



Professional Boundaries, Ethics, and Professionalism in Education

Facilitated Live, Intensive, Small Group Format
*Remedial and Interventional**

16 Contact Hour Course**

***Note:**

This comprehensive course addresses professional misconduct and ethical or boundary deficiencies to fulfill educational recommendations or requirements. Course faculty review each participant's pre-course assignment submissions, including referral documentation, to personalize instruction and address specific concerns or educational gaps.

Educators who wish to take the course solely for their educational growth and development are welcome to enroll.

****Extended Edition - Post-Course Follow-Up:** The Extended Edition provides a longitudinal educational experience, offering continued accountability and 8 additional contact hours. See page five for details.

Summary

The student-educator relationship involves a power dynamic where students are in a position of vulnerability. Because of this, educators have a fiduciary duty to their students and thereby the public to hold themselves to a high ethical standard. This teacher boundary and ethics course was created for educators who have crossed boundaries or failed in their ethical and professional obligations in some way.

The course is facilitated in a highly interactive, small-group format and taught by one primary faculty member who reviews each participant's pre-course assignment submissions. This pre-review allows faculty to be aware of each participant's unique background and cause(s) for referral and use this information to structure and personalize their facilitation of each course. Participants are guided to see where they initially went astray, gain critical insight into why it happened, and are held accountable to prevent future missteps by creating and presenting a Personalized Protection Plan©. This novel framework for remediation is known as the PBI Method©, a process-oriented approach to achieve impactful and lasting educational intervention.

Reasons for Referral

Common reasons for referral to this course include:

- Sexual exploitation, sexual harassment, and sexual misconduct
- False, fraudulent, deceptive, or misleading documentation or behaviors
- Misleading, malicious, or deceptive communication toward colleagues or with regulatory boards
- Teaching below minimal standards
- Discrimination based on race, color, creed, sex, national origin, marital status, political or religious beliefs, family, social or cultural background, or sexual orientation
- Acceptance of gifts, favors, or gratuities that impair or appear to influence professional decisions or actions
- Dual Relationships that compromise a teacher role

Course Objectives

Upon completion, participants should be able to:

- Gain an understanding of moral authority and professional decision making
- Understand the relationship between ethical content and ethical process
- Review codes and laws relevant to their specific offense
- Communicate the harm done to the public from boundary, ethical, and legal violations
- Identify and define the violation potential for professionalism issues utilizing the PBI Formula©

- Create a Personalized Protection Plan© to maintain and safeguard professional behavior moving forward
- Learn to utilize peer group discussions for professional dilemma resolution

Faculty

Faculty for this course are selected by PBI and approved by the Education Department.

Pass/Fail Criteria

This interactive course has specific objectives to accomplish within the designated time frame. Participation in discussions is required throughout. To pass and qualify for the certificate of completion, attendees must be present and participate for the full duration of the course.

Upon conclusion of the course, pass/fail determinations are made on an individual basis, at the discretion of PBI. Determinations are based on the following:

- Demonstrated understanding of educational content
- Demonstrated ability to achieve the learning objectives
- Compliance with course requirements including submission of pre-course assignments, adherence to participation and engagement standards, and passing the final oral examination at the conclusion of the course (i.e., presentation of a comprehensive Personalized Protection Plan©).

Post-Course Participation Report

For referring entities interested in additional insight into a professional's participation in a course, an Accomplishments, Impressions, and Recommendations (AIR) Letter can be provided upon request. This letter is designed to expand the referrer's understanding of the attendee's accomplishments of course objectives through their course work, offer individualized faculty impressions of the attendee's participation and interactions during the course, as well as include faculty recommendations, if any, for continuing education, assessments, therapy, or any other resources that they may see as providing opportunities for growth and enhanced remediation.

Requests for AIR Letters should be made in writing in the referral documentation. [Click here to learn more.](#)

Content Timeline

Overview:

The course uses a blending learning format, combining reading and written assignments, individual calls with faculty, and group discussions that are offered each Tuesday evening from 9:00 PM - 10:00 PM Eastern Time. Participants join these calls for one-hour sessions, once per week.

This course takes a minimum of six weeks to complete. If enrolled in the Extended Edition, the course takes a minimum of 13 weeks to complete.

1. Readings and Assignments (6 hours)

- a. Course readings assignments will cover important issues related to the course philosophy, focusing on an in-depth understanding of ethical issues in the workplace and how to identify them.
- b. Written assignments include:
 - i. Research and review statutes and code of ethics related to the accused offense or allegation
 - ii. Completion of the Educator Self-Assessment Tool© (ESAT)
 - iii. My Story written essay providing an opportunity for reflection, introspection, and analysis of the risk factors and vulnerabilities at play that may have contributed to the violation

2. Individual Telephonic Consultation (1 hour)

- a. Participants will submit the above mentioned assignments to PBI in preparation for a one-on-one telephone review with faculty. This one hour review will focus on review of these assignment submissions in depth, with the participant receiving constructive feedback and coaching from the faculty.

3. Readings and Assignments (3 hours)

- a. The second part of the course focuses on readings and assignments designed to prevent future problems and violations. Participants will learn how to identify risk factors, avoid potentially problematic scenarios, and gain confidence and a deeper understanding of their plan for the future. These readings and assignments will include:
 - i. Understanding Vulnerabilities and Seeking Forgiveness
 - ii. Applying the Formula©
 - iii. Personalized Protection Plan©: Preventing future problems

4. Group Tele-Seminars (TE-MAS) (5 hours)*

- a. After completing these readings and assignments, participants will attend five sessions of PBI Maintenance and Accountability Seminars (*13 sessions for Extended Edition participants). These seminars are offered every Tuesday from 9:00pm - 10:00pm Eastern Time and are conducted by course faculty. These additional hours of instruction help to cement the strategies learned throughout the course.

5. Individual Telephonic Consultation and Follow-Up (1 hour)

- a. Upon submission of the final assignments participants will schedule a final one-on-one review with the course faculty. This one hour review will focus on review of the final assignment submissions in depth, with the participant receiving constructive feedback and coaching from the faculty.

Extended Edition — Post-Course Follow-Up

The Extended Edition includes extended longitudinal follow-up for increased accountability and extended learning. Upon completion of the course, participants enrolled in the Extended Edition attend an additional 8 Maintenance and Accountability Seminars. These seminars focus on implementation of the Personalized Protection Plan©, developed in the live course. Through continuous, real-time faculty feedback and peer review, participants' potential for relapse is minimized. PBI Maintenance and Accountability Seminars consist of weekly, one-hour, faculty-led group teleconference seminars.

The Extended Edition confers a total of 24 Contact Hours.

Confidentiality Statement

The confidential information that participants share with PBI Education is securely stored and solely used for the purposes of course facilitation. Releases of confidential information are not authorized unless a signed release of information form has been executed by the participant, or as mandated by law.

Designation Statement

A 16 or 24 contact-hour certificate of completion will be available upon completion of the course, based on the specified edition.