

Administrators' Black Caucus Position Paper - Ethical Standards for the Teaching Profession

Introduction:

The Administrators' Black Caucus seeks systemic and structural changes that create policy language, new accountability measures and indeed new mindsets that will finally affirm the humanity and immense value of all Black staff, stakeholders and most importantly, Black students. Using Critical Race Theory as a tool for analysis we understand that an update and modernization of language and legislation in the Education Act is necessary in order to dismantle individual and systemic anti-Black racism in PPM 144, PPM 145, the Standards of Practice and the Ethical Standards for the Teaching Profession. The revisions need to ensure greater alignment with PPM 119 and Ontario's Education Equity Action Plan. The continued success of this work is reliant upon courageous leadership with clear end goals that are time sensitive.

The Issue:

Our Ethical Standards have not been ethical as they embody biases in favour of white cultural values and create no space for Black or racialized bodies. In order for teachers to disrupt anti-Black racism and all forms of oppression and maintain integrity then they must practice a standard of ethics that recognizes the how to show care, have respect, build trust and maintain integrity for Black and racialized students in all aspects of teaching and learning.

Barriers to Implementation (Systemic Barriers):

- A review of the current Ethical Standards of Teaching Profession illustrates that it is outdated as it fails to acknowledge the evolving changing demographic of students, families and communities, their lived experiences and needs.
- While the intention of care, respect, trust and integrity are aspirational, actions need to be grounded in an anti-oppressive work and anti-racism, with a focus on dismantling anti-Black racism.
- A lack of measurable criteria does not allow for accountability to determine if teachers are demonstrating care, respect, trust and maintaining integrity in ways that are culturally responsive and relevant to students and their families.

Recommendations:

1. Use anti-oppressive and anti-racism, specifically those that focus on dismantling anti-Black racism, such as Critical Race Theory, to recreate definitions of care, respect, trust and integrity.
 2. Use a model of Ethics that is more responsive to a wider range of students specifically Black, Indigenous, and racialized students.
 3. Use the tenets of Critical Race theory to create criteria for accountability.
-

Works Cited:

Kendi, I. X. (2019). *How to be an Antiracist*. New York: Random House.
