Teachers’ Code for Ethical Employment & Recruitment Practices

What is it? • The Code is a voluntary agreement including employers, labor, and recruiters, and visa sponsors that sets standards to guide the fair, transparent, and ethical recruitment, employment, and support of overseas-trained teachers to the United States.

Why do we need a Code? • U.S. school districts employ thousands of overseas-trained teachers to fill shortages in hard-to-staff schools and subject areas like science, math, and foreign languages.
• Some teachers have been subject to unfair contract and recruitment provisions including fees, insufficient induction and training support, and, in some extreme cases, fraud, coercion, and extortion.
• Ensuring that our schools’ classrooms are led by fairly treated, well-trained and qualified teachers is beneficial to students, staff, and the broader community.

How can I help? • Endorse the Code at www.cgfnsalliance.org/teachers
• Talk to your friends, colleagues, and school district officials about recruitment of teachers and how they can sign on to support fair treatment for all teachers.