

Ethical Issues and Solutions

Case Study #1

A local recruiter, Francisco Díaz has been working in the MEP for fifteen years. He is well liked throughout the community and works well with all of the agencies serving migrant families. Just recently, he received a community award for setting up a food drive during the holiday season. During September of last year, many migrant families moved into the area to harvest apples. The children of the migratory families were identified and recruited into the MEP program, thus eligible to receive educational and support services. During the data entry process, the records clerk noticed three COEs listing children from longtime families she knows have never left the community. She brought this concern up to Francisco's attention. Francisco said that the children need the educational services and to leave them as eligible. The data clerk didn't agree and took the issue to Francisco's supervisor. The supervisor told the data clerk to leave the issue alone since no one will know the difference if the children are eligible or not. The data clerk is not happy with the decision but is reluctant to say anything to upset Francisco or her supervisor.

Which Recruiter Standard of Conduct is addressed?

What are the ethical issues in this scenario?

What are the possible solutions?

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Case Study #2

In the last couple of years, the number of eligible migrant children in the State has dropped and allocations to each of the districts have been lowered. The Calibri Valley District has begun to panic as they see their student numbers drop, allocations lowered, and good staff taking other jobs. The district leadership decides to evaluate the situation and do something about their identification and recruitment program. The district coordinator introduces a new incentive program in the fall. Each recruiter will need to identify 25 new students, over and above last year's numbers. The district says this proposed plan will increase student enrollment and guarantee their jobs, and the recruiter who identifies the most students will go to the National Migrant Education Conference in the spring. The district incentive brings a lot of excitement, enthusiasm, and competition among some of the recruiters.

Which Recruiter Standard of Conduct is addressed?

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Case Study #3

Jake Lamada is a well-respected recruiter at Middleton Unified School District. Angela Sanchez is also a recruiter with Middleton Unified School District and is assigned to Drywood Elementary. Jake was instructed by his supervisor to look into concerns by other migrant education staff regarding the eligibility status of some migrant families in the district. Angela's campus, Drywood Elementary, has a long history of migrant children withdrawing from school in December to travel to Mexico and then re-enrolling back in the school two or three weeks later. Angela has been with the district for fifteen years and, due to her popularity and experience with the MEP, is very well-known within the migrant community. Jake met with MEP staff and began reviewing all Certificates of Eligibility (COEs) from Drywood Elementary. He reviewed the number of students that were withdrawn from school in December and re-enrolled two or three weeks later. He noticed that a small number of COEs with a new Qualifying Arrival Date (QAD) were completed for a few migrant families. Jake is informed by MEP staff that the migrant families who were given a new QAD were personal friends of Angela's. After further investigation, some of the new COEs were found to be ineligible in establishing a new QAD.

Which Recruiter Standard of Conduct is addressed?

What are the ethical issues in this scenario?

What are the possible solutions?