

1 AN ACT relating to education.

2 ***Be it enacted by the General Assembly of the Commonwealth of Kentucky:***

3 ➔Section 1. KRS 158.1413 is amended to read as follows:

4 (1) Beginning with the 2019-2020 school year, each school district shall implement  
5 essential workplace ethics programs that promote characteristics that are critical to  
6 success in the workplace. Each student in elementary, middle, and high school shall  
7 receive essential workplace ethics instruction that shall include but not be limited  
8 to:

9 (a) Adaptability, including an openness to learning and problem solving, an  
10 ability to embrace new ways of doing things, and a capability for critical  
11 thinking;

12 (b) Diligence, including seeing a task through to completion;

13 (c) Initiative, including taking appropriate action when needed without waiting  
14 for direct instruction;

15 (d) Knowledge, including exhibiting an understanding of work-related  
16 information, the ability to apply that understanding to a job, and effectively  
17 explain the concepts to colleagues in reading, writing, mathematics, science,  
18 and technology as required by the job;

19 (e) Reliability, including showing up on time, wearing appropriate attire, self-  
20 control, motivation, and ethical behavior;

21 (f) Remaining drug-free; ~~and~~

22 (g) Working well with others, including effective communication skills, respect  
23 for different points of view and diversity of coworkers, the ability to cooperate  
24 and collaborate, enthusiasm, and the ability to provide appropriate leadership  
25 to or support for colleagues; ***and***

26 ***(h) Appropriate behavior, including showing a respect for differences in race,***  
27 ***gender, and beliefs.***

- 1 (2) (a) A school district shall use the essential workplace ethics characteristics listed  
2 in subsection (1) of this section when creating a program or when choosing an  
3 existing program.
- 4 (b) Each school district's local workforce investment board, in conjunction with  
5 local economic development organizations from its state regional sector, and  
6 other economic, workforce, or industry organizations the workforce  
7 investment board deems necessary, shall recommend to the school district best  
8 practices which may be used by schools to implement an essential workplace  
9 ethics program.
- 10 (3) By January 1, 2019, and every two (2) years thereafter, each local school board shall  
11 collaborate with the local workforce investment board, in conjunction with local  
12 economic development organizations from its state regional sector, and other  
13 economic, workforce, or industry organizations the workforce investment board  
14 deems necessary, to establish essential workplace ethics indicators for middle and  
15 high school students that are aligned with the essential workplace ethics  
16 characteristics listed in subsection (1) of this section.
- 17 (4) Each local school board shall design and adopt a diploma seal, certificate, card, or  
18 other identifiable symbol to award students deemed as having minimally  
19 demonstrated attainment of the local board's essential workplace ethics indicators.
- 20 (5) By September 1, 2019, and every two (2) years thereafter, the superintendent of  
21 each school district shall provide to the commissioner of education and the  
22 Kentucky Workforce Innovation Board a report, in a format specified by the  
23 commissioner, describing the school district's essential workplace ethics programs  
24 and how they are being implemented at each school. A summary report compiled by  
25 the commissioner that includes information from all local school district reports  
26 shall be provided to the Kentucky Board of Education, the Interim Joint Committee  
27 on Education, the Kentucky Workforce Innovation Board and each Kentucky

- 1 superintendent and principal in order to foster program improvement and the
- 2 sharing of best practices.