



# Idaho Professional Standards Commission

## **MINUTES OF THE PROFESSIONAL STANDARDS COMMISSION (PSC)**

650 W State Street, Boise ID

### **THURSDAY, February 6, 2025, AM Virtual Meeting**

#### **Welcome/Announcements/Attendance**

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

#### **Commission Members Present**

Stephanie Brodwater	Melissa Green	Amy McBride	Karen Pyron
Kristi Enger	Lance Harrison	Wendy Moore	MeLissa Rose
Erika Estes	Ramona Lee	Jamee Nixon	Jonelle Warnock
Angela Gillman	Katie Mathias	Marci Nuxoll	Alejandro Zamora

#### **Commission Members Absent**

Vanessa Anthony-Stevens

#### **Agenda Review/Approval M/S (Nuxoll/Lee)**

I move to approve the February 6, 2025, agenda as written.

#### *Roll call:*

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

*Motion carried.*

#### **December 5, 2024, Minutes Review/Revisions/Approval M/S (Pyron/Harrison)**

I move to approve the minutes from the December 5, 2024, meeting of the PSC as written.

#### *Roll call:*

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

*Motion carried.*

#### **Consideration of Final Orders/Stipulations**

Deputy Attorney General Kyle Grigsby presented the following cases.

#### **Case 22421 M/S (Enger/Pyron)**

In case number 22421, concerning the certificate of Oscar Arteaga, I move that the Professional Standards Commission accept the proposed stipulation as written and enter the accompanying consent order, which will be effective once signed.

*Roll call:*

Stephanie Brodwater- Yes	Melissa Green- Yes	Amy McBride- Recuse	Karen Pyron- Yes
Kristi Enger- Yes	Lance Harrison- Yes	Wendy Moore- Yes	MeLissa Rose- Recuse
Erika Estes- Yes	Ramona Lee- Recuse	Jamee Nixon- Recuse	Jonelle Warnock- Yes
Angela Gillman- Yes	Katie Mathias- Yes	Marci Nuxoll- Recuse	Alejandro Zamora- Yes

*Motion carried.*

Case 22419 M/S (Harrison/Enger)

In case number 22419, concerning the certificate of Ty Axtman, I move that the Professional Standards Commission accept the proposed stipulation as written and enter the accompanying consent order, which will be effective once signed.

*Roll call:*

Stephanie Brodwater- Yes	Melissa Green- Yes	Amy McBride- Recuse	Karen Pyron- Yes
Kristi Enger- Yes	Lance Harrison- Yes	Wendy Moore- Yes	MeLissa Rose- Recuse
Erika Estes- Yes	Ramona Lee- Yes	Jamee Nixon- Recuse	Jonelle Warnock- Yes
Angela Gillman- Yes	Katie Mathias- Yes	Marci Nuxoll- Recuse	Alejandro Zamora- Yes

*Motion carried.*

Case 22431 M/S (Zamora/Warnock)

In case number 22431, concerning the certificate of Patrick Goff, I move that the Professional Standards Commission accept the proposed stipulation as written and enter the accompanying consent order, which will be effective once signed.

Harrison sought clarification, asking if the stipulation language indicates the defendant disagrees with the allegations yet understands that there is enough evidence to support the outcome. Grigsby confirmed PSC Ethics Coordinator Annette Schwab's response, stating that Goff agrees with the Executive Committee having sufficient evidence to support the findings.

*Roll call:*

Stephanie Brodwater- Recuse	Melissa Green- Yes	Amy McBride- Recuse	Karen Pyron- Yes
Kristi Enger- Recuse	Lance Harrison- Yes	Wendy Moore- Yes	MeLissa Rose- Recuse
Erika Estes- Yes	Ramona Lee- Recuse	Jamee Nixon- Recuse	Jonelle Warnock- Yes
Angela Gillman- Yes	Katie Mathias- Yes	Marci Nuxoll- Recuse	Alejandro Zamora- Yes

*Motion carried.*

Case 22420 M/S (Pyron/Harrison)

In case number 22420, concerning the certificate of Phillip Hiller, I move that the Professional Standards Commission accept the proposed stipulation as written and enter the accompanying consent order, which will be effective once signed.

*Roll call:*

Stephanie Brodwater- Recuse	Melissa Green- Yes	Amy McBride- Recuse	Karen Pyron- Yes
Kristi Enger- Yes	Lance Harrison- Yes	Wendy Moore- Yes	MeLissa Rose- Recuse
Erika Estes- Yes	Ramona Lee- Recuse	Jamee Nixon- Recuse	Jonelle Warnock- Recuse
Angela Gillman- Yes	Katie Mathias- Yes	Marci Nuxoll- Recuse	Alejandro Zamora- Recuse

*Motion carried.*

Case 22433 M/S (Enger/Green)

In case number 22433, concerning the certificate of Alan Larsen, I move that the Professional Standards Commission accept the proposed stipulation as written and enter the accompanying consent order, which will be effective once signed.

Zamora questioned why the case suspension was backdated. Grigsby explained that the PSC uses back-dated suspensions to align the suspension with the conduct in question. This eliminates an arbitrary starting point, limiting the suspension to two school years instead of three.

Harrison asked why Larsen was suspended for two years instead of until course completion. Grigsby explained that due to the severity of the allegations, a fixed-term suspension was deemed necessary.

*Roll call:*

Stephanie Brodwater- Recuse	Melissa Green- Yes	Amy McBride- Recuse	Karen Pyron- Yes
Kristi Enger- Yes	Lance Harrison- Yes	Wendy Moore- Yes	MeLissa Rose- Recuse
Erika Estes- Yes	Ramona Lee- Recuse	Jamee Nixon- Recuse	Jonelle Warnock- Yes
Angela Gillman- Yes	Katie Mathias- Yes	Marci Nuxoll- Recuse	Alejandro Zamora- Yes

*Motion carried.*

Case 22429 M/S (Enger/Warnock)

In case number 22429, concerning the certificate of Kristen Pavelka, I move that the Professional Standards Commission accept the proposed stipulation as written and enter the accompanying consent order, which will be effective once signed.

*Roll call:*

Stephanie Brodwater- Recuse	Melissa Green- Yes	Amy McBride- Recuse	Karen Pyron- Yes
Kristi Enger- Yes	Lance Harrison- Yes	Wendy Moore- Yes	MeLissa Rose- Recuse
Erika Estes- Yes	Ramona Lee- Recuse	Jamee Nixon- Recuse	Jonelle Warnock- Yes
Angela Gillman- Yes	Katie Mathias- Yes	Marci Nuxoll- Recuse	Alejandro Zamora- Yes

*Motion carried.*

Case 22414 M/S (Enger/Harrison)

In case number 22414, concerning the certificate of Kristine Campbell, I move that the Professional Standards Commission enter a final order that is effective when signed, incorporating as findings of fact the allegations in the administrative complaint, adopting any counts alleged by the Chief Certification Officer as conclusions of law, and imposing the discipline requested by the Chief Certification Officer in the Request for Relief in the Administrative Complaint, which is revocation and, prior to application for reinstatement, Ms. Campbell complete an approved ethics course, which may not be used for renewal purposes.

Warnock asked for an explanation of 'default order'. Grigsby shared that after the administrative complaint is filed, individuals have a specific number of days to respond and request a hearing after a filing. Failure to respond results in a default order, similar to a lawsuit where not answering allegations leads to a default judgment.

*Roll call:*

Stephanie Brodwater- Yes	Melissa Green- Yes	Amy McBride- Recuse	Karen Pyron- Yes
Kristi Enger- Yes	Lance Harrison- Yes	Wendy Moore- Yes	MeLissa Rose- Recuse
Erika Estes- Yes	Ramona Lee- Recuse	Jamee Nixon- Recuse	Jonelle Warnock- Yes
Angela Gillman- Yes	Katie Mathias- Yes	Marci Nuxoll- Recuse	Alejandro Zamora- Yes

*Motion carried.*

Case 22434 M/S (Zamora/Green)

In case number 22434, concerning the certificate of Vestal Cook, I move that the Professional Standards Commission enter a final order that is effective when signed, incorporating as findings of fact the allegations in the administrative complaint, adopting any counts alleged by the Chief Certification Officer as conclusions of law, and imposing the discipline requested by the Chief Certification Officer in the Request for Relief in the Administrative Complaint, which is revocation.

Harrison asked if there would be a department-level consequence if Cook were to apply for reinstatement. Schwab stated that they may apply for reinstatement, but they must provide evidence that the grounds for revocation no longer exist. Grigsby continued that when the statute imposes rectification it may not be statutorily required that there be additional conditions applied.

*Roll call:*

Stephanie Brodwater- Recuse	Melissa Green- Yes	Amy McBride- Recuse	Karen Pyron- Yes
Kristi Enger- Yes	Lance Harrison- Yes	Wendy Moore- Yes	MeLissa Rose- Recuse
Erika Estes- Yes	Ramona Lee- Recuse	Jamee Nixon- Recuse	Jonelle Warnock- Yes
Angela Gillman- Yes	Katie Mathias- Yes	Marci Nuxoll- Recuse	Alejandro Zamora- Yes

*Motion carried.*

Case 22422 M/S (Enger/Harrison)

In case number 22422, concerning the certificate of Theresa Cotner, I move that the Professional Standards Commission enter a final order that is effective when signed, incorporating as findings of fact the allegations in the administrative complaint, adopting any counts alleged by the Chief Certification Officer as conclusions of law, and imposing the discipline requested by the Chief Certification Officer in the Request for Relief in the Administrative Complaint, which is suspension of her certifications until completion of the following courses: an approved behavior management course, an approved functional behavior assessment course, and an approved behavior intervention plan course, which may not be used for renewal purposes, prior to the renewal of her certificate.

*Roll call:*

Stephanie Brodwater- Recuse	Melissa Green- Yes	Amy McBride- Recuse	Karen Pyron- Yes
Kristi Enger- Yes	Lance Harrison- Yes	Wendy Moore- Yes	MeLissa Rose- Recuse
Erika Estes- Yes	Ramona Lee- Recuse	Jamee Nixon- Recuse	Jonelle Warnock- Yes
Angela Gillman- Yes	Katie Mathias- Yes	Marci Nuxoll- Recuse	Alejandro Zamora- Yes

*Motion carried.*

Case 22426 M/S (Pyron/Zamora)

In case number 22426, concerning the certificate of Helen Delbert, I move that the Professional Standards Commission enter a final order that is effective when signed, incorporating as findings of fact the allegations in the administrative complaint, adopting any counts alleged by the Chief Certification Officer as conclusions of law, and imposing the discipline requested by the Chief Certification Officer in the Request for Relief in the Administrative Complaint, which is a letter of reprimand.

*Roll call:*

Stephanie Brodwater- Recuse	Melissa Green- Yes	Amy McBride- Recuse	Karen Pyron- Yes
Kristi Enger- Yes	Lance Harrison- Yes	Wendy Moore- Yes	MeLissa Rose- Recuse
Erika Estes- Yes	Ramona Lee- Recuse	Jamee Nixon- Recuse	Jonelle Warnock- Yes
Angela Gillman- Yes	Katie Mathias- Yes	Marci Nuxoll- Recuse	Alejandro Zamora- Yes

*Motion carried.*

Case 22427 M/S (Pyron/Warnock)

In case number 22427, concerning the certificate of Matthew Felshaw, I move that the Professional Standards Commission enter a final order that is effective when signed, incorporating as findings of fact the allegations in the administrative complaint, adopting any counts alleged by the Chief Certification Officer as conclusions of law, and imposing the discipline requested by the Chief Certification Officer in the Request for Relief in the Administrative Complaint, which is permanent revocation.

*Roll call:*

Stephanie Brodwater- Recuse	Melissa Green- Yes	Amy McBride- Recuse	Karen Pyron- Yes
Kristi Enger- Yes	Lance Harrison- Yes	Wendy Moore- Yes	MeLissa Rose- Recuse

Erika Estes- Yes	Ramona Lee- Recuse	Jamee Nixon- Recuse	Jonelle Warnock- Yes
Angela Gillman- Yes	Katie Mathias- Yes	Marci Nuxoll- Recuse	Alejandro Zamora- Yes

*Motion carried.*

Case 22430 M/S (Enger/Zamora)

In case number 22430, concerning the certificate of Sheri Fisher, I move that the Professional Standards Commission enter a final order that is effective when signed, incorporating as findings of fact the allegations in the administrative complaint, adopting any counts alleged by the Chief Certification Officer as conclusions of law, and imposing the discipline requested by the Chief Certification Officer in the Request for Relief in the Administrative Complaint, which is a letter of reprimand.

*Roll call:*

Stephanie Brodwater- Recuse	Melissa Green- Yes	Amy McBride- Recuse	Karen Pyron- Yes
Kristi Enger- Yes	Lance Harrison- Yes	Wendy Moore- Yes	MeLissa Rose- Recuse
Erika Estes- Yes	Ramona Lee- Recuse	Jamee Nixon- Recuse	Jonelle Warnock- Yes
Angela Gillman- Yes	Katie Mathias- Yes	Marci Nuxoll- Recuse	Alejandro Zamora- Yes

*Motion carried.*

Case 22412 M/S (Enger/Brodwater)

In case number 22412, concerning the certificate of Adam Foster, I move that the Professional Standards Commission enter a final order that is effective when signed, incorporating as findings of fact the allegations in the administrative complaint, adopting any counts alleged by the Chief Certification Officer as conclusions of law, and imposing the discipline requested by the Chief Certification Officer in the Request for Relief in the Administrative Complaint, which is revocation.

*Roll call:*

Stephanie Brodwater- Yes	Melissa Green- Yes	Amy McBride- Recuse	Karen Pyron- Yes
Kristi Enger- Yes	Lance Harrison- Yes	Wendy Moore- Yes	MeLissa Rose- Recuse
Erika Estes- Yes	Ramona Lee- Recuse	Jamee Nixon- Recuse	Jonelle Warnock- Yes
Angela Gillman- Yes	Katie Mathias- Yes	Marci Nuxoll- Recuse	Alejandro Zamora- Yes

*Motion carried.*

Case 22409 M/S (Pyron/Harrison)

In case number 22409, concerning the certificate of Cory Kapahulehua, I move that the Professional Standards Commission enter a final order that is effective when signed, incorporating as findings of fact the allegations in the administrative complaint, adopting any counts alleged by the Chief Certification Officer as conclusions of law, and imposing the discipline requested by the Chief Certification Officer in the Request for Relief in the Administrative Complaint, which is revocation.

*Roll call:*

Stephanie Brodwater- Yes	Melissa Green- Yes	Amy McBride- Recuse	Karen Pyron- Yes
Kristi Enger- Yes	Lance Harrison- Yes	Wendy Moore- Yes	MeLissa Rose- Recuse
Erika Estes- Yes	Ramona Lee- Recuse	Jamee Nixon- Recuse	Jonelle Warnock- Yes
Angela Gillman- Yes	Katie Mathias- Yes	Marci Nuxoll- Recuse	Alejandro Zamora- Yes

*Motion carried.*

Case 22428 M/S (Harrison/Warnock)

In case number 22428, concerning the certificate of Kammeron Mangun, I move that the Professional Standards Commission enter a final order that is effective when signed, incorporating as findings of fact the allegations in the administrative complaint, adopting any counts alleged by the Chief Certification Officer as conclusions of law, and imposing the discipline requested by the Chief Certification Officer in the Request for Relief in the Administrative Complaint, which is permanent revocation.

*Roll call:*

Stephanie Brodwater- Recuse	Melissa Green- Yes	Amy McBride- Recuse	Karen Pyron- Yes
Kristi Enger- Yes	Lance Harrison- Yes	Wendy Moore- Yes	MeLissa Rose- Recuse
Erika Estes- Yes	Ramona Lee- Recuse	Jamee Nixon- Recuse	Jonelle Warnock- Yes
Angela Gillman- Yes	Katie Mathias- Yes	Marci Nuxoll- Recuse	Alejandro Zamora- Yes

*Motion carried.*

Case 22418 M/S (Enger/Zamora)

In case number 22418, concerning the certificate of Adam Mitchell, I move that the Professional Standards Commission enter a final order that is effective when signed, incorporating as findings of fact the allegations in the administrative complaint, adopting any counts alleged by the Chief Certification Officer as conclusions of law, and imposing the discipline requested by the Chief Certification Officer in the Request for Relief in the Administrative Complaint, which is indefinite suspension of Mr. Mitchell's certificate until the following conditions are completed: an approved classroom management course, which may not be used for renewal purposes, and a minimum of six counseling sessions with a licensed counselor regarding anger management.

*Roll call:*

Stephanie Brodwater- Recuse	Melissa Green- Yes	Amy McBride- Recuse	Karen Pyron- Yes
Kristi Enger- Yes	Lance Harrison- Yes	Wendy Moore- Yes	MeLissa Rose- Recuse
Erika Estes- Yes	Ramona Lee- Recuse	Jamee Nixon- Recuse	Jonelle Warnock- Yes
Angela Gillman- Yes	Katie Mathias- Yes	Marci Nuxoll- Recuse	Alejandro Zamora- Yes

*Motion carried.*

Case 22417 M/S (Zamora/Pyron)

In case number 22417, concerning the certificate of Cory Nilson, I move that the Professional Standards Commission enter a final order that is effective when signed, incorporating as findings of fact the allegations in the administrative complaint, adopting any counts alleged by the Chief Certification Officer as conclusions of law, and imposing the discipline requested by the Chief Certification Officer in the Request for Relief in the Administrative Complaint, which is suspension for a period of not less than one year and that, prior to reinstatement, Mr. Nilson complete at least three counseling sessions with a licensed counselor and provide proof that the grounds for suspension no longer exist.

*Roll call:*

Stephanie Brodwater- Recuse	Melissa Green- Yes	Amy McBride- Recuse	Karen Pyron- Yes
Kristi Enger- Yes	Lance Harrison- Yes	Wendy Moore- Yes	MeLissa Rose- Recuse
Erika Estes- Yes	Ramona Lee- Recuse	Jamee Nixon- Recuse	Jonelle Warnock- Yes
Angela Gillman- Yes	Katie Mathias- Yes	Marci Nuxoll- Recuse	Alejandro Zamora- Yes

*Motion carried.*

Harrison's question of if the suspension would commence at the end of this PSC meeting, was confirmed by Schwab.

Case 22423 M/S (Pyron/Enger)

In case number 22423, concerning the certificate of Sydnee Patterson, I move that the Professional Standards Commission enter a final order that is effective when signed, incorporating as findings of fact the allegations in the administrative complaint, adopting any counts alleged by the Chief Certification Officer as conclusions of law, and imposing the discipline requested by the Chief Certification Officer in the Request for Relief in the Administrative Complaint, which is a letter of reprimand.

*Roll call:*

Stephanie Brodwater- Recuse	Melissa Green- Yes	Amy McBride- Recuse	Karen Pyron- Yes
Kristi Enger- Yes	Lance Harrison- Yes	Wendy Moore- Yes	MeLissa Rose- Recuse
Erika Estes- Yes	Ramona Lee- Recuse	Jamee Nixon- Recuse	Jonelle Warnock- Yes

Angela Gillman- Yes

Katie Mathias- Yes

Marci Nuxoll- Recuse

Alejandro Zamora- Yes

*Motion carried.*

Case 22424 M/S (Harrison/Green)

In case number 22424, concerning the certificate of Keegan Peterson, I move that the Professional Standards Commission enter a final order that is effective when signed, incorporating as findings of fact the allegations in the administrative complaint, adopting any counts alleged by the Chief Certification Officer as conclusions of law, and imposing the discipline requested by the Chief Certification Officer in the Request for Relief in the Administrative Complaint, which is a letter of reprimand.

*Roll call:*

Stephanie Brodwater- Recuse

Melissa Green- Yes

Amy McBride- Recuse

Karen Pyron- Yes

Kristi Enger- Yes

Lance Harrison- Yes

Wendy Moore- Yes

MeLissa Rose- Recuse

Erika Estes- Yes

Ramona Lee- Recuse

Jamee Nixon- Recuse

Jonelle Warnock- Yes

Angela Gillman- Yes

Katie Mathias- Yes

Marci Nuxoll- Recuse

Alejandro Zamora- Yes

*Motion carried.*

**Committee Work**

Angela Gillman called for a break to last until the committee work begins, scheduled at 12:00 PM.

## **THURSDAY, February 6, 2025, PM Virtual Meeting**

### **Welcome/Announcements/Attendance**

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

#### **Commission Members Present**

Stephanie Brodwater	Melissa Green	Amy McBride	Karen Pyron
Kristi Enger	Lance Harrison	Wendy Moore	MeLissa Rose
Erika Estes	Ramona Lee	Jamee Nixon	Jonelle Warnock
Angela Gillman	Katie Mathias	Marci Nuxoll	Alejandro Zamora

#### **Commission Members Absent**

Vanessa Anthony-Stevens

### **Administrative Report**

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

Lackey invited Wendy Moore, the newest PSC member, to introduce herself to the Commission. Moore shared that she has been the Superintendent of Genesee School District for 15 years. Recently, she transitioned to a part-time role while also taking on the Department of Education position of Deputy Superintendent for Northern Idaho.

### **Office of the State Board Report**

Katie Shoup, Educator Effectiveness Program Manager at the Office of the State Board (OSBE), gave a report (APPENDIX B).

Shoup opened the meeting by welcoming OSBE members Matthew Reiber and Dr. Heidi Estrem and inviting them to introduce themselves. Reiber shared his journey from the Governor's Office, where he served as Policy Advisor on Education. He expressed his excitement for his new role as OSBE's External Affairs and Strategy Officer, emphasizing his commitment to navigating state education laws and enhancing external relations.

Dr. Estrem discussed her transition from a professor in the Department of Writing Studies at Boise State University to her current role as Associate Academic Officer, overseeing general education, policy implementation, and initiatives to boost student success.

### **Committee Reports**

#### **Executive Committee Report**

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

Ramona Lee requested clarification on the acceptance of the counter offer due to an error in the report provided. Gillman confirmed that the counteroffer was not accepted and withdrew her statement.

#### **Recommendations Committee Report**

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

#### **Consideration of Adoption of Praxis Bridge Alternate Assessment M/S (Enger/Pyron)**

I move to recommend the Praxis Bridge Alternate Content Assessment to the Idaho State Board of Education for approval.

After making the motion, the Committee members realized that the motion was inaccurate and should not be passed.



*Roll call:*

Stephanie Brodwater- No	Melissa Green- No	Amy McBride - No	Karen Pyron - No
Kristi Enger - No	Lance Harrison - No	Wendy Moore - No	MeLissa Rose - No
Erika Estes - No	Ramona Lee - No	Jamee Nixon - No	Jonelle Warnock - No
Angela Gillman - No	Katie Mathias - No	Marci Nuxoll - No	Alejandro Zamora - No

*Motion failed.*

Lee asked about the cost difference between the Bridge assessment and retaking the Praxis exam. Enger, Chair of the Recommendations Committee, explained that the Bridge costs \$50 per module and is designed to enhance student success. It is roughly one-third the price of the Praxis and aims to fill knowledge gaps, helping students gain a better understanding of the content.

Lee inquired whether Educational Testing Service (ETS) would score the Bridge assessment and how it compares to Praxis. Enger clarified that students must score between 85-90 percent to pass. If not successful, they must retake the assessment until achieving a score of 100 percent. A cut score has been established through a multi-state effort.

Lee asked if there are statistics on how many individuals in Idaho have failed the Praxis and how many of those are within one standard error of measurement (SEM). Enger responded that while she isn't sure if that data has been collected for Idaho, ETS determined which Praxis exams are most frequently taken and failed within one (1) SEM at the national level to identify the first content areas for the Bridge.

M/S (Enger/Pyron)

I move to recommend the Praxis Bridge Alternate Content Assessment with a three (3) year retroactive eligibility to the Idaho State Board of Education for approval.

*Roll call:*

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

*Motion carried.*

Recommendation Proposal, Alternate Content Assessment for Idaho Educator Preparation Providers

The Alternative Content Assessment for Idaho Educator Preparation Providers has been moved to the April PSC meeting.

Professional Standards Commission (PSC) Nomination Recommendation for Board Consideration M/S (Enger/Zamora)

I move to recommend the following nominees to the Idaho State Board of Education for appointment to the PSC: Stacey Jensen and Matthew Pollard, representing public classroom teachers; Angie Gilbert, representing teachers of exceptional children; MeLissa Rose, representing pupil service staff; Amy McBride, representing secondary principals; Jamee Nixon, representing colleges of letters and sciences; and Royal Toy, representing public teacher education.

*Roll call:*

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

*Motion carried.*

**Member Reports**

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

The ISBA has been focusing primarily on vouchers in the legislative session.

Angela Gillman provided a report from the Idaho Education Association (IEA).

The IEA will hold its annual delegate assembly in April to set the association's focus for the year. Currently, they are participating in the legislative session, advocating against school vouchers and fighting to preserve union representation amid significant challenges. Additionally, a free Praxis preparation class will be offered to members, while non-members can join for a small fee.

**Adjourn**

Meeting adjourned at 5:00 PM.



# Idaho Professional Standards Commission

## **APPENDIX A**

### **PSC Administrative Report – Thursday, February 6, 2025**

#### **1) 2024-2025 SY – 589 Total Alternative Authorizations and Emergency Provisionals approved to date**

28 Emergency Provisional Certificate Applications were approved at the December 18, 2024, meeting of the State Board of Education (SBOE). 11 Provisional Certificate Applications are being reviewed at the February 19, 2025 meeting. The totals below reflect the number of alternative authorizations approved so far for the 2024-2025 SY.

- 201 Alternative Authorizations – Content Specialist
- 15 Alternative Authorizations – Teacher to New Certificate
- 311 Alternative Authorizations – Teacher to New Endorsement
- 39 Alternative Authorizations – Pupil Service Staff
- 5 CTE Alternative Authorizations – Content Specialist
- 17 CTE Alternative Authorizations – Teacher to New Endorsements
- 1 CTE Alternative Authorizations – Teacher to New Certificates

#### **2) Member Update**

Seven PSC members are ending their term of appointment effective June 30, 2025.

- Vanessa Anthony-Stevens, representing public teacher education
- Stephanie Brodwater, representing classroom teachers
- Stacey Jensen, representing classroom teachers
- Amy McBride, representing secondary principals
- Jamee Nixon, representing colleges of letters and sciences
- Melissa Rose, representing pupil service staff
- Marci Nuxoll, representing teachers of exceptional children

Nominations and renominations for the open positions were gathered from November 18, 2024 – January 31, 2025. The Recommendations Committee reviewed the nominations and will have a motion for the PSC a bit later today.

#### **3) Update on the Ethics Initiative**

- A website has been created specifically for the ethics initiative: <https://www.sde.idaho.gov/cert-psc/psc/ethics-initiative/>
- Breach of contract guidance documents have gone out in the department's Weekly Newsletter and posted on the new ethics initiative website.
- A podcast with Superintendent Critchfield is available on the new website.
- ProEthica email to all administrators will go out soon.
- Reminder: ProEthica vouchers can be provided to PSC members upon request – for individual use only.

## Office of the Idaho State Board of Education Board Report to the Professional Standards Commission

### APPENDIX B

**Date: February 5, 2025**

1. Introducing Matthew Reiber, Chief External Affairs and Strategy Officer
2. [Educator Registered Apprenticeship Program](#)
  - a. [New Principal Apprenticeship Program](#)
3. [Educator Preparation Provider State Reviews](#)
  - a. Spring/2025: BSU, BYU-I, ISU, UI
  - b. Fall/2025: CSI
  - c. Spring/2026: CofI
4. State Sponsored Educator Evaluation Platform
  - a. Current Vendor: BrandMe DBA 2GnoMe
  - b. School Districts and Charter Schools may opt in at any time by contacting Katie Shoup, OSBE Educator Effectiveness Program Manager at [Kshoup@edu.Idaho.gov](mailto:Kshoup@edu.Idaho.gov)
5. [State Mandated Annual Evaluation Review Report](#)
  - a. Evaluator Compliance
    - i. Region I: 95%
    - ii. Region II: 89%
    - iii. Region III: 89%
    - iv. Region IV: 100%
    - v. Region V: 75%
    - vi. Region VI: 85%
    - vii. All Regions: 90%
  - b. Selected evaluators for this September/2025 review will be notified this July.
6. [Educator Pipeline Report](#)

#### **Educator Pipeline Report Conclusions:**

##### **Instructional Staff Pipeline**

The instructional staff next year retention rate over the last five years has shifted between 88%-91%.

- Idaho lost an average of 1,933 instructional staff each year over the last five years (2020-2021 school year – 2024-2025 school year).
- Idaho has over 8,000 people who have an instructional staff certificate that are not working in an instructional staff position due to a variety of reasons.
- In 2021-2022, educator preparation providers graduated 1,062 teacher candidates. It is important to note that not everyone who completes a teacher preparation program goes on to teach in Idaho.
- Idaho needs about 2,000 new teachers, returning teachers, and out of state teachers on average to fill public school vacancies each year.

## Office of the Idaho State Board of Education Board Report to the Professional Standards Commission

### APPENDIX B

**Date: February 5, 2025**

Idaho has enough teachers, but not enough of the right teachers in the right places who want to work as teachers. Staffing areas of greatest need are elementary education, English, math, physical education, and special education.

#### Pupil Services Staff Pipeline

The pupil services staff next year retention rate over the last five years has shifted between 83%-85%.

- Idaho lost an average of 310 pupil services staff each year over the last five years (2020-2021 school year – 2024-2025 school year).
- Idaho has just over 1,000 people that have a pupil services staff certificate that are not working in a pupil service staff position due to a variety of reasons.
- Idaho needs about 310 new pupil services staff, returning pupil services staff, and out of state pupil services staff on average to fill public school vacancies each year.

Staffing areas of greatest need are speech and language pathologists, school psychologists, and school audiologists.

#### Administrative Staff Pipeline

The administrative staff next year retention rate over the last five years has shifted between 89%-92%.

- Idaho lost an average of 133 administrators each year over the last five years (2020-2021 school year – 2024-2025 school year).
- Idaho has nearly 1,500 people who have an administrator certificate that are not working in an administrative staff position due to a variety of reasons.
- Idaho needs about 133 new administrative staff, returning school administrative staff, or out of state school administrators on average to fill public school vacancies each year.

Staffing areas of greatest need are school principals, directors of special education, and school superintendents.

**The State Board of Education's Educator Pipeline Plan includes the following to Recruit-Prepare-Retain our educator workforce:**

1. Promote the educator workforce
2. Promote career ladders for educators
3. Support high-quality and affordable educator preparation
4. Support effective new educator mentoring and ongoing professional learning
5. Improve educator compensation and working conditions

## Office of the Idaho State Board of Education Board Report to the Professional Standards Commission

### APPENDIX B

**Date: February 5, 2025**

#### **Recommendations from our Idaho K-12 Educators Include:**

##### PSC Recommendations Committee:

1. Improve educator compensation;
2. Fund mentoring and retention programs;
3. Expand pupil service staff preparation programs and certification pathways; and
4. Improve educator working conditions.

##### IASA:

1. Implement competitive educator compensation and other incentives;
2. Expand and continue to support mentorship and professional development; and
3. Address certification pathways.

##### IEA:

1. Increase educator incentives and benefits;
2. Address safe working conditions for educators; and
3. Increase staffing and reduce class size to support innovation in education.



## Idaho Professional Standards Commission

### APPENDIX C

#### Executive Committee Meeting

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

Thursday, February 6, 2025

Members present: Angela Gillman, Stephanie Brodwater, Ramona Lee, Amy McBride, Wendy Moore, Jamee Nixon, Marci Nuxoll, MeLissa Rose

Members absent: Stacey Jensen

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

**M/S (RL/MN): 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. (12:01 PM) Gillman – Yes, Brodwater – Yes, Jensen – Absent, Lee – Yes, McBride – Yes, Moore – Yes, Nixon – Yes, Nuxoll – Yes, Rose – Yes**

**M/S (MR/RL): 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. (2:15 PM) Gillman – Yes, Brodwater – Yes, Jensen – Absent, Lee – Yes, McBride – Yes, Moore – Yes, Nixon – Yes, Nuxoll – Yes, Rose – Yes**

**M/S (SB/MN): In case number 22444 I move that the Executive Committee find probable cause for discipline and recommend revocation. (2:17 PM) Motion failed by majority.**

**M/S (WM/RL): In case number 22444 I move that the Executive Committee find probable cause for discipline and recommend revocation as of June 30, 2025. (2:24 PM) Motion carried by majority.**

**M/S (RL/JN): In case number 22448, I move that the Executive Committee find probable cause for discipline and recommend permanent revocation. (2:25 PM) Motion carried by majority.**

**M/S (SB/WM): In case number 22449, I move that the Executive Committee not find probable cause for discipline. (2:27 PM) Motion carried by majority.**

**M/S (MN/JN): In case number 22450, I move that the Executive Committee find probable cause for discipline and recommend a letter of reprimand. (2:28 PM) Motion carried by majority.**

**M/S (MR/SB): In case number 22451, I move that the Executive Committee find probable cause for discipline and recommend revocation. (2:30 PM) Motion carried by majority.**

**M/S (SB/MR): In case number 22453, I move that the Executive Committee find probable cause for discipline and recommend a letter of reprimand. (2:31 PM) Motion carried by majority.**

**M/S (RL/MR): In case number 21629/21720, I move that the probationary period be lifted, and the license be returned to a non-conditioned status immediately. (2:33 PM) Motion carried by majority.**

**M/S (RL/MN): In case number 22438, I move that the Executive Committee not accept the reconsideration of this discipline. (2:36 PM) Motion carried by majority.**

**M/S (RL/MN): In the case of the application recommendation, I move that the Executive Committee recommend a one-year certificate be issued for the 2024-2025 school year and recommend an ethics course and a boundaries course. (2:40 PM) Motion carried by majority.**



# Idaho Professional Standards Commission

## APPENDIX D

### Recommendations Committee Meeting

700 W State Street, Boise; JRW West Conference Room

**Thursday, February 6, 2025**

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

Members absent: Vanessa Anthony-Stevens

Guests present: Royal Toy, Lori Sanchez, Emma Wood, Kevin Talbert, Michelle Van Beek

PSC staff present: Helen Henderson, Cina Lackey

State staff present: Katie Shoup, Heidi Estrem

The committee was brought to order at 12:00 PM by Kristi Enger.

#### Consideration of Adoption of Praxis Bridge Alternate Assessment

The Praxis Bridge alternate assessment from Educational Testing Service (ETS) allows a test taker who has attempted a Praxis test at least once and scored within a certain score threshold, to complete a professional learning module instead of retaking the entire test.

MOTION FOR FULL PSC: I move to recommend the Praxis Bridge Alternate Content Assessment with a three-year retroactive eligibility to the State Board of Education for approval.

#### Recommendation Proposal, Alternate Content Assessment for Idaho Educator Preparation Providers

The Alternate Content Assessment Recommendation Proposal was submitted by the Idaho Association of Colleges of Teacher Education (IACTE). This proposal describes an “alternative assessment to Praxis if a candidate has shown they would make a well-started teacher; however, they cannot pass the Praxis content area assessments due to a learning disability, test anxiety, length of time away from content, affordability/cost, or other unforeseen circumstances.”

Discussion of this topic ended with the request that IACTE reconsider parts of the proposal and return to the Recommendations Committee during the April 2025 meeting. Specifically, IACTE representatives were asked to clarify the implementation process to ensure consistent implementation across institutions. Additionally, IACTE representatives were asked by the Chief Certification Officer to develop a standard error of measurement (SEM) for Option 2, and to remove the reference to common summative assessment, as the common summative assessment will not occur until the end of the candidate’s student teaching.

#### Professional Standards Commission Nominations for Idaho State Board of Education

The Recommendations Committee reviewed nomination documents received from educators to fill 7 expiring positions on the PSC.

MOTION FOR FULL PSC: I move to recommend the following nominees to the Idaho State Board of Education for appointment to the Professional Standards Commission, effective July 1, 2025, through June 30, 2028.

- Stacey Jensen and Matthew Pollard, representing public classroom teachers;
- Angie Gilbert, representing teachers of exceptional children;
- Melissa Rose, representing pupil service staff;



- Amy McBride, representing secondary principals;
- Jamee Nixon, representing colleges of letters and sciences; and
- Royal Toy, representing public teacher education.

After all agenda items were concluded, the chair circled back to the IACTE proposal, with several members of the committee desiring to carry forward a motion to the full PSC.