



Idaho Professional Standards Commission

MINUTES OF THE IDAHO PROFESSIONAL STANDARDS COMMISSION (PSC)

Phone: +1 346 248 7799, Meeting ID: 951 6580 9662, Meeting Passcode: 3638
Lewis & Clark Conference Room, 650 W State Street, Second Floor, Boise

Thursday, December 5, 2024, AM Virtual Meeting

Welcome and Announcements

Commission Chair Angela Gillman called the meeting to order at 9:00 AM.

Commission Members Present

Vanessa Anthony-Stevens	Melissa Green	Jamee Nixon
Stephanie Brodwater	Lance Harrison	Marci Nuxoll
Kristi Enger	Stacey Jensen	Karen Pyron
Erika Estes	Ramona Lee	MeLissa Rose
Angela Gillman	Amy McBride	Jonelle Warnock

Commission Members Absent

Alejandro Zamora
Katie Mathias

Agenda Review/Approval M/S (Rose/Brodwater)

I move to approve the December 5, 2024, agenda as written.

Roll call:

Vanessa Anthony-Stevens- Yes	Lance Harrison- Yes	Marci Nuxoll- Yes
Stephanie Brodwater- Yes	Stacey Jensen- Yes	Karen Pyron- Yes
Kristi Enger- Yes	Ramona Lee- Yes	MeLissa Rose- Yes
Erika Estes- Yes	Katie Mathias- Absent	Jonelle Warnock- Yes
Angela Gillman- Yes	Amy McBride- Yes	Alejandro Zamora- Absent
Melissa Green- Yes	Jamee Nixon- Yes	

Motion carried.

September 19-20, 2024, Minutes Review/Revision/Approval M/S (Enger/Warnock)

I move to approve the minutes from the September 19-20, 2024, meeting of the Professional Standards Commission as written.

Angela Gillman identified that there was a portion of the text missing from the minutes document. Ramona Lee suggested failing the motion until the missing information is corrected.

Roll call:

Vanessa Anthony-Stevens- No
Stephanie Brodwater- No
Kristi Enger- No
Erika Estes- No
Angela Gillman- No
Melissa Green- No

Lance Harrison- No
Stacey Jensen- No
Ramona Lee- No
Katie Mathias- Absent
Amy McBride- No
Jamee Nixon- No

Marci Nuxoll- No
Karen Pyron- No
MeLissa Rose- No
Jonelle Warnock- No
Alejandro Zamora- Absent

Motion failed.

Consideration of Ethics Investigation Final Orders/Stipulations

Deputy Attorney General Kyle Grigsby presented the following case.

Case 22416 M/S (Enger/Harrison)

In case number 22416, concerning the certificate of Tyler Warner, I move that the PSC accept the proposed stipulation as written and enter the accompanying consent order, which will be effective once signed.

Roll call:

Vanessa Anthony-Stevens- Yes
Stephanie Brodwater- Yes
Kristi Enger- Yes
Erika Estes- Yes
Angela Gillman- Yes
Melissa Green- Yes

Lance Harrison- Yes
Stacey Jensen- Yes
Ramona Lee- Recuse
Katie Mathias- Absent
Amy McBride- Recuse
Jamee Nixon- Recuse

Marci Nuxoll- Yes
Karen Pyron- Yes
MeLissa Rose- Yes
Jonelle Warnock- Recuse
Alejandro Zamora- Absent

Motion carried.

Voluntary License Surrender Update

Deputy Attorney General Kyle Grigsby provided an update on the recent voluntary license surrender of Kerry Black.

Lee inquired if surrendering a license allows for later reinstatement or if it makes one permanently ineligible to reapply. Professional Standards Commission Ethics Coordinator Annette Schwab confirmed that individuals can apply again, but they will never regain certification in Idaho.

September 19-20, 2024, Minutes Review/Revision/Approval M/S (Enger/Pyron)

I move to approve the minutes from the September 19-20, 2024, meeting of the Professional Standards Commission as written.

Lance Harrison inquired if the Annual Report link in the minutes would be publicly accessible or if a copy would be included. Professional Standards Commission Secretary Crystal Snyder clarified that the report will not be inserted into the document; the link will direct the public to the document's location on the PSC website.

Roll call:

Vanessa Anthony-Stevens- Yes
Stephanie Brodwater- Yes
Kristi Enger- Yes
Erika Estes- Yes
Angela Gillman- Yes
Melissa Green- Yes

Lance Harrison- Yes
Stacey Jensen- Yes
Ramona Lee- Yes
Katie Mathias- Absent
Amy McBride- Yes
Jamee Nixon- Yes

Marci Nuxoll- Yes
Karen Pyron- Yes
MeLissa Rose- Yes
Jonelle Warnock- Yes
Alejandro Zamora- Absent

Motion carried.

Committee Work

Gillman called for a break, to last until the committee work is scheduled to meet at 10:00 AM.

Thursday, December 5, 2024, PM Virtual Meeting

Welcome and Announcements

Commission Chair Angela Gillman called the meeting to order at 3:30 PM.

Commission Members Present

Vanessa Anthony-Stevens- Arrived at 3:33 PM	Melissa Green	Marci Nuxoll
Stephanie Brodwater	Lance Harrison	Karen Pyron
Kristi Enger	Stacey Jensen	MeLissa Rose
Erika Estes	Ramona Lee	Jonelle Warnock
Angela Gillman	Amy McBride	Katie Mathias
	Jamee Nixon	

Commission Members Absent

Alejandro Zamora

Administrative Report

Professional Standards Commission Administrator Cina Lackey provided an administrative report (APPENDIX A).

Professional Standards Commission Coordinator, Helen Henderson advised that eligible PSC members can complete the PSC Nomination Form to express their interest in reappointment.

Ramona Lee inquired whether the ProEthica program would be available for special education directors. Lackey responded that she would need to look into that further. She expressed openness to the idea and will investigate logistics to determine if it is a viable option.

Office of the State Board Report

Katie Shoup, the Educator Effectiveness Program Manager at the Office of the State Board of Education (OSBE), gave a report. Kate Lenz, the Empowering Parents Program Coordinator, shared an update on the Empowering Parents program.

Shoup reported on three latest programs and projects for the fiscal year. New initiatives for mentoring school administrators, professional development, and recruitment started in the fall of 2024. The state-sponsored Certified Staff Evaluation Platform was launched in the fall of 2024.

A new software platform for mentoring and professional development began in the fall of 2024. The Idaho Mentor Program Standards offer guidance for creating a strong mentoring program. This program focuses on teamwork among educational representatives for planning and evaluation. Its goal is to support teachers, such as beginner and rural teachers, by pairing them with mentors and forming groups, helping to lower teacher turnover and improve student success.

The schedule for reviewing educator preparation providers has been updated. The state must review Boise State University, Idaho State University, University of Idaho, and Brigham Young University-Idaho by spring 2025. The state review for the College of Southern Idaho is due in fall 2025. These reviews aim to ensure that new teachers are well prepared. Idaho-approved teacher preparation programs must report data each year about their admission standards and assessments, to be reviewed by the OSBE.

The educator-registered apprenticeship programs for K-12 and special education are currently underway. The principal registered apprenticeship program is still being developed. These employer-driven models mix on-the-job training with classroom instruction. This approach boosts the apprentices' skills and pay. Apprentices earn a paycheck from day one, allowing them to receive income while gaining work experience.

Lenz explained that the Empowering Parents Program is a \$30 million annual initiative started by Governor Brad Little and the Idaho Legislature. To qualify for the program, applicants must have an income of \$60,000 or less on their 2023 Idaho state taxes, have children between the ages of five (5) and eighteen (18), and be residents of Idaho. Grants of up to \$1,000 per eligible student are available, with a maximum of \$3,000 per family. Families can use these funds for various purposes, including tutoring, educational programs, standardized tests, camps, musical instruments, supplies, therapy, and physical education equipment.

Committee Reports

Executive Committee Report

Angela Gillman provided the Executive Committee Report (APPENDIX B).

Amendment to the Code of Ethics for Idaho Professional Educators M/S (Enger/Warnock)

I move to recommend amendments to IDAPA 08.02.02.076, Code of Ethics for Idaho Professional Educators to the Office of the State Board for future rulemaking consideration.

Professional Standards Commission Ethics Coordinator, Annette Schwab highlighted the Executive Committee's recommended amendments to Principal II, Principal V, Principal VI, and Principal X.

Roll call:

Vanessa Anthony-Stevens- Yes

Lance Harrison- No vote

Marci Nuxoll- Yes

Stephanie Brodwater- Yes

Stacey Jensen- Yes

Karen Pyron- Yes

Kristi Enger- Yes

Ramona Lee- Yes

MeLissa Rose- Yes

Erika Estes- Yes

Katie Mathias- Yes

Jonelle Warnock- Yes

Angela Gillman- Yes

Amy McBride- Yes

Alejandro Zamora- Absent

Melissa Green- Yes

Jamee Nixon- Yes

Motion carried.

Recommendations Committee Report

Kristi Enger provided the Recommendations Committee Report (APPENDIX C).

Member Reports

Ramona Lee provided a report from the Idaho Association of Special Education Administrators.

The special education directors are addressing the shortage of speech-language pathologists and plan to propose suggestions for the Recommendations Committee to explore solutions.

Katie Mathias provided a report from the Idaho Association of Colleges of Teacher Education.

The Idaho Educator Preparation Programs are distributing a survey to principals and building leaders to gather feedback on individuals from their programs and their satisfaction with how well these individuals meet established standards. This data is used in the summer to assess and improve programs, based on the feedback.

Karen Pyron provided a report from the Idaho School Boards Association (ISBA).

There was a successful November convention with presentations from PSC Administrator, Cina Lackey, and Alternative Authorization Coordinator, Mandy Fulbright. Expect new information after the 2025 Legislative Session.

Adjourn M/S (Brodwater/Enger)

Meeting Adjourned at 4:19 PM.



APPENDIX A

PSC Administrative Report – Thursday, December 5, 2024

1) 2024-2025 SY – 530 Total Alternative Authorizations and Emergency Provisionals approved to date

11 Emergency Provisional Certificate Applications were approved at the October 16, 2024, meeting of the State Board of Education (SBOE). 28 Provisional Certificate Applications are being reviewed at the December 18, 2024, meeting. The totals below reflect the number of alternative authorizations approved so far for the 2024-2025 school year.

- 170 Alternative Authorizations – Content Specialist
- 15 Alternative Authorizations – Teacher to New Certificate
- 279 Alternative Authorizations – Teacher to New Endorsement
- 33 Alternative Authorizations – Pupil Service Staff
- 5 CTE Alternative Authorizations – Content Specialist
- 16 CTE Alternative Authorizations – Teacher to New Endorsements
- 1 CTE Alternative Authorizations – Teacher to New Certificates

2) Reminder Regarding PSC Nominations

- Nominations will be accepted through January 31, 2025.
- Eligible nominees for the positions include certificated Idaho public school teachers, certificated secondary school principals, certificated Idaho public school teachers, certificated pupil service staff, employees of an Idaho community college, employees of an education department of an Idaho public institution of higher education, and employees of the college of letters and sciences in an Idaho institution of higher education.
- PSC Nomination Form is located on the PSC website: <https://www.sde.idaho.gov/cert-psc/psc/>
- Please encourage your stakeholder group to participate in the nomination process and remind them of the positions available. Keep in mind, however, that it is unlikely a nomination will be accepted for those who are in the same school/district as a current PSC member, as the intent is to get a diverse group from around the state.

3) Update on the Ethics Initiative

- Overall statement of purpose: The goal of the initiative is to provide tools to help educators increase their understanding of the Code of Ethics for Idaho Professional Educators and support ethical decision making through collaborative conversations with peers and building leaders so they can successfully navigate their professional decisions.
- Printed copies of The Code of Ethics for Idaho Professional Educators are available to districts/charters.
- Breach of contract guidance documents are posted on the PSC website and will also be posted in the department's Weekly Newsletter.
- A Podcast regarding the initiative will be forthcoming.
- ProEthica – Providing ProEthica for all administrators in Idaho starting in January.
- Ed Northwest – PSC staff has been working on scenarios for the Ed Northwest toolkit. This toolkit is being developed to help administrators facilitate discussion with their staff regarding the Code of Ethics for Idaho Professional Educators and ethical decision making.
- Reminder: ProEthica vouchers can be provided to PSC members upon request – for individual use only.

4) PSC ethics investigator has been hired!



Idaho Professional Standards Commission

APPENDIX B

Executive Committee Meeting

650 W State Street, Boise; Lewis & Clark Conference Room, Second Floor

Thursday, December 5, 2024

Members present: Angela Gillman, Stephanie Brodwater, Stacey Jensen, Ramona Lee, Amy McBride, Jamee Nixon, MeLissa Rose

Members absent:

Staff present: Annette Schwab, Tory Del Toro, Kyle Grigsby

M/S (RL/JN): Under Idaho Code 74-206 (1)(d), the Executive Committee of the Professional Standards Commission was called into Executive Session to consider investigatory records exempt from disclosure under Chapter 1 of Title 74, Idaho Code. (10:10 AM) Gillman – Yes, Brodwater – Yes, Jensen – Yes, Lee – Yes, McBride – Yes, Nixon – Yes, Rose – Yes

M/S (MR/JN): The Executive Committee of the Professional Standards Commission was called into Open Session, after entering Executive Session to consider investigatory records exempt from disclosure under Chapter 1 of Title 74 Idaho Code. (11:22 AM) Gillman – Yes, Brodwater – Yes, Jensen – Yes, Lee – Yes, McBride – Yes, Nixon – Yes, Rose – Yes

M/S (AM/RL): In case number 22440 I move that the Executive Committee find probable cause for discipline and recommend indefinite suspension pending completion of an approved boundaries course. (11:35 AM) Motion failed by majority.

M/S (AM/SB): In case number 22440 I move that the Executive Committee find probable cause for discipline and recommend revocation. (11:53 AM) Motion carried by majority.

M/S (RL/JN): In case number 22443, I move that the Executive Committee not find probable cause for discipline. (11:50 AM) Motion carried by majority.

M/S (SJ/MR): In case number 22444, I move that the Executive Committee hold this case for additional information. (11:57 AM) Motion carried by majority.

M/S (RL/SB): In case number 22445, I move that the Executive Committee find probable cause for discipline and recommend revocation. (11:59 AM) Motion carried by majority.

M/S (AM/JN): In case number 22446, I move that the Executive Committee find probable cause for discipline and recommend a letter of reprimand. (12:02 PM) Motion failed by majority.

M/S (RL/JN): In case number 22446, I move that the Executive Committee find probable cause for discipline and recommend a fixed suspension through June 1, 2025. (12:07 PM) Motion carried by majority.

M/S (RL/SJ): In case number 22447, I move that the Executive Committee find probable cause and recommend a fixed suspension through June 1, 2025. (12:10 PM) Motion carried by majority.

M/S (RL/MR): In case number 22433, I move that the Executive Committee not accept the counteroffer, but clarify that the dates of the suspension are from June 1, 2024, to June 1, 2026. (12:23 PM) Motion carried by majority.

M/S (SJ/JN): I move that the Executive Committee bring the proposed amendments to IDAPA 08.02.02.076, Code of Ethics for Idaho Professional Educators to the full commission for consideration of recommendation to the Office of the State Board of Education for future rulemaking consideration. (2:12 PM) Motion carried by majority.



Idaho Professional Standards Commission

APPENDIX C

Recommendations Committee Meeting

700 W State Street, Boise; JRW West Conference Room

Thursday, December 5, 2024

Members present: Vanessa Anthony-Stevens, Kristi Enger, Erika Estes, Melissa Green, Lance Harrison, Katie Mathias, Karen Pyron, Alex Zamora, Jonelle Warnock

Members absent:

The committee was brought to order at 10:02 a.m. by Kristi Enger.

i. See Tell Now! Presentation

Chris Thoms, School Safety and Security Program Specialist with the Office of the Board of Education, provided a presentation on the See Tell Now! student threat reporting system. The system works 24/7/365.

- 322 Schools
- A Look at 2023-2024 School Year Tips
 - o 298 | Bullying/Harassment
 - o 61 | Drug/Vape Use or Possession
 - o 35 | Mental Health/Suicidal Ideation

ii. Idaho Educator Pipeline Report Work Session

Katie Shoup, Educator Effectiveness Program Manager with the Office of the State Board of Education, facilitated a conversation regarding the Idaho educator pipeline report and related research. She requested that the Recommendations Committee identify recommendations that could positively impact the educator pipeline in Idaho. It is Ms. Shoup's intent to share some or all these recommendations with the State Board of Education for their consideration. The recommendations we believe will make the biggest impact at this time include:

1. Improve educator compensation towards closing the 24 percent pay gap as outlined in the 2023 educator pipeline report.
2. Provide and fund mentoring and retention programs that support all educators and enhance positive school culture.
3. Expand Pupil Service Staff preparation programs and certification pathways (especially Speech Language Pathologists and School Psychologists).
4. Improve educator working conditions, e.g., available/affordable housing, easing new educators into assignments/preps, provide for greater planning time, quality of life, stress, hours, etc. (Reference: [The State of the Teacher Workforce | Learning Policy Institute](#))