Scenario 1

Teacher A is head of the Languages Department at a single sex (boys) college. He is also the Coach of the First Fifteen Rugby Team.

A culture within the School’s Rugby Fraternity has for many years been one where members of the team have been hosted at varying parents houses for parties on the Saturday after the match. A rule has been stated that those under 18 are allowed to attend but they must not drink alcohol. Those over the age of eighteen are allowed to drink. The Team’s coach (Teacher A) has always attended these functions and the host parents are also in attendance.

Team members regularly bring partners who are often students from other schools.

School policy is unclear, it does state that; “There will be no alcohol at any official school function without Board of Trustees prior approval.”

Following one of these parties the parent of a girl attending the party complains to the school about her 16 year old daughter being supplied with alcohol.

Teacher A is given a copy of the complaint and asked to respond, his response includes;

* This was a private party and he is not responsible for individuals attending.
* He was unaware of the age of the girls.
* The school has tacitly condoned this culture and has been happy with the special treatment that the First Fifteen has been receiving over the years.

Following a number of meetings, feeling unsupported throughout the process the teacher resigns his position and wins a new position at a neighbouring school.

The complaint and the resignation lead to a legitimate mandatory report to the Education Council.

*(Showing preferential treatment to students - Commitment to learners 2.2)*

Scenario 2

Student 1 (female 6 years) approaches Teacher B in his classroom 5 minutes after the final bell. Student 2 had thrown a shoe that had hit Student 1 in the face, she was upset, her nose was bleeding and there was already a mark (bruise) appearing.

Student 2 (male 6 years) had not had a good day. He had been quite disruptive and Teacher B was feeling very frustrated with him. He had received a lot of support from his principal, there was a behaviour plan in place but Teacher B felt that the plan gave too many chances to Student 2 and was not really working. He had raised this in meetings but was feeling that his views weren’t being heard.

Teacher B left his classroom and called Student 2 over to him, student 2 complied and when asked to explain what happened he yelled that “she was lying”, other children chimed in supporting student 1’s version of events.

Feeling frustrated Teacher B held student 2 by the shoulders and directed Student 1 to take off her shoe and throw it at Student 2. Student 1 did this, and Teacher B shouted back that “that wasn’t hard enough do it again” after the second attempt Teacher B said “How do you like it!” and let Student 2 go.

Student 2’s mother raised it with the Principal the next day but wasn’t disturbed by the event and made no formal complaint. The Principal raised it with the teacher believed it was serious misconduct and filed a mandatory report.

*(Commitment to Society 4.2: Using or condoning the use of violence)*

Scenario 3

Teacher C (Female aged 54, Teaching 31 years) is opposed to pedagogical changes that are happening within the school. The Leadership Team have investigated the use of a more collaborative approach and although they do not have the property development that goes with a modern learning environment have been consulting staff about ways to utilise aspects of this practice to enhance the learning of the students in the school.

Teacher C has not engaged in the consultation process, she has failed to turn up at some meetings and when she is present has stated that she taught open plan in the 1980s it didn’t work then, it won’t work now. She has been vocal in a range of informal forums, these negative statements have extended to comments about members of the leadership teams. She has made very clear statements that she will not work in this new way and will not “be resigning”

It has come to the attention of the Principal that the comments have extended to regular posts on Teacher C’s facebook page and that a number of parents are friends with access to this page. Many of the comments made are derogatory about individual members of the leadership team.

A parent has heard about this page from another parent who is a friend of C on facebook and has been given a screenshot of a page that is derogatory about the Principal.

The principal has given a copy of this screenshot to Teacher C and asked her to explain, her responses include;

* I have a facebook page with private settings, it is my own viewpoints that I share with friends.
* I disagree with the direction of the school and it is my duty to express that view.

The principal is aggrieved as these comments are in the main about her, believes this behaviour amounts to serious misconduct and has filed a mandatory report.

*(Commitment to the Teaching Profession 1.3: Communicating to or about colleagues in a disrespectful manner, including on social media. Refusing to work collaboratively)*

Scenario 4

Teacher D works in a low decile multi-cultural school. He has difficulty with many of the names of students in his class and has developed nicknames to alleviate this problem. He particularly has difficulty with some Maori, Pasifika and African names. After initial attempts to pronounce the names he got embarrassed, gave up and gave them nicknames. These nicknames spread and were used by other students in the class.

A parent entering the classroom heard their child referred to by their nickname and questioned the teacher about this. Not satisfied with the response, she then approached the principal and made a complaint. When asked to respond to the complaint the teacher became upset that this matter warranted his response, after all he was a good teacher, the kids liked being in his class and he got good results. He resigned his position.

*(Commitment to Parents/caregivers and families/whanau 3.3; Deliberately pronouncing names incorrectly or refusing to learn how to pronounce them)*