



Republic of the Philippines
Professional Regulation Commission
Manila

BOARD FOR PROFESSIONAL TEACHERS

Resolution No. 435
Series of 1998

Pursuant to the provisions of Paragraph (e), Article II, of R.A. No. 7836, otherwise known as the "Philippine Teachers Professionalization Act of 1994" and Paragraph (a), Section 6, P.D. No. 223, as amended, the Board for Professional Teachers hereby adopts and promulgates the following "Code of Ethics for Professional Teachers".

CODE OF ETHICS FOR PROFESSIONAL TEACHERS
PREAMBLE

Teachers are duly licensed professionals who possess dignity and reputation with high moral values as well as technical and professional competence. In the practice of their noble profession, they strictly adhere to, observe, and practice this set of ethical and moral principles, standards, and values.

ARTICLE I
SCOPE AND LIMITATIONS

Section 1. The Philippine Constitution provides that all educational institutions shall offer quality education for all Filipino citizens, a vision that requires professionally competent teachers committed to its full realization. The provisions of this Code shall apply, therefore, to all teachers in all schools in the Philippines.

Section 2. This Code covers all public and private school teachers in all educational institutions at the preschool, primary, elementary, and secondary levels whether academic, vocational, special, technical, or non-formal. The term "teacher" shall include industrial arts or vocational teachers and all other persons performing supervisory and/or administrative functions in all schools at the aforesaid levels, whether on full-time or part-time basis.

ARTICLE II
THE TEACHER AND THE STATE

Section 1. The schools are the nurseries of the citizens of the state, each teacher is a trustee of the cultural and educational heritage of the nation and is under obligation to transmit to learners such heritage as well as to elevate national morality, promote national pride, cultivate love of country, instill allegiance to the Constitution and respect for all duly constituted authorities, and promote obedience to the laws of the state.

Section 2. Every teacher or school official shall actively help carry out the declared policies of the state, and shall take an oath to this effect.

Section 3. In the interest of the State and of the Filipino people as much as of his own, every teacher shall be physically, mentally and morally fit.

Section 4. Every teacher shall possess and actualize a full commitment and devotion to duty.

Section 5. A teacher shall not engage in the promotion of any political, religious, or other partisan interest, and shall not, directly, or indirectly, solicit, require, collect, or receive any money, service, other valuable material from any person or entity for such purposes.

Section 6. Every teacher shall vote and shall exercise all other constitutional rights and responsibilities.

Section 7. A teacher shall not use his position or official authority or influence to coerce any other person to follow any political course of action.

Section 8. Every teacher shall enjoy academic freedom and shall have the privilege of sharing the product of his researches and investigations, provided that, if the results are inimical to the declared policies of the State, they shall be drawn to the proper authorities for appropriate remedial action.

ARTICLE III THE TEACHER AND THE COMMUNITY

Section 1. A teacher is a facilitator of learning and of the development of the youth; he shall, therefore, render the best service by providing an environment conducive to such learning and growth.

Section 2. Every teacher shall provide leadership and initiative to actively participate in community movements for moral, social, educational, economic and civic betterment.

Section 3. Every teacher shall merit reasonable social recognition for which purpose he shall behave with honor and dignity at all times and refrain from such activities as gambling, smoking, drunkenness and other excesses, much less illicit relations.

Section 4. Every teacher shall live for and with the community, and shall, therefore, study and understand local customs and traditions in order to have a sympathetic attitude, therefore, refrain from disparaging the community.

Section 5. Every teacher shall help the school keep the people in the community informed about the school's work and accomplishments as well as its needs and problems.

Section 6. Every teacher is an intellectual leader in the community, especially in the barangay, and shall welcome the opportunity to provide such leadership when needed, to extend counseling services, as appropriate, and to actively be involved in matters affecting the welfare of the people.

Section 7. Every teacher shall maintain harmonious and pleasant personal and official relations with other professionals, with government officials, and with the people, individually or collectively.

Section 8. A teacher possesses freedom to attend church and worship, as appropriate, but shall not use his position and influence to proselyte others.

ARTICLE IV THE TEACHER AND THE PROFESSION

Section 1. Every teacher shall actively help insure that teaching is the noblest profession, and shall manifest genuine enthusiasm and pride in teaching as a noble calling.

Section 2. Every teacher shall uphold the highest possible standards of quality education, shall make the best preparation for the career of teaching, and shall be at his best at all times in the practice of his profession.

Section 3. Every teacher shall participate in the continuing professional education (CPE) program of the Professional Regulation Commission, and shall pursue such other studies as will improve his efficiency, enhance the prestige of the profession, and strengthen his competence, virtues, and productivity in order to be nationally and internationally competitive.

Section 4. Every teacher shall help, if duly authorized, to seek support for the school, but shall not make improper misrepresentations through personal advertisements and other questionable means.

Section 5. Every teacher shall use the teaching profession in a manner that makes it a dignified means for earning a decent living.

ARTICLE V THE TEACHER AND THE TEACHING COMMUNITY

Section 1. Teachers shall, at all times, be imbued with the spirit of professional loyalty, mutual confidence, and faith in one another, self-sacrifice for the common good, and full cooperation with colleagues. When the best interest of the learners, the school, or the profession is at stake in any controversy, teachers shall support one another.

Section 2. A teacher is not entitled to claim for work not of his own, and shall give due credit for the work of others which he may use.

Section 3. Before leaving his position, a teacher shall organize and leave to his successor such records and other data as are necessary to carry on the work.

Section 4. A teacher shall hold inviolate all confidential information concerning associates and the school, and shall not divulge to anyone documents which have not yet been officially released, or remove records from the files without official permission.

Section 5. It shall be the responsibility of every teacher to seek correctives for what may appear to be an unprofessional and unethical conduct of any associate. This may be done only if there is incontrovertible evidence for such conduct.

Section 6. A teacher may submit to the proper authorities any justifiable criticism against an associate, preferably in writing, without violating any right of the individual concerned.

Section 7. A teacher may apply for a vacant position for which he is qualified, provided that he respects the system of selection on the basis of merit and competence, provided, further, that all qualified candidates are given the opportunity to be considered.

ARTICLE VI THE TEACHER AND HIGHER AUTHORITIES IN THE PHILIPPINES

Section 1. A teacher shall make it his duty to make an honest effort to understand and support the legitimate policies of the school and the administration regardless of personal feeling or private opinion and shall faithfully carry them out.

Section 2. A teacher shall not make any false accusation or charges against superiors, especially under anonymity. However, if there are valid charges, he should present such under oath to competent authority.

Section 3. A teacher shall transact all official business through channels except when special conditions warrant a different procedure, such as when reforms are advocated but are opposed by the immediate superior, in which case the teacher shall appeal directly to the appropriate higher authority.

Section 4. A teacher, individually or as part of a group, has a right to seek redress against injustice and discrimination and, to the extent possible, shall raise his grievances within democratic processes. In doing so, he shall avoid jeopardizing the interest and welfare of learners whose right to learn must be respected.

Section 5. A teacher has a right to invoke the principle that appointments, promotions, and transfers of teachers are made only on the basis of merit and need in the interest of the service.

Section 6. A teacher who accepts a position assumes a contractual obligation to live up to his contract, assuming full knowledge of the employment terms and conditions.

ARTICLE VII SCHOOL OFFICIALS, TEACHERS AND OTHER PERSONNEL

Section 1. School officials shall at all times show professional courtesy, helpfulness and sympathy towards teachers and other personnel, such as practices being standards of effective school supervision, dignified administration, responsible leadership and enlightened direction.

Section 2. School officials, teachers, and other school personnel shall consider it their cooperative responsibility to formulate policies or introduce important changes in the system at all levels.

Section 3. School officials shall encourage and attend to the professional growth of all teachers under them such as in recommending them for promotion, giving them due recognition for meritorious performance, and allowing them to participate in conferences and training programs.

Section 4. No school official shall dismiss or recommend for dismissal a teacher or other subordinates except for cause.

Section 5. School authorities concerned shall ensure that public school teachers are employed in accordance with pertinent civil service rules, and private school teachers are issued contracts specifying the terms and conditions of their work, provided that they are given, if qualified, subsequent permanent tenure, in accordance with existing laws, and, provided, further that they are duly registered and licensed professional teachers.

ARTICLE VIII THE TEACHER AND LEARNERS

Section 1. A teacher has the right and duty to determine the academic marks and the promotion of learners in the subjects or grades they handle, such determination shall be in accordance with generally accepted procedures of evaluation and measurement. In case of any complaint, teachers concerned shall immediately take appropriate action, observing due process.

Section 2. A teacher shall recognize that the interest and welfare of learners are his first and foremost concern, and shall handle each learner justly and impartially.

Section 3. Under no circumstance shall a teacher be prejudiced nor discriminatory against any learner.

Section 4. A teacher shall not accept favors or gifts from learners, their parents, or others in their behalf in exchange for requested concessions, especially if underserved.

Section 5. A teacher shall not accept, directly or indirectly, any remuneration from tutorials other than what is authorized for such service.

Section 6. A teacher shall base the evaluation of the learner's work only on merit and quality of academic performance.

Section 7. In a situation where mutual attraction and subsequent love develop between teacher and learner, the teacher shall exercise utmost professional discretion to avoid scandal, gossip, and preferential treatment of the learner.

Section 8. A teacher shall not inflict corporal punishment on offending learners nor make deductions from their scholastic ratings as a punishment for acts which are clearly not manifestations of poor scholarship.

Section 9. A teacher shall insure that conditions contributive to the maximum development of learners are adequate, and shall extend needed assistance in preventing or solving learner's problems and difficulties.

ARTICLE IX THE TEACHER AND PARENTS

Section 1. A teacher shall establish and maintain cordial relations with parents, and shall conduct himself to merit their confidence and respect.

Section 2. A teacher shall inform parents, through proper authorities, of the progress or deficiencies of learners under him, exercising utmost candor and tact in pointing out learners' deficiencies and in seeking parent's cooperation for the proper guidance and improvement of learners.

Section 3. A teacher shall hear parent's complaints with sympathy and understanding, and shall discourage unfair criticism.

ARTICLE X THE TEACHER AND BUSINESS

Section 1. A teacher has a right to engage, directly or indirectly, in legitimate income generation, provided that it does not relate to or adversely affect his work.

Section 2. A teacher shall maintain a good reputation with respect to financial matters such as in the settlement of his just debts, loans and other financial affairs.

Section 3. No teacher shall act, directly or indirectly, as agent of, or be financially interested in, any commercial venture which furnish textbooks and other school commodities in the purchase and disposal of which he can exercise official influence, except only when his assignment is inherently related to such purchase and disposal, provided that such shall be in accordance with existing regulations.

ARTICLE XI THE TEACHER AS A PERSON

Section 1. A teacher shall live with dignity in all places at all times.

Section 2. A teacher shall place premium upon self-respect and self-discipline as the principles of personal behavior in all relationships with others and in all situations.

Section 3. A teacher shall maintain at all times a dignified personality which could serve as a model worthy of emulation by learners, peers, and others.

Section 4. A teacher shall always recognize the Almighty God or Being as guide of his own destiny and of the destinies of men and nations.

ARTICLE XII DISCIPLINARY ACTION

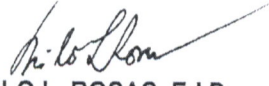
Section 1. Any violation of any provision of this Code shall be sufficient ground for the imposition against the erring teacher of disciplinary action consisting of revocation of his Certificate of Registration and License as Professional Teacher, suspension from the practice of the teaching profession, reprimand, or cancellation of his temporary/special permit under causes specified in Sec. 23, Article III or R.A. No. 7836, and under Rule 31, Article VIII, of the Rules and Regulations Implementing R.A. No. 7836.

ARTICLE XIII EFFECTIVITY

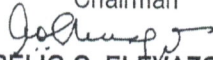
Section 1. This Code shall be approved by the Professional Regulation Commission and shall take effect after sixty (60) days following its publication in the Official Gazette or any newspaper of general circulation, whichever is earlier.

Done in the City of Manila this 11th day of November 1998.

Code of Ethics.... Teachers



NILO L. ROSAS, Ed.D.
Chairman



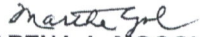
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Vice-chairman



LUCILA F. TIBIGAR, Ed.D.
Member



FE A. HIDALGO, Ph.D.
Member



MARTHA A. MOGOL, Ph.D.
Member

ATTESTED;




CARLOS G. ALMELOR

Secretary, Professional Regulatory Boards



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HERMOGENES P. POBRE
Commission Chairman



ALFONSO G. ABAD
Associate Commissioner



AVELINA DE LA REA-TAN
Associate Commissioner