

## **International American School Leadership Conduct Policy**

### **What is leadership?**

Conceptions of what leadership is and what constitutes a good leader vary greatly between different cultures. It should be noted that in an international environment, concepts such as leadership and professionalism are contested and subject to negotiation. Accordingly, at IAS there are a range of expectations that leaders face from those that they lead, some of which can be in direct conflict with one another. Consequently, it is important for all those participating in leadership at IAS to have an awareness of these tensions and encourage open dialogue with those that they seek to lead.

### **Who participates in leadership at IAS?**

All members of the community have the possibility to show leadership in the school. Certain positions, like the members of Administration, Faculty Heads, Student Presidents etc., have named functions that are associated with leadership. However, it should be noted that these are not the only people who participate in leadership at IAS. Any person organizing and cooperating with others to achieve goals is showing leadership and as such should be conscious of the ethical guidance given in this document.

### **What should guide the work of leaders at IAS?**

All leaders should endeavor to lead with a reflective self-awareness. Leaders are expected to use both their daily experiences and critical incidents as triggers for such reflection. The work of all leaders should be guided by the IAS Mission Statement. Wherever possible, leaders should make other members of the community aware of the existence and demands of the IAS Mission Statement as outlined here:

The International American School of Warsaw, in its quest to attain excellence in education, upholds a policy of continued improvement through a rigorous International, American, and Polish curriculum. In the pursuit to achieve our goals, IAS encourages staff and students to cross new boundaries of knowledge and information acquisition, in addition to placing strong emphasis on tolerance and multicultural understanding. With applied critical thinking skills, students will be able to effectively observe and continually enrich the world in a meaningful, principled and reflective manner. While nurturing and inspiring the young leaders of tomorrow, we believe that a well-rounded yet achievement oriented education will create outstanding citizens in our global society.

The Mission Statement should also be supported by the implementation of the IAS Educational Aims as outlined here:

International American School strives to develop in students, teachers and administrators the following aspects:

- Knowledge and understanding of a broad range of disciplines
- A desire to actively and independently seek new and challenging experiences
- Tolerance and multicultural understanding
- Skills to think critically and creatively to learn from different experiences and take meaningful, principled and ethical action
- A range of communicative skills in more than one language and using a variety of means
- Use of their own judgements so as to act with honesty and integrity with as sense of fairness, justice and respect
- An aspiration to seek out and understand different perspectives whilst understanding that these can vary between cultures, times, levels of development, ideological and religious perspectives, and groups within societies
- A sense of social and personal responsibility both in the academic and wider school context
- The ability to approach with confidence and individuality situations that present particular problems, whether unfamiliar or uncertain.
- Awareness of their different abilities/talents, whilst encouraging them to develop in all areas of the curriculum
- The ability to reflect on their own and our collective development
- Skills and the desire to lead, team work and be global citizens
- A sense of individuality and an ability to express themselves on their own terms

**What are the ethical standards that IAS expects all leaders to uphold?**

Leaders should strive to:

- Make the education and well-being of students the fundamental component of all decision making
- Fulfill all professional duties with honesty and integrity and always acts in a trustworthy and responsible manner
- Support the principle of due process and protect the civil and human rights of all individuals.
- Implement local, state and national laws
- Implement and support IAS policies and administrative rules and regulations

- Pursue appropriate measures to correct those laws, policies, and regulations that are not consistent with sound educational goals or that are not in the best interest of children
- Avoid using his/her position to fulfill a personal agenda, guided by political, social, religious, economic or other influences
- Honor all contracts until fulfillment, release or dissolution mutually agreed upon by all parties
- Accept responsibility and accountability for their own actions and behaviors
- Commit to serving others above self
- Avoid conflicts of interest

### **What is a conflict of interest?**

Leaders have a general duty of care and a responsibility to act in the best interests of the organization. Conflict of interest is generally taken to arise if the member's responsibility to the organization's best interest are adversely affected by pecuniary, professional, family, or other personal interests. Conflicts of interest can be actual or potential. They can also be indirect (for example in situations of divided loyalties). Indirect potential conflicts of interest may be the most difficult to assess and each will have to be judged on its merits.

### **What ways can we safeguard against conflicts of interest?**

Any leader at IAS should not participate in a discussion or decision of any matter where there is a conflict of interest. In some situations, it would be best if the member verbally declare a conflict of interest and ask the other members whether he/she should withdraw.

### **What should I do if I feel that a leader has not kept to the guidance?**

Any member of the school community that has a grievance is encouraged in the first instance to contact the Principal. In matters that concern the Principal or in the event that the Principal has been judged to have not dealt with a grievance, this matter should be taken to the Chairman.