



Code of Ethical Conduct

Supplement for Early Childhood Program Administrators

Adopted July 2006, Reaffirmed and Updated May 2011

A Position Statement Supplement of the National Association for the Education of Young Children

Adopted by the National Association for Family Child Care

Administrators of programs for young children are responsible for overseeing all program operations, serving as leaders in their programs, and representing the field to the community. Early childhood program administrators are called upon to sustain relationships with a wide variety of clients. They interact with and have responsibilities to children, families, program personnel, governing boards and sponsoring agencies, funders, regulatory agencies, their community, and the profession.

Program administrators deal with unique responsibilities and ethical challenges in the course of managing and guiding their programs and assume leadership roles within and beyond their programs. As managers and leaders, they are called upon to share their professional knowledge and expertise with families, personnel, governing boards, and others; demonstrate empathy for the families and children they serve; and communicate respect for the skills, knowledge, and expertise of teaching staff, other personnel, and families. Administrators accept primary responsibility for executing the program's mission as well as developing and carrying out program policies and procedures that support that mission. They also make a commitment to continue their own professional development and the continuing education of the personnel in the program they lead. Administrators also may be advocates for all children being able to gain access to quality programming. Some of the challenges faced by administrators involve balancing their obligations to support and nurture children with their respon-

sibility to address the needs and safeguard the rights of families and personnel and respond to the requirements of their boards and sponsoring agencies.

Purpose of the Supplement

Like those in the field who work directly with young children, program administrators are regularly called upon to make decisions of a moral and ethical nature. The NAEYC Code of Ethical Conduct (revised 2005, **reaffirmed and updated 2011**) is a foundational document that maps the ethical dimensions of early childhood educators' work in early care and education programs. Program administrators share the ethical obligations assumed by all early childhood educators—obligations that are reflected in the core values, ideals, and principles set forth in the Code. Administrators embrace the central commitment of the early care and education field—and the Code—to ensure the well-being and support the healthy development of young children.

Note: This Supplement was reaffirmed by the NAEYC Governing Board in May 2011 and changes were made to Ideals and Principles that regard responsibilities to families to ensure alignment with current family engagement best practices in the field. In addition, references to the Code of Ethical Conduct, Section III, Part C: Responsibilities to Employees were deleted, as Section III, Part C was deleted in the May 2011 update of the Code.