

## Bulletin 140: Conflict of Interest

### Bulletin 140 states:

No observer shall conduct an observation in which the observer is an immediate family member of a teacher in the classroom being observed or an immediate family member of an individual who supervises or provides training or technical assistance to a teacher in the classroom being observed or has a direct financial interest in the site where the classroom is being observed.

*Immediate family member refers to children, the spouses of children, brothers and their spouses, sisters and their spouses, parents, spouse, and the parents of spouse.*

### What is not allowed concerning conflict of interest?

- A CLASS® reliable observer **cannot** conduct an observation if the observer is an immediate family member of the teacher in the classroom. See the examples below:

#### Example 1

Site	Child Care Center
Classroom/Teacher	Toddler classroom taught by Mrs. Brown who is the <b>daughter</b> of Mrs. Green, Owner/Director
Observer	Mrs. Green, Owner/Director
Conflict	Mrs. Green <b>cannot</b> observe Mrs. Brown, because their relationship meets the definition of an immediate family member.

#### Example 2

Site	Head Start Center
Classroom/Teacher	Three-year-old classroom taught by Mrs. Johnson
Observer	Mr. Smith, Director from a nearby Head Start center and <b>brother</b> of Mrs. Johnson, the teacher to be observed
Conflict	Mr. Smith <b>cannot</b> observe Mrs. Johnson, because their relationship meets the definition of an immediate family member.

- A CLASS® reliable observer **cannot** conduct an observation if the observer is an immediate family member of the person who supervises or provides training or technical assistance to a teacher in the classroom being observed or if the observer is an immediate family member of a person who has a direct financial interest in the site. See the examples below:

#### Example 1

Site	Nonpublic School
Classroom/Teacher	NSECD Pre-K classroom taught by Ms. Reyes'
Instructional Coach	Mrs. Jones (provides training and support for Ms. Reyes')
Observer	Mr. Jones, <b>son</b> of Mrs. Jones who is Ms. Reyes' instructional coach
Conflict	Mr. Jones <b>cannot</b> observe Ms. Reyes, because he is an immediate family member of Mrs. Jones who provides training and support for Ms. Reyes.

#### Example 2

Site	Child Care Center
Classroom/Teacher	Pre-K classroom taught by Mrs. Roper
Supervisor	Mrs. White, Director/Supervisor
Observer	Mrs. Silver, <b>sister</b> of Mrs. White, Director/Supervisor
Conflict	Mrs. Silver <b>cannot</b> observe Mrs. Roper, because she is an immediate family member of Mrs. White who has a direct financial interest in the site and supervises Mrs. Roper.

## Bulletin 140: Conflict of Interest

### What is allowed concerning conflict of interest?

- A CLASS® reliable observer **can** conduct an observation if the observer is not an immediate family member of the teacher in the classroom, and... See the examples below:

Example 1	
Site	Public School
Classroom/Teacher	Pre-K classroom taught by Mr. Dunham
Instructional Coach	Ms. Winston (provides training and support for Mr. Dunham)
Observer	Mr. Williams, Principal
No Conflict	Mr. Williams <b>can</b> observe Mr. Dunham if he verifies that he is not an immediate family member of Mr. Dunham, or Ms. Winston or anyone else who supervises or provides training or support to Mr. Dunham, and that he is not an immediate family member of any person who has a direct financial interest in the site.
Example 2	
Site	Child Care Center
Classroom/Teacher	Toddler classroom taught by Mrs. Mack
Resource Coordinator	Ms. Fargo (provides training and support for Mrs. Mack)
Observer	Mrs. Wells, Director
No Conflict	Mrs. Wells <b>can</b> observe Mrs. Mack if she verifies that she is not an immediate family member of Mrs. Mack, or Ms. Fargo or anyone else who supervises or provides training or support to Mrs. Mack, and that she is not an immediate family member of any person who has a direct financial interest in the site.

- A CLASS® reliable observer **can** conduct an observation if the observer is not an immediate family member of the person who supervises or provides training or technical assistance to a teacher in the classroom being observed or if the observer is not an immediate family member of the person who has a direct financial interest in the site. See the examples below:

Example 1	
Site	Charter School
Classroom/Teacher	Pre-K classroom taught by Miss Best
Instructional Coach	Ms. Scott (provides training and support for Miss Best)
Observer	Mrs. Dell, Early Childhood Coordinator
No Conflict	Mrs. Dell <b>can</b> observe Miss Best if she verifies that she is not an immediate family member of Miss Best, or Ms. Scott or anyone else who supervises or provides training or support to Mrs. Best, and that she is not an immediate family member of any person who has a direct financial interest in the site.
Example 2	
Site	Early Head Start
Classroom/Teacher	Toddler classroom taught by Ms. Dugas
Supervisor	Ms. Laughlin, Supervisor
Observer	Mrs. Phillips, Head Start Administrator
No Conflict	Mrs. Phillips <b>can</b> observe Ms. Dugas if she verifies that she is not an immediate family member of Ms. Dugas, or Ms. Laughlin or anyone else who supervises or provides training or support to Ms. Dugas, and that she is not an immediate family member of any person who has a direct financial interest in the site.