

ETHICS

How to Turn a Vague, Widely-Used Term into a Tool

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MSBO

Code of Ethics and Standards of Conduct

- I. **MSBO members** shall demonstrate and be dedicated to the highest ideals of honor and integrity to merit the respect, trust and confidence of school officials, other public officials, employees and of the public.
- II. **MSBO members** shall recognize and be accountable for their responsibilities as school employees in the public sector.
- III. **MSBO members** shall be responsible for maintaining their own competence, for enhancing the competence of their colleagues, and for providing encouragement to those seeking to enter the field of public schools.
- IV. **MSBO members** shall demonstrate professional integrity in the issuance and management of information.
- V. **MSBO members** shall act with honor, integrity and virtue in all professional relationships.
- VI. **MSBO members** shall actively avoid the appearance of or the fact of conflicting interest.
- VII. **MSBO members** shall uphold the constitution, laws, and regulations of the United States, the State of Michigan and all governments therein.
- VIII. **MSBO members** shall perform their duties with the highest ethical standards.

Ethics...

For YOU

For the District

Ethical decisions..



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The Office
On Business Ethics

Approaches to Ethical Standards

- Utilitarian
- Rights
- Fairness/Justice
- Common Good
- Virtue

Ethical Dilemmas

- Utilitarian
- Rights
- Fairness/Justice
- Common Good
- Virtue

Ethical Decision Making Frameworks

1. Consequential
2. Duty
3. Virtue

Frameworks

Consequentialist

Duty

Virtue

Deliberative process

What kind of outcomes should I produce (or try to produce)?

What are my obligations in this situation, and what are the things I should never do?

What kind of person should I be (or try to be), and what will my actions show about my character?

Focus

Directs attention to the future effects of an action, for all people who will be directly or indirectly affected by the action.

Directs attention to the duties that exist prior to the situation and determines obligations.

Attempts to discern character traits (virtues and vices) that are, or could be, motivating the people involved in the situation.

Definition of Ethical Conduct

Ethical conduct is the action that will achieve the best consequences.

Ethical conduct involves always doing the right thing: never failing to do one's duty.

Ethical conduct is whatever a fully virtuous person would do in the circumstances.

Motivation

Aim is to produce the most good.

Aim is to perform the right action.

Aim is to develop one's character.

Trends in Business Ethics

THE GOOD NEWS

Rates of observed misconduct are on the decline, coming close to historic lows. Reporting of suspected wrongdoing has reached an historic high.

THE BAD NEWS

More employees feel pressure to cut corners than ever before, and rates of retaliation for reporting wrongdoing have doubled in the past two years. Pressure and retaliation are the two metrics most closely associated with trouble ahead.

THE WORST NEWS

Little progress has been made across the country to implement the most important strategy for mitigating wrongdoing. Misconduct drops substantially when organizations have strong cultures in place, yet the number of organizations with strong cultures has not changed.

Ethics & Compliance Initiative

Creating an Ethical District

Tone from the Top!

- Create the community
- Encourage ethical conduct
- Disciplined leadership
- Take time to clarify culture
- Process and Systems

An Ethical District

Needs..

- District vision
- Mission statement
- Value statement
- Ethics policy/statement/code of ethics
- Code of conduct
- Conflict of interest
- Fraud policy

Case Studies

Resources

- Santa Clara University – Markkula Center for Applied Ethics
- Brown University – Science and Technology Studies
- Ethics and Compliance Initiative

Questions?

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