



Cóid Iompair Ghairmiúil do Mhúinteoirí
Codes of Professional Conduct for Teachers

ar a n-áirítear:
which include :

Caighdeáin Mhúinteoireachta, Eolais, Oilteachta agus Inniúlachta
Standards of Teaching, Knowledge, Skill and Competence

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Nótaí Buíochais

Tá na Cóid á bhfoilsíú anois tar éis mórchuid díospóireachta, comhairliúcháin agus athdhréachtaidh.

Tá ár mbuíochas tuillte ag baill na Comhairle Múinteoireachta, ag Coiste Oideachais na Comhairle agus ag Cathaoirleach an Choiste, Gerry Malone, don chúram diansaotharach, dúthrachtach, a ghlac siad in ullmhú na gCód. Táimid go mór faoi chomaoin freisin ag Carmel Kearns, Oifigeach Cumarsáide agus Oideachais, agus ag foireann na Comhairle, faoi cheannasaíocht an Stiúrthóra, Áine Lawlor, don tacaíocht fheidhmiúcháin a bhí ar fáil le linn an phróiséis.

Gabhaimid buíochas leo siúd uile a ghlac páirt sa phróiséas comhairliúcháin agus a chuir tuairimí luachmhara ar fáil don Chomhairle.

Tá ár mórghuíochoas ag dul do na Stiúrthóirí agus do na foirne sna naoi Ionad Oideachais a bhí mar óstionaid do na cruinnithe réigiúnacha.

Go raibh maith agaibh uile a bhí páirteach sa phróiséas plé/díospóireachta ar na Cód, pé acu ag athbhreithniú na gCód, ag déanamh éascaíochta ar phlé foirne , ag freastal ar cheann de na cruinnithe réigiúnacha, nó ag dul i dteagmháil go díreach leis an gComhairle.

Acknowledgements

The Codes are published following much debate, consultation and drafting.

Thanks are due to the Teaching Council members, the Council's Education Committee and its Chairperson, Gerry Malone, for their careful, painstaking and exemplary work in preparing the Codes. Thanks are also extended to Carmel Kearns, Communications and Education Officer and the staff of the Council, under the leadership of its Director, Áine Lawlor, for the executive support provided at all stages in the process.

Thanks to all those individuals and groups who became involved in the consultation process and provided the Council with valuable feedback to aid its deliberations.

A special word of thanks to the Directors and staff of the nine Education Centres which hosted regional meetings.

Thank you to all of those who participated in the communications/discussion process in relation to the Codes, whether by reflecting on the document, facilitating staffroom discussions, attending one of the regional meetings or corresponding directly with the Council.

Réamhrá

Is cúis áthais dúinn na Cóid Iompair Ghairmiúil a chur i láthair. Is céim mhór chun tosaigh a bhfoilsíú, ní hamháin don Chomhairle Mhúinteoireachta, ná go deimhin do ghairm na múinteoireachta, ach dóibh siúd uile i bpobal an oideachais. Is léiriú iad ar obair chomhtháite agus aontaithe bhall uile na Comhairle Múinteoireachta, comhlacht reachtúil atá bunaithe ar pháirtneireachtas féinrialúcháin.

Thosaigh dréachtadh na gCód i Mí Meán Fómhair 2005. Bhí neart cur agus cúiteamh faoin leagan amach, faoi na teidil, faoi na haltanna, faoi na habairtí agus faoi na focail. Is trí bhaill na Comhairle a fheidhmíonn mar ionaduithe, ní hamháin don ghairm, ach don Aire, do na heagrais bhainistíochta, do na ceardchumainn, d'oiliúnoirí múinteoirí, do thuismitheoirí agus do na comhpháirtithe sóisialta, a déanadh na seisiúin chomhairliúcháin a reachtáil. Ag eascairt as an bpróiseas cuireadh roinnt aighneachtaí chun cinn agus glacadh cúram maidir le haird a thabhairt ar gach ceann acu seo.

Tar éis na Cóid a dhréachtadh, thug an Chomhairle faoi phróiseas díospóireachta/plé ina leith. Foilsíodh na Dréacht Chóid agus na cáipéisí don phlé ar shuíomh idirlín na Comhairle agus lean cruinnithe réigiúnacha do mhúinteoirí é seo.

Tugann na Cóid grinnléiriú follasach ar bhunluachanna ghairm na múinteoireachta in Éirinn. Tá croí luachanna rianta a bhaineann le réimse na múinteoireachta ar a n-áirítear caighdeán an oideachais, tiomantas na múinteoirí, an fhorbairt iomlánaíoch agus cúram daltaí. Tugann réimse na luachanna léiriú ar mhúinteoir a bhíonn ag machnamh agus ag foghlaim laistigh de ghairm bheo fhuinniúil, dhinimiciúil. Léiríonn said freisin an tábhacht a bhaineann le múinteoirí a bheith ag ceistiú luach an oideachais agus a gcuid oibre féin, agus an tionchar a bhíonn ag oideachasóirí gairmiúla ar dhaoine óga a ullmhú don saol. Leagann siad béim ar an lárnachas agus ar an mbunús morálta a bhíonn ag baint le hobair mhúinteoirí.

Is léiriú iad na Cóid ar an gcastacht a bhaineann le tasc na múinteoireachta mar a déantar í a chur i bhfeidhm i gcomhpháirt le comhleacaithe, mic léinn, tuismitheoirí,

Foreword

We are delighted to present the Codes of Professional Conduct. Their publication marks an important milestone, not just for the Teaching Council, nor indeed for the teaching profession, but for all in the education community. They are the result of the combined and united work of all members of the Teaching Council, a statutory body which is based on a partnership model of self-regulation.

The Council began drafting the Codes in September 2005. As with all new documents, the format, the titles, the paragraphs, the sentences and the words were the subject of much deliberation and consultation. The consultation was conducted through the Council members themselves who represent, not only the profession, but also the Minister, management bodies, teacher unions, teacher educators, parents and the social partners. Following this, a number of submissions were received and all were considered very carefully.

Having drafted the Codes, the Council initiated a communications/discussion process. The draft Codes and accompanying discussion documents were published on the Council's web-site and this was followed by a series of regional meetings for teachers.

The Codes make explicit the essential values which underpin the profession of teaching in Ireland. Core values are outlined which span many aspects of teaching from the quality of education, to teachers' commitment, to holistic development, and to caring for students. The listing of values suggests the importance of a reflective, learning teacher within a dynamic, vibrant teaching profession. They suggest also the importance of teachers pausing to ask about the value of education and of their work and about the role of professional educators in preparing young people for life. They underline the centrality and moral basis of teachers' work.

The Codes illustrate the complexity of the task of teaching as undertaken in collaboration with colleagues, students, parents, families, education partners, related bodies and agencies and the wider community. They outline the key responsibilities

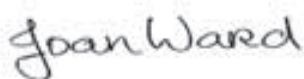
Réamhrá

teaghlaigh, páirtneírí oideachais, páirtithe agus eagraíochtaí leasmhara agus an pobal níos leithne. Déanann siad na príomhfhreagrachtaí a bhíonn mar chroí ag cleachtas na múinteoireachta a rianadh, agus déantar é seo i gcomhthéacs a léiríonn meas agus luach ar chearta gairmiúla mhúinteoirí.

Déantar cur síos dearafach ar phrionsabail agus ar thiomantais na gCód agus seachnaítear athrá ar nithe a clúdaítear in áiteanna eile. Is maith a thuigeann an Chomhairle gur mó cúinse seachtrach a théann i bhfeidhm ar chleachtas na múinteoireachta ar nós éiteas na scoile, an fáil a bhíonn ar acmhainní agus na deiseanna a bhíonn ann don fhorbairt ghairmiúil. In ainneoin na gcúinsí seo, áfach, bíonn múinteoirí faoi stiúir i gcónaí ag fócas eiticíúil, agus tá sainléiriú ar seo le fáil sna Cóid.

Thuig an Chomhairle, agus na Cóid á ndrúchtadh acu, nach mbeidís mar ábhar spéise ag múinteoirí amháin, cé go mbaineann siad leis na múinteoirí uile atá cláraithe leis an gComhairle Mhúinteoireachta. Is fiú do na páirtneírí i bpobal an oideachais iad a léamh chun tuiscint níos doimhne a fháil ar ghairm na múinteoireachta mar atá in Éirinn faoi láthair, agus ar ghairmiúlacht i gcoitinne. Táimid ag súil go mb'fhéidir go mbainfidh páirtithe eile i bpobal an oideachais leas astu mar bhunús machnamhach ar mhúinteoireacht ionas gur féidir linn obair go comhghuallaíoch agus go comhoibríoch i gcomhpháirt le chéile chun leasa na ndaltaí.

Tá an Chomhairle Mhúinteoireachta tiomanta do chur chun cinn agus do chomhlíonadh na gCód agus de réir mar a éiríonn linn stiúir mheasúil eiticíúil a chur faoi ghairm na múinteoireachta, creidimid gur maith ann na Cóid mar threo-uillinn don obair atá romhainn.



Joan Ward
Cathaoirleach



Áine Lawlor
Stiúrthóir

28 Márta 2007

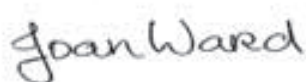
Foreword

which are central to the practice of teaching and they do this in a context which respects and values teachers' professional rights.

The Codes are expressed positively in terms of core principles and commitments and seek to avoid duplicating provisions which are covered elsewhere. The Council is aware that there are many external factors which impact on the practice of teaching such as school ethos, availability of resources and opportunities for professional development. Regardless of these factors, however, teachers are at all times guided by an ethical focus and the Codes make this explicit.

In drawing up the Codes, the Council was conscious that, while they apply to all teachers registered with the Teaching Council, they are not just for teachers. Rather, they may be read by all partners in the education community with a view to gaining a deeper understanding of the teaching profession in Ireland today, and of professionalism in a more general sense. We hope that other groups in the education community might use them as a basis for reflection on teaching so that we may all work together, in the interest of our students, in a spirit of collaboration and co-operation.

The Teaching Council is committed to seeing that these Codes are promoted and observed and, as we seek to steer an ethical and respectful course through the career of teaching, we believe that they will serve us well as a guiding compass.



Joan Ward
Chairperson



Áine Lawlor
Director

28 March 2007

Gluais

Dalta

Úsáidtear an téarma “dalta” sna Cóid seo mar thagairt do mhic léinn agus do dhaltaí ag leibhéil na bunscoile, na hiarbhunscoile agus ag leibhéil breisoideachais.

Tuismitheoir

Úsáidtear an téarma “tuismitheoir” sna Cóid seo mar thagairt do na tuismitheoirí nádúrtha agus do chaomhnóirí dlithiúla.

Múinteoir

Úsáidtear an téarma “múinteoir” sna Cóid seo mar thagairt do mhúinteoir atá cláraithe leis an gComhairle Mhúinteoireachta.

Glossary of Terms

Student

The term “Student” is used in the Codes to denote both pupils and students at primary, post-primary and further education levels.

Parent

The term “Parent” is used in the Codes to denote both natural parents and legal guardians.

Teacher

The term “Teacher” is used in the Codes to denote a teacher registered with the Teaching Council.

Réamhfhocal

Éilíonn an tAcht um Chomhairle Mhúinteoireachta, 2001 ar an gComhairle “cóid iompair ghairmiúil do mhúinteoirí, lena n-áireofar caighdeáin mhúinteoireachta, eolais oilteachta agus inniúlachta, a bhunú, a fhoilsiú, a athbhreithniú agus a chothabháil”.

Is é aidhm na gCód ná cuidiú leis an gComhairle a cuspóirí a bhaint amach mar atá leagtha síos san Acht um Chomhairle Mhúinteoireachta, 2001, agus go háirithe na cuspóirí atá luaite in:

- *Alt 6 (b)(ii) i.e. caighdeáin a bhunú maidir le múinteoireacht, eolas, oilteacht agus inniúlacht múinteoirí*
- *Alt 6 (b)(iii) i.e. caighdeáin a bhunú maidir le hiompar gairmiúil múinteoirí agus cothabháil agus feabhsú na gcaighdeán sin a chur chun cinn*

Tá Cóid Iompair Ghairmiúil do Múinteoirí rianta ag an gComhairle i ndá chuid chun riachtanais Ailt 7-(2) (b) a shásamh. Baineann an chéad chuid le cleachtas gairmiúil agus áirítear “caighdeáin mhúinteoireachta, eolais, oilteachta agus inniúlachta” sa chuid seo. Díríonn an dara cuid ar iompar gairmiúil.

Baineann na Cóid seo leis an uile mhúinteoir atá cláraithe leis an gComhairle Mhúinteoireachta.

- *Ní cóir tuiscint a ghlacadh ar aon chuid de na Cóid gan tagairt don doiciméad ina iomláine mar tá na codanna uile de na Cóid bainteach lena chéile, de réir an cur chuige iomlánaíoch a bhí i gceist lena ndrúchtadh.*

Introduction

The Teaching Council is obliged under the Teaching Council Act, 2001 “to establish, publish, review and maintain codes of professional conduct for teachers which shall include standards of teaching, knowledge, skill and competence”.

The purpose of the Codes is to assist the Council in achieving its objects as set out in the Teaching Council Act, 2001 and in particular the objects referred to at:

- *Section 6(b)(ii) i.e. to establish and promote the maintenance and improvement of standards of teaching, knowledge, skill and competence of teachers*
- *Section 6(b)(iii) i.e. to establish and promote the maintenance and improvement of standards of professional conduct of teachers.*

To fulfil its requirements under the Act, the Council has drawn up the Codes of Professional Conduct in two parts. The first part relates to professional practice and includes “standards of teaching, knowledge, skill and competence”. The second part deals specifically with professional conduct.

These Codes apply to all teachers registered with the Teaching Council.

- *No part of these Codes should be interpreted in isolation from the whole document as all parts of the Codes are interrelated in line with the holistic approach taken in drafting them.*

Na Croí Luachanna

Is é croí na hoibre do mhúinteoirí ná oideachas a sholáthar, agus bíonn na luachanna seo a leanas mar bhunús le gairm na múinteoireachta in Éirinn. Tá na luachanna seo le feiceáil tríd na Cóid agus is féidir iad a áireamh faoi na teidil:

- **An tEispéaras Oideachasúil**
- **Na Torthaí Oideachasúla**
- **Na Caidrimh**

Core Values

Teachers' core work is to educate and the following values underpin the work of the teaching profession in Ireland. These values are reflected throughout the Codes and may be considered under the headings of:

- **The Educational Experience**
- **Educational Outcomes**
- **Relationships**

Croí Luachanna Gairm na Múinteoireachta

Tiomantas

Bíonn múinteoirí tiomanta do sheirbhís ghairmiúil ardchaighdeán ina gcuid múinteoireachta agus tuigeann siad gur dá gcuid daltaí a bhíonn a bpríomhdhualgas gairmiúil.

Caighdeán an Oideachais

Soláthraíonn múinteoirí eispéiris oideachasúla ar an gcaighdeán is airde dá gcuid daltaí. Éascaíonn múinteoirí dul chun cinn foghlama agus forbartha daltaí sa ghníomhaíocht éifeachtach a bhíonn acu leis an gcuraclam.

An Fhoghlaim Dalta-Lárnach

Tugann múinteoirí faoi thimpeallacht oideachasúil a chruthú ina mbíonn na daltaí lán-ghníomhach sa phróiséas foghlama.

Ag Freagairt don Athrú

Aithníonn múinteoirí nádúr an athraithe sa sochaí agus tuigeann siad an ról atá acu sa bhfreagairt cuí oideachasúil is gá a sholáthar chun freastal ar riachtanais aitheanta na ndaltaí. Aithnítear gur fearrde comhthacaíocht sa ghnó seo ó pháirtneirí uile an oideachais.

Forbairt Ghairmiúil

Bíonn múinteoirí ag machnamh ar, agus ag leanúint lena gcleachtas gairmiúil féin, agus cuirtear deiseanna ar fáil dóibh chun gníomhú i bhforbairt ghairmiúil agus i bpróiséas forbartha an churaclaim.

An tEispéaras Oideachasúil ■

Croí Luachanna Gairm na Múinteoireachta

Forbairt Iomlánaíoch

Bíonn múinteoirí tiomanta do fhís iomlánaíoch oideachasúil ar a n-áirítear na gnéithe aestéitiúla, cognaíocha, intleachtúla, criticiúla, cultúrtha, mothúchánacha, samhlaíocha, morálta, sóisialta, polaitiúla, spioradálta, fisiceacha agus sláinte d'fhorbairt a gcuid daltaí.

Luachanna Cultúrtha

Aithníonn múinteoirí an ról a bhíonn acu deiseanna a chruthú chun feasacht agus meas ar luachanna cultúrtha a fhorbairt, agus iad tuisceanach sa ghnó seo ar an gcomhthéacs Éireannach, Eorpach agus domhanda san áireamh.

An Ceartas Sóisialta, an Chothromaíocht, an Chuimsitheacht

Leiríonn múinteoirí mar chuid dá ról gairmiúil a ndíogras don daonlathas, don cheartas sóisialta, don chothromaíocht agus don chuimsitheacht. Cothaíonn siad saoránacht ghníomhach agus cuidíonn siad le daltaí grinnbhreithniú machnamhach a dhéanamh ar ghnóthaí sóisialta ar leith maraon le meas agus tuiscint a chothú don éagsúlacht, agus gníomhú mar is cuí.

Na Torthaí Oideachasúla

Croí Luachanna Gairm na Múinteoireachta

Comhghuallaíocht

Is mar chomhghuallaithe a oibríonn múinteoirí lena chéile ar mhaithe leis an gcleachtas gairmiúil is fearr a roinnt ar a chéile, a chur chun cinn agus a fhorbairt.

Comhpháirtíocht

Oibríonn múinteoirí i gcomhpháirt le daltaí, le tuismitheoirí, le bainistíocht scoile, le hoiliúnóirí múinteoirí agus le daoine gairmiúla eile chun a gcomhchuspóirí maidir le hoideachas ar ard-chaighdeán a bhaint amach don uile dhuine.

Meas

Leiríonn múinteoirí meas ar dhaltaí, ar thuismitheoirí, ar a gcomhghuallaithe, ar bhainistíocht scoile, ar chomhghairmeoirí agus ar phobal uile na scoile, agus díríonn siad a n-aird ar atmasféar comh-mheasúil a bhunú agus a chaomhnú sna scoileanna.

Cúram

Maraon lena bhfreagracht dhlithiúil i leith cúram daltaí, bíonn ról chúraim mhúinteoirí mar chuid lárnach dá luachanna gairmiúla. Bíonn a gcleachtas bunaithe ar bharrmhaitheas a dheimhniú do na daltaí a bhíonn faoina gcúram.

Comhoibriú

Bíonn múinteoirí gníomhach ar bhonn gairmiúil leis an bpobal de réir mar is fearr a oireann do mhaitheas na ndaltaí, agus ina measc siúd bíonn páirtnéirí an oideachais, maraon le comhghairmeoirí agus eagraíochtaí oideachasúla eile.

Na Caidrimh

Core Values of the Teaching Profession

Commitment

Teachers are committed to the highest standards of professional service in their teaching and understand that their primary professional obligation is to their students.

Quality of Education

Teachers promote and maintain the highest quality of educational experiences for their students. Teachers facilitate student progression in their learning and development and their effective engagement with the curriculum.

Student-Centred Learning

Teachers seek to create an environment where students are active agents in the learning process.

Responding to Change

Teachers acknowledge the changing nature of society and recognise their role in providing appropriate educational responses to cater for the identified needs of students. It is recognised that this is enhanced through mutual support from all partners in education.

Professional Development

Teachers reflect on and continue to improve their own professional practice and are provided with opportunities to engage in professional development and the process of curriculum development.

The Educational Experience

Core Values of the Teaching Profession

Holistic Development

Teachers are committed to a holistic vision of education which includes the aesthetic, cognitive, intellectual, critical, cultural, emotional, imaginative, creative, moral, social, political, spiritual, physical and healthy development of their students.

Cultural Values

Teachers see themselves as providing opportunities for the development of awareness and appreciation of cultural values being mindful of Irish, European and more global contexts.

Social Justice, Equality and Inclusion

Teachers in their professional role show commitment to democracy, social justice, equality and inclusion. They encourage active citizenship and support students in thinking critically about significant social issues, in valuing and accommodating diversity and in responding appropriately.

Educational Outcomes