

### Key Information of the Case


Questions for discussion	Examples of key points for analysis
<p>1. Do you agree with Miss Chow's behaviour of posting about her personal life on social media and sharing it with friends (including students)? Why?</p>	<ul style="list-style-type: none"> <li>✧ Posting on social media, whether for public viewing or friends only, is a common social networking activity that has nothing wrong in itself. <b>Nevertheless, whether it becomes an issue or not depends on the users' identity, mindset and motives, as well as the content shared and the impact it has on viewers.</b></li> <li>✧ Miss Chow's behaviour of posting on social media reveals her enthusiasm for social networking activities and her fondness for sharing with friends (including students) her daily experiences, such as those related to cuisine and current affairs, which resonate with the viewers.</li> <li>✧ It is innocuous if the post simply shares information about cuisine in a straightforward and sincere manner. However, <b>if the post includes factually untrue content and seeks to make an issue out of it, it could stir up trouble, trigger negative emotions, and profoundly impact students.</b></li> <li>✧ Social media is a tool/platform intended for interpersonal communication. <b>If teachers can utilise it properly to foster a pleasant online atmosphere and disseminate positive messages, it can play its intended role in promoting teacher-student relationships and strengthening the bond between them.</b></li> <li>✧ As professional educators, teachers should be heedful of their professional identity when engaging in social networking activities. They should <b>avoid posting subjective and untrue</b></li> </ul>


	<p><b>content, and should consider whether such content may have a negative impact on students or the school, as well as whether it is contrary to the prevailing moral norms in our society.</b></p>
<p>2. What are your thoughts on Miss Chow's post about Mr Chan?</p>	<ul style="list-style-type: none"> <li>✧ Miss Chow's post about Mr Chan not only contains biased and vulgar content that includes <b>indecent expressions/emojis as well as defamatory and insulting comments</b> but also stirs up dissatisfaction among viewers towards an individual and his cha chaan teng, and incites a boycott. <b>Such an act falls short of society's expectations of teachers, undermining teachers' professional image and public confidence in them.</b></li> <li>✧ Students learn from their teachers. Miss Chow <b>should behave properly and impart correct values to enable students to distinguish right from wrong and treat others with courtesy.</b> However, her post about Mr Chan mainly vents her personal discontent and deliberately targets and smears his cha chaan teng. Her comments induce students to detest Mr Chan and incite them to join the boycott, instilling in them hatred and biased thinking that leaves a profound impact on them.</li> <li>✧ From the school's perspective, teachers' <b>words and deeds within and outside the school have an impact on the public's perception on the school.</b> Miss Chow's personal comments on social media reflect her failure to express views in a <b>peaceful, rational and respectful</b> manner and to help students develop rational and objective</li> </ul>


	<p>attitudes in analysing matters. She has not made full efforts to safeguard the dignity of the teaching profession and has failed to become a role model for students.</p>
<p>3. What do you think if the post is not written but rather forwarded by Miss Chow?</p>	<ul style="list-style-type: none"> <li>✧ While forwarding a post may be different from writing a post personally, it practically spreads the message and serves the same purpose of capturing viewers' attention, just like a direct post does. If the original post contains inappropriate messages, Miss Chow can be held liable for disseminating such messages, even though she is only forwarding the post. Therefore, <b>teachers have the responsibility to manage their social media accounts properly and ensure that there are no inappropriate posts. They should be responsible for their accounts.</b></li> <li>✧ Since messages disseminated on social media can be forwarded and are occasionally leaked to outsiders, <b>teachers should uphold professional conduct and make appropriate comments even when publishing “private” or “friends-only” posts.</b></li> </ul>

School-based review	Examples of key points for analysis
<p>Review the school codes/school-based policies in connection with teachers' words and deeds as well as their information literacy, and supplement/revise the content to further elucidate the</p>	<ul style="list-style-type: none"> <li>✧ School management/trainers should review teachers' codes/handbooks in school and relevant school policies for necessary revision or updating.</li> <li>✧ For “information literacy”, please refer to the relevant school documents and the EDB's webpage on Related Support on Information Literacy and e-Safety – Teacher</li> </ul>

<p>professional conduct expected of teachers.</p>	<p>(<a href="https://www.edb.gov.hk/en/edu-system/primary-secondary/applicable-to-primary-secondary/it-in-edu/information-literacy/il-t-pdp.html">https://www.edb.gov.hk/en/edu-system/primary-secondary/applicable-to-primary-secondary/it-in-edu/information-literacy/il-t-pdp.html</a>)</p> <p>✧ Illustration of school-based review:</p> <table border="1" data-bbox="635 501 1442 1095"> <thead> <tr> <th data-bbox="635 501 767 577"></th> <th data-bbox="767 501 1082 577">School codes/school-based policies</th> <th data-bbox="1082 501 1442 577">Additions and revisions</th> </tr> </thead> <tbody> <tr> <td data-bbox="635 577 767 1095"><b>Review</b></td> <td data-bbox="767 577 1082 1095"> <ul style="list-style-type: none"> <li>The existing teachers' codes/handbooks lack details on the school's requirements and the matters requiring attention regarding teachers' words and deeds.</li> </ul> </td> <td data-bbox="1082 577 1442 1095"> <ul style="list-style-type: none"> <li>It is proposed to revise the teachers' codes/handbooks to include a new section titled "Teachers' words and deeds", which sets out the behaviours expected of teachers within and outside the school and the matters requiring attention regarding interactions with students and parents.</li> </ul> </td> </tr> </tbody> </table>		School codes/school-based policies	Additions and revisions	<b>Review</b>	<ul style="list-style-type: none"> <li>The existing teachers' codes/handbooks lack details on the school's requirements and the matters requiring attention regarding teachers' words and deeds.</li> </ul>	<ul style="list-style-type: none"> <li>It is proposed to revise the teachers' codes/handbooks to include a new section titled "Teachers' words and deeds", which sets out the behaviours expected of teachers within and outside the school and the matters requiring attention regarding interactions with students and parents.</li> </ul>
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Other information	Examples of key points for analysis
<p>Documents/resources for teachers' reference</p>	<p>✧ Professional Standards for Teachers of Hong Kong: T-standard<sup>+</sup> (Professional roles of teachers)</p>  <ul style="list-style-type: none"> <li>Caring Cultivators               <ol style="list-style-type: none"> <li>Nurture students holistically through character building and serving as a role model of all-round personal development with moral virtues, positive values and attitudes, and local, national and global awareness.</li> </ol> </li> </ul>

- Committed Role Models
- 3.2 Uphold ethical practices and abide by the Code for the Education Profession of Hong Kong; understand the principles of the Basic Law and respect the rule of law as a core value of Hong Kong.
- ✧ Guidelines on Teachers' Professional Conduct
- Chapter 3 Professional Conduct and Behaviour of Teachers: Codes Explained
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- Uphold professional belief
- Don'ts:
- “Violate the philosophy of education, inculcate in students undesirable notions that would harm their physical and mental growth, hindering students' development of positive values and attitudes.”
- Be a role model
- Dos:
- “Use and manage social media platforms carefully and properly, and be responsible for the messages that one disseminated and forwarded on social media platforms.”
- Be committed and responsible
- Dos:
- “Commit to nurturing students' good conduct,

	<p>virtues, positive values and attitudes...”</p>  <ul style="list-style-type: none"><li>✧ Teacher Competencies Framework</li><li>• School Development Domain<ul style="list-style-type: none"><li>➤ Dimension: School’s Vision and Mission, Culture and Ethos</li></ul></li><li>• Core values<ul style="list-style-type: none"><li>➤ Commitment and dedication to the profession</li><li>➤ Respect for diversity</li><li>➤ Love and care for students</li></ul></li></ul>
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