such reasonable requirements as the board may prescribe.
- k. Any cause which constitutes grounds for the revocation of the career teacher's teaching certificate
- l. A justifiable decrease in the number of positions
- m. Failure to maintain his certificate in a current status.
- n. Failure to repay money owed to the State
- o. Providing false information or knowingly omitting a material fact on an application for employment

Discuss grounds for dismissal

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Exploring Case Law



Small Group Discussion

1. In your folder, find the copies of the details of your case.
2. Read individually; then discuss as a group. Use your Court Case Planning Templates, also in your folders, to guide the discussion & keep notes. Identify:
 1. The facts
 2. The relevant legal issues & principles
 3. The ruling your group would make
3. When you've completed step 2, open the envelope containing the court's actual ruling from the case & complete your Planning Template.
4. Prepare a 3–4 minute presentation for the group that make clear the issues you learned in the activity.

Reflect on existing knowledge & apply new learning

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Exploring Case Law: Presentations



Reflect on existing knowledge & apply new learning

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Important Sources of Legal Information



- School Board Policy
- Your employee handbook
- Your principal
- Central Office personnel
- School board attorney
- If necessary, separate legal council

Where to go when you have a concern about the law

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Reaction Guide



Purpose

To revisit the Anticipation Guide from the beginning of the session & see which, if any, of participants' answers may have changed.

Directions

1. Read & respond to each of the 10 True/ False questions provided
2. Respond with the answer as you best understand it right now, based on this session.
3. Reflect on how your answers did or did not change. What new learning did you acquire?

Reflect on existing knowledge & apply new learning

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