



**OFFICIAL MINUTES OF THE IDAHO PROFESSIONAL STANDARDS COMMISSION (PSC)
APPROVED DECEMBER 1, 2022**

THURSDAY, SEPTEMBER 15, 2022

Members present: Amy McBride, Kristi Enger, Angela Gillman, Stacey Jensen, Vanessa Anthony-Stevens, Chanel Harming, Katie Horner, Lance Harrison, Ramona Lee, Peter McPherson, Jamee Nixon, Karen Pyron, Lori Sanchez, Marianne Sletteland, MeLissa Rose, Emma Wood

Members absent: Tate Castleton

Staff present: Bethani Studebaker, Cina Lackey, Helen Henderson, Annette Schwab, Mandy Fulbright, Sandy Bonas, Robert Berry

Commission Chair Marianne Sletteland called the meeting to order at 10:05 AM.

1. Agenda Review/Approval

M/S (Lee, Wood)

I move to approve the September 15-16, 2022, agenda as written. Voice vote.

Motion Carries

2. Minutes Review/Approval

M/S (Pyron, Enger)

I move to approve the minutes from the June 16-17, 2022, meeting. Voice vote.

Motion Carries

3. Member Introduction

Members and staff introduced themselves to the Commission.

4. PSC Full Team Orientation (APPENDIX A)

Helen Henderson, PSC Coordinator, provided an orientation to the PSC, followed by a learning activity. Members learned about the work of the PSC and each of its committees and their duties. Henderson recommended that members speak up for the recording and reminded members that conversation is conducted through the chair.

5. Ethics Training (APPENDIX B)

Annette Schwab Provided an overview of the Idaho Code of Ethics for Professional Educators.

6. PSC Annual Report 2021-2022 (APPENDIX C)

Bethani Studebaker presented the 2021-2022 Professional Standards Commission Annual Report.

Marianne Sletteland adjourned the full Commission meeting at 12:40 PM.

COMMITTEE WORK UPON ADJOURNMENT OF FULL COMMISSION

FRIDAY, SEPTEMBER 16, 2022

Commission Chair Marianne Sletteland called the meeting to order at 9:03 AM.

Members present Amy McBride, Kristi Enger, Angela Gillman, Stacey Jensen, Vanessa Anthony-Stevens, Chanel Harming, Katie Horner, Lance Harrison, Ramona Lee, Peter McPherson, Jamee Nixon, Karen Pyron, Lori Sanchez, Marianne Sletteland, MeLissa Rose, Emma Wood

Members absent: Tate Castleton

Staff present: Bethani Studebaker, Cina Lackey, Helen Henderson, Annette Schwab, Mandy Fulbright, Sandy Bonas, Robert Berry

Marianne Sletteland asked for a motion regarding the 2021-2022 PSC Annual Report, as the Commission did not make a motion on Thursday, September 15.

M/S (Sanchez, Wood)

I move that the 2021-2022 PSC Annual Report be submitted to the Idaho State Board of Education. Voice vote.

Motion Carries

1. Consideration of Final Orders/Stipulation Adoptions

Case # 22215 M/S (Enger, Wood)

In case number 22215, concerning the certificate of Randall Dalzell, 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:

Castleton – Absent, McBride – Yes, Enger – Yes, Gillman – Yes, Jensen – Yes, Anthony Stevens – Yes, Harming – Recused, Horner – Yes, Harrison – Yes, Lee – Recused, McPherson – Recused, Nixon – Recused, Pyron – Yes, Sanchez – Yes, Sletteland – Yes, Rose – Yes, Wood – Yes.

Motion Carries

Case # 22212 M/S (Harrison, Gillman)

In case number 22212, concerning the certificate of Dana Strong, 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:

Castleton – Absent, McBride – Yes, Enger – Yes, Gillman – Yes, Jensen – Yes, Anthony Stevens – Yes, Harming – Recused, Horner – Yes, Harrison – Yes, Lee – Recused, McPherson – Recused, Nixon – Recused, Pyron – Yes, Sanchez – Yes, Sletteland – Yes, Rose – Yes, Wood – Yes.

Motion Carries

Case # 22213 M/S (Enger, Pyron)

In case number 22213, concerning the certificate of Brady Swallow, 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:

Castleton – Absent, McBride – Yes, Enger – Yes, Gillman – Yes, Jensen – Yes, Anthony Stevens – Yes, Harming – Recused, Horner – Yes, Harrison – Yes, Lee – Recused, McPherson – Recused, Nixon – Recused, Pyron – Yes, Sanchez – Yes, Sletteland – Yes, Rose – Yes, Wood – Yes.

Motion Carries

Case # 22203 M/S (Harrison, Horner)

In case number 22203, concerning the certificate of Patrick T. Smith, 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 Permanent Revocation of Mr. Patrick T. Smith certificate under Idaho Code §33-1208(2).

Roll call:

Castleton – Absent, McBride – Yes, Enger – Yes, Gillman – Yes, Jensen – Yes, Anthony Stevens – Yes, Harming – Recused, Horner – Yes, Harrison – Yes, Lee – Recused, McPherson – Recused, Nixon – Recused, Pyron – Yes, Sanchez – Yes, Sletteland – Yes, Rose – Yes, Wood – Yes.

Motion Carries

2. Administrative Report (APPENDIX D)

Bethani Studebaker, Chief Certification Officer, provided the Administrative Report.

3. Office of the State Board of Education Report (APPENDIX E)

Katie Shoup, Educator Effectiveness Program Manager, provided a report from the Office of the State Board. Shoup provided an introduction along with information pertaining to the Rural and Underserved Incentive Program. Current projects and initiatives were also shared with the PSC.

4. Committee Reports**a. Operations Committee Report (APPENDIX F)**

Marianne Sletteland presented the Operations Committee report. Bethani Studebaker presented an amendment to the FY23 budget, which shifts funds between expenditure categories, resulting in a budget revision.

M/S (Enger, Wood)

I move to adopt the Amended Fiscal Year 2023 Professional Standards Commission budget as presented. Voice vote.

Motion Carries

b. Recruitment, Retention, Authorizations Committee Report (APPENDIX G)

Karen Pyron presented the Authorizations Committee report. Discussion was held regarding a possible webinar to help assist schools when filling out alternative authorizations and emergency provisional applications.

c. Executive Committee Report (APPENDIX H)

Chanel Harming provided the Executive Committee report.

The Executive Committee reviewed 13 cases with the following outcomes:

- Probable cause was found in 6 cases with the following discipline recommended:
 - 2 revocations
 - 2 suspensions
 - 2 letters of reprimand
- Additional investigation was requested in 3 cases
- No probable cause was found in 4 cases, with a letter of concern recommended for one of the school districts involved
- 2 Applications were reviewed at the request of the Chief Certification Officer and denial was recommended for both applications.

d. Standards Committee Report (APPENDIX I)

Kristi Enger provided the Standards Committee report.

M/S (Enger, Pyron)

I move to recommend the following amendments to the Idaho State Board of Education for approval: Addition of Praxis II assessment for World Language – Russian, with a multi-state qualifying score of 130, and removal of the Performance Assessment for Teacher Leaders (PATL) from teacher leader endorsements. Voice Vote. **Motion Carries**

5. Travel Reimbursement Training

Dani Wood with the Accounting Department at the Idaho State Department of Education provided a brief training pertaining to the completion of travel reimbursement forms. Wood encouraged members utilize the excel version as it auto populates the amounts and is routinely updated with new reimbursement fees.

6. Commission Member Share Out

Chanel Harming provided an update from the Indian Education Committee (IEC).

Angela Gilman provided an update from the Idaho Education Association (IEA).

Karen Pyron provided an update from the Idaho School Boards Association (ISBA).

Ramona Lee provided an update from the Idaho Association of Special Education Administrators (IASEA).

Emma Wood provided an update on behalf of Idaho Association of Colleges of Teacher Education (IACTE).

MEETING ADJOURNMENT

M/S (Gillman, Jensen)

I move that we adjourn. Voice vote. **Motion Carries**

Meeting Adjourned at 11:05 AM



Professional Standards Commission

Orientation



Agenda



- What is the PSC?
- PSC Meeting Basics
- PSC Committees— Jigsaw Activity

What is the PSC?



- Established by the Idaho State Legislature in 1972
- Grounded in statute (I.C. §33-1252)
- 18 members appointed by the State Board of Education
- Meets 5 times a year

Mission

The PSC makes recommendations to the State Board of Education and renders decisions that provide Idaho with competent, qualified, ethical educators dedicated to rigorous standards, preK-12 student achievement, and improved professional practice.

What is the work of the PSC?



- Ethics
 - Executive Committee
 - Actions upon an educator credential
- Alternative Authorizations
 - Recruitment, Retention, and Authorizations (RRA) Committee
 - Allows LEAs to hire educators while they complete a program
- Teacher Preparation Standards
 - Standards Committee
 - Preparation standards and coursework for educators prepared in Idaho

PSC Nomination Process



- Nominations for open appointments are requested from:
 - Idaho Education Association
 - Northwest Professional Educators
 - Idaho Association of Elementary School Principals
 - Idaho Association of Secondary School Principals
 - Idaho School Superintendents' Association
 - Idaho Association of Special Education Administrators
 - Idaho School Boards Association
 - Idaho Indian Education Committee
 - Idaho Association of Colleges of Teacher Education
 - Idaho State Department of Education
 - Idaho Career & Technical Education
- Nominating bodies are asked to provide three nominations for each position
- Regional representation and school size are considered
- State Board of Education appoints members at a State Board of Education meeting
- Three (3) year term; members may serve up to two (2) full terms



PSC Meeting Basics



PSC Meeting Dates



- Thursday, September 15 – Friday, September 16, 2022
- Thursday, December 1 – Friday, December 2, 2022
- Thursday, February 2 – Friday, February 3, 2023 (Virtual)
- Thursday, April 13 – Friday, April 14, 2023
- Thursday, June 15 – Friday, June 16, 2023

More Basics



- Idaho Open Meeting Law
 - The public may attend full PSC and committee meetings
- Executive Sessions
 - The public may not attend executive sessions
 - Executive session must be listed on the agenda
- Chair – Marianne Sletteland
- Vice Chair – Chanel Harming
- Basic parliamentary procedure
- Draft motion sheets

Basic In-Person PSC Meeting Agenda



Day One - Thursday

- Operations Committee – 9:00 a.m.
- Full Commission – 10:00 a.m.
 - Final Orders/Stipulation Adoptions
- Committee work – after full Commission meeting (adjourn 4:00 pm)
 - Executive
 - RRA
 - Standards

Day Two - Friday

- Full Commission – 9:00 a.m.
 - Committee reports and voting

General Meeting Etiquette



- Review parliamentary procedure guidance in the PSC Manual
- Read Commission and Committee documents before the meeting
- Be ready to meet at the scheduled time
- Attend both days
- Speak clearly and loudly for the recording
- Keep side conversations to a minimum
- Provide undivided attention
- Business casual dress

Really Basic Parliamentary Procedure



Motion: Formal proposal by a member of a deliberative body that the body take certain action

Phyllis Vance says, “I move to approve the minutes of the June 16-17, 2022, meeting of the PSC.”



If Oscar Martinez thinks Phyllis’ motion is a great idea, he can say, “I second the motion,” or “Second.”



If Dwight Schrute thinks Phyllis’ motion is terrible, and he wants to tell everyone it’s terrible, Dwight can say, “I second the motion,” or “Second.”



Really Basic Parliamentary Procedure



With a motion and second, the Chair opens discussion.

“I have a motion from Phyllis Vance and a second from Dwight Schrute to approve the minutes of the June 16-17, 2022, meeting of the PSC. Is there any discussion?”

Dwight raises a hand to be recognized.

The Chair states, “The chair recognizes Dwight Schrute,” which signals Dwight to speak.

Dwight replies, “Madam Chair, Commission members, I demand the minutes not be approved because (insert wacky theory here)....”

The Chair gives everyone a chance to speak before recognizing Dwight to speak again.

Really Basic Parliamentary Procedure



The Chair closes discussion when discussion appears to be finished
OR

A commission member can state, “I call the question, ” which requires a second and a 2/3 vote – no discussion.

Roll call vote

All motions related to ethics cases
If a voice vote is too close to call

Voting

Recuse - to withdraw from the matter
Abstain - to choose to not vote

MOTION CARRIES or **MOTION FAILS**

Member Expectations



- Complete pre-meeting preparation work
- Communicate with PSC staff
 - **Sandy Bonas – PSC logistics/travel**
- Attend all PSC and committee meeting sessions
- Engage and participate in PSC work
- Provide complete travel reimbursement forms with all necessary receipts
- Communicate with your nominating body

PSC Staff Commitments



- We will assist the full commission and committees
- We will prepare documentation for review in a timely manner
- We will provide Thursday lunch and refreshments
- We will process completed travel reimbursement forms
- Classroom teachers – We will provide substitute reimbursement to your district beginning your 6th day out for PSC

The Big Ideas



- The PSC is not just about ethics
- You are serving a three-year term or the remainder of a three-year term
- You attend five meetings per year, one of them virtually
- You serve on one of three committees
- Active participation is important to the work
- We are grateful for your service – thank you!



Committee Work



Jigsaw Activity



Operations Committee



- PSC Chair, PSC Vice Chair, Committee Chairs, and At Large member
- Helps to ensure the smooth operation of full Commission and Committee work

Questions?



Professional Standards Commission
Idaho State Department of Education
650 W State Street, Boise, ID 83702
208 332 6882

www.sde.idaho.gov/cert-psc/psc





Professional Standards Commission

Code of Ethics for Idaho Professional Educators



Code of Ethics for Idaho Professional Educators



- The *Code of Ethics for Idaho Professional Educators* symbolizes the commitment of all Idaho educators and provides principles by which to judge conduct.



Code of Ethics for Idaho Professional Educators



Code of Ethics – Ten Principles

- Principle I – *Professional Conduct*
- Principle II – *Educator/Student Relationships*
- Principle III – *Alcohol and Drugs Use or Possession*
- Principle IV – *Professional Integrity*
- Principle V – *Funds and Property*
- Principle VI – *Compensation*
- Principle VII – *Confidentiality*
- Principle VIII – *Breach of Contract*
- Principle IX – *Duty to Report*
- Principle X – *Professionalism*

Code of Ethics – Shades of Gray



1 2 3 4 5 6 7 8 9 10



As we go through Code of Ethics, think about the slippery slope.

Be aware of situations that may be in the shades of gray.

Code of Ethics for Idaho Professional Educators



- **Principle I - *Professional Conduct.***
A professional educator abides by all federal, state, and local education laws and statutes. Unethical conduct shall include the conviction of any felony or misdemeanor offense set forth in Section 33-1208, Idaho Code.



Code of Ethics for Idaho Professional Educators



- **Principle II – *Educator/Student Relationship*.** A professional educator maintains a professional relationship with all students, both inside and outside the physical and virtual classroom. Unethical conduct includes but is not limited to:
 - a) Committing any act of child abuse, including physical or emotional abuse;
 - b) Committing any act of cruelty to children or any act of child endangerment;
 - c) Committing or soliciting any sexual act from any minor or any student regardless of age;
 - d) Committing any act of harassment as defined by district policy;
 - e) Soliciting, encouraging, or consummating a romantic or inappropriate relationship (whether written, verbal, virtual, or physical) with a student, regardless of age;
 - f) Using inappropriate language including, but not limited to, swearing and improper sexual comments (e.g., sexual innuendoes or sexual idiomatic phrases);
 - g) Taking or possessing inappropriate images (digital, photographic, or video) of students;
 - h) Inappropriate contact with any minor or any student regardless of age using electronic media;
 - i) Furnishing alcohol or illegal or unauthorized drugs to any student or allowing or encouraging a student to consume alcohol or unauthorized drugs except in a medical emergency;
 - j) Conduct that is detrimental to the health or welfare of students; and
 - k) Deliberately falsifying information presented to students.

Activity – at your table, discuss Principle II – *Educator/Student Relationship*

- **The focus of this principle is relationships among students.**
- **As you discuss this principle, spend time thinking about “inappropriate relationship” and “inappropriate contact”.**
 - **Friends with students**
 - **Swearing within ear range of students**
 - **Engaging on social media with students**
 - **Putting hands on students**
 - **Meeting with one student behind closed doors**
 - **Restraining students**

Code of Ethics for Idaho Professional Educators



- **Principle III - *Alcohol and Drugs Use or Possession*.** A professional educator refrains from the abuse of alcohol or drugs during the course of professional practice. Unethical conduct includes, but is not limited to:
 - a) Being on school premises or at any school-sponsored activity, home or away, involving students while possessing, using, or consuming illegal or unauthorized drugs;
 - b) Being on school premises or at any school-sponsored activity, home or away, involving students while possessing, using, or consuming alcohol;
 - c) Inappropriate or illegal use of prescription medications on school premises or at any school-sponsored events, home or away;
 - d) Inappropriate or illegal use of drugs or alcohol that impairs the individual's ability to function; and
 - e) Possession of an illegal drug as defined in Chapter 27, Idaho Code, Uniform Controlled Substances.

Code of Ethics for Idaho Professional Educators



- **Principle IV - *Professional Integrity*.** A professional educator exemplifies honesty and integrity in the course of professional practice. Unethical conduct includes, but is not limited to:
 - a) Fraudulently altering or preparing materials for licensure or employment;
 - b) Falsifying or deliberately misrepresenting professional qualifications, degrees, academic awards, and related employment history when applying for employment or licensure;
 - c) Failure to notify the state at the time of application for licensure of past revocations or suspensions of a certificate or license from another state;
 - d) Failure to notify the state at the time of application for licensure of past criminal convictions of any crime violating the statutes or rules governing teacher certification;
 - e) Falsifying, deliberately misrepresenting, or deliberately omitting information regarding the evaluation of students or personnel, including improper administration of any standardized tests (changing test answers; copying or teaching identified test items; unauthorized reading of the test to students, etc.);
 - f) Falsifying, deliberately misrepresenting, or deliberately omitting reasons for absences or leaves;
 - g) Falsifying, deliberately misrepresenting, or deliberately omitting information submitted in the course of an official inquiry or investigation;
 - h) Falsifying, deliberately misrepresenting, or deliberately omitting material information on an official evaluation of colleagues; and
 - i) Failure to notify the state of any criminal conviction of a crime violating the statutes and/or rules governing teacher certification.

Activity – at your table, discuss Principle IV – *Professional Integrity*

- **Take a look at the list of topics below, and think about how they might apply to this principle.**
 - **Special Education**
 - **ISAT, IRI, End of Course Assessments, etc.**
 - **Applications for employment or certification**
 - **Signing paperwork**
 - **Student grades**
 - **Investigations**
 - **Evaluations**

Code of Ethics for Idaho Professional Educators



- **Principle V - *Funds and Property*.** A professional educator entrusted with public funds and property honors that trust with a high level of honesty, accuracy, and responsibility. Unethical conduct includes, but is not limited to:
 - a) Misuse, or unauthorized use, of public or school-related funds or property;
 - b) Failure to account for school funds collected from students, parents, or patrons;
 - c) Submission of fraudulent requests for reimbursement of expenses or for pay;
 - d) Co-mingling of public or school-related funds in personal bank account(s);
 - e) Use of school property for private financial gain;
 - f) Use of school computers to deliberately view or print pornography; and,
 - g) Deliberate use of poor budgeting or accounting practices.
- **Activity – At your table, discuss the above principle.**
 - **Include potential examples of:**
 - **“misuse, or unauthorized use, of public or school-related funds or property”**
 - **“use of school property for private financial gain”**
 - **“co-mingling of public or school related funds in personal bank account(s)”**

Code of Ethics for Idaho Professional Educators



- **Principle VI - *Compensation*.** A professional educator maintains integrity with students, colleagues, parents, patrons, or business personnel when accepting gifts, gratuities, favors, and additional compensation. Unethical conduct includes, but is not limited to:
 - a) Unauthorized solicitation of students or parents of students to purchase equipment, supplies, or services from the educator who will directly benefit;
 - b) Acceptance of gifts from vendors or potential vendors for personal use or gain where there may be the appearance of a conflict of interest;
 - c) Tutoring students assigned to the educator for remuneration unless approved by the local board of education; and,
 - d) Soliciting, accepting, or receiving a financial benefit greater than fifty dollars (\$50) as defined in Section 18-1359(b), Idaho Code.
 - e) Keeping for oneself donations, whether money or items, that were solicited or accepted for the benefit of a student, class, classroom, or school.

Code of Ethics for Idaho Professional Educators



**Activity – Think about how the following might impact Principle VI -
*Compensation.***

Pearson

Donors Choose

Gift Cards

Tutoring

Scentsy

Code of Ethics for Idaho Professional Educators



- **Principle VII - *Confidentiality*.** A professional educator complies with state and federal laws and local school board policies relating to the confidentiality of student and employee records, unless disclosure is required or permitted by law. Unethical conduct includes, but is not limited to:
 - a) Sharing of confidential information concerning student academic and disciplinary records, personal confidences, health and medical information, family status or income, and assessment or testing results with inappropriate individuals or entities; and
 - b) Sharing of confidential information about colleagues obtained through employment practices with inappropriate individuals or entities.
- **Activity – At your table, discuss the above principle.**
 - **Think about some of the following instances:**
 - **Teachers talking about students at a restaurant, at the front office, in the halls, etc.?**
 - **Parent inquires about his/her child's friends and wants to know about them.**
 - **Talking about students at home in front of your children.**
 - **Student inquires about another student.**

Code of Ethics for Idaho Professional Educators



- Principle VIII - *Breach of Contract or Abandonment of Employment*. A professional educator fulfills all terms and obligations detailed in the contract with the local board of education or education agency for the duration of the contract. Unethical conduct includes, but is not limited to:
 - a) Abandoning any contract for professional services without the prior written release from the contract by the employing school district or agency;
 - b) Willfully refusing to perform the services required by a contract; and,
 - c) Abandonment of classroom or failure to provide appropriate supervision of students at school or school-sponsored activities to ensure the safety and well-being of students.
- **Activity – In your group, discuss the above principle.**
 - **Discuss potential examples of “willfully refusing to perform the services required by a contract”.**
 - **Discuss potential examples of “abandonment of classroom”.**
 - **What might “failure to provide appropriate supervision of students” look like?**

Code of Ethics for Idaho Professional Educators



- **Principle IX - *Duty to Report*.** A professional educator reports breaches of the *Code of Ethics for Idaho Professional Educators* and submits reports as required by Idaho Code. Unethical conduct includes, but is not limited to:
 - a) Failure to comply with Section 33-1208A, Idaho Code, (reporting requirements and immunity);
 - b) Failure to comply with Section 16-1605, Idaho Code, (reporting of child abuse, abandonment or neglect);
 - c) Failure to comply with Section 33-512B, Idaho Code, (suicidal tendencies and duty to warn); and
 - d) Having knowledge of a violation of the *Code of Ethics for Idaho Professional Educators* and failing to report the violation to an appropriate education official.

Reflect on your years in education; have you ever had knowledge, or suspected unethical conduct of another educator?

Code of Ethics for Idaho Professional Educators



- **Principle X - *Professionalism*.** A professional educator ensures just and equitable treatment for all members of the profession in the exercise of academic freedom, professional rights and responsibilities while following generally recognized professional principles. Unethical conduct includes, but is not limited to:
 - a) Any conduct that seriously impairs the Certificate holder's ability to teach or perform his professional duties;
 - b) Committing any act of harassment toward a colleague;
 - c) Failure to cooperate with the Professional Standards Commission in inquiries, investigations, or hearings;
 - d) Using institutional privileges for the promotion of political candidates or for political activities, except for local, state or national education association elections;
 - e) Willfully interfering with the free participation of colleagues in professional associations; and
 - f) Taking or possessing images (digital, photographic or video) of colleagues of a harassing, confidential, or sexual nature.

Activity – at your table, discuss Principle X – *Professionalism*

- **The focus of this principle is relationships among colleagues and members of the profession.**
- **As you discuss this principle, think about the following:**
 - **Separation of church and state**
 - **Elections**
 - **Harassment**
 - **Associations**
 - **Social media - colleagues**

Code of Ethics for Idaho Professional Educators



Code of Ethics – Ten Principles

- Principle I –
- Principle II –
- Principle III –
- Principle IV –
- Principle V –
- Principle VI –
- Principle VII –
- Principle VIII –
- Principle IX –
- Principle X –

- Case Summary #1
 - The Professional Standards Commission received a signed allegation of unethical conduct concerning a teacher that had attempted to feed a terminally ill puppy to a snapping turtle in his science lab... with students present. The complaint letter came from a concerned citizen in Georgia.

Case Summary #1

- PSC Decision
- Case was not opened-CCO, DAG, and PSC Staff determined complainant did not have substantial interest, just because they were offended by the action. Also, not sure what principle of the Code of Ethics it would have violated. (Discuss?)

- Case Summary #2
 - The Professional Standards Commission received a signed allegation of unethical conduct concerning a teacher. The complaint specified the teacher submitted requests for reimbursement for items for which the teacher had already been paid.

- Case Summary #2
 - PSC Decision
 - Case was opened, and investigation conducted. Executive committee found probable cause and respondent requested hearing. A hearing panel found that the teacher willfully violated the Code of Ethics and suspended the teacher's certificate.

- Case Summary #3
 - The Professional Standards Commission received a signed allegation of unethical conduct concerning a teacher. The complaint specified that the teacher, uses profanity in front of students, and discusses her personal/romantic life and her alcohol use with students. Additionally, students share information about their sex lives with her.

- Case Summary #3
 - PSC Decision
 - Case was opened, and investigation conducted. Executive committee found probable cause. A stipulated agreement was entered and disciplinary action was a Letter of Reprimand and three (3) credit boundary class.

Code of Ethics for Idaho Professional Educators



- Educator Ethics Website <http://sde.idaho.gov/cert-psc/psc/ethics.html>
 - [Code of Ethics for Idaho Professional Educators](#)
 - [Ethics Complaint Packet](#)
 - [PSC Procedures Manual](#)
 - [Educator Discipline](#)



PROFESSIONAL STANDARDS COMMISSION

ANNUAL REPORT

2021-2022



Table of Contents

| | |
|--|----|
| Table of Contents | 2 |
| Introduction | 3 |
| Internal Operation of the Commission | 6 |
| Alternative Authorizations | 7 |
| Requests for Content Specialist Authorizations | 8 |
| Requests for Teacher to New Certificate Authorizations | 10 |
| Requests for Teacher to New Endorsement Authorizations | 11 |
| Requests for Pupil Service Staff Authorizations | 13 |
| Requests for Emergency Provisional Certificate | 14 |
| Executive Committee Activities | 16 |
| Standards Committee Activities | 19 |
| Educator Preparation Standards Reviews | 19 |
| Educator Preparation Program Reviews | 20 |
| Educator Preparation New Program Proposal Reviews | 21 |
| Appendix – Fiscal Year 2022 Budget Expenditures | 22 |

INTRODUCTION

The 1972 state legislature established the Professional Standards Commission (PSC). This legislative action combined the Professional Practices Commission, established by the state legislature in 1969, with the Professional Standards Board, an advisory board appointed by the State Board of Education. The Commission consists of 18 constituency members appointed or reappointed for terms of three years:

- Secondary or Elementary Classroom Teacher (5)
- Exceptional Child Teacher (1)
- Pupil Service Staff (1)
- Elementary School Principal (1)
- Secondary School Principal (1)
- Special Education Director (1)
- School Superintendent (1)
- School Board Member (1)
- Public Higher Education Faculty Member (2)
- Private Higher Education Faculty Member (1)
- Higher Education Letters and Sciences Faculty Member (1)
- State Career & Technical Education Staff Member (1)
- State Department of Education Staff Member (1)

For further detail regarding the establishment and membership of the Professional Standards Commission, see Idaho Code §33-1252.

PSC Vision

The PSC will continue to provide leadership for professional standards and accountability in Idaho's schools. We will handle that responsibility with respect and in a timely fashion. We will nurture positive relationships and collaborative efforts with a wide range of stakeholders. We will be a powerful voice advocating on behalf of Idaho's children.

PSC Mission

The PSC makes recommendations to the State Board of Education and renders decisions that provide Idaho with competent, qualified, ethical educators dedicated to rigorous standards, pre-K-12 student achievement, and improved professional practice.

Statutory Responsibilities of the Professional Standards Commission

The professional standards commission may conduct investigations on any signed allegation of unethical conduct of any teacher brought by:

An individual with a substantial interest in the matter, except a student in an Idaho public school; or

A local board of trustees.

Idaho Code §33-1209

The commission shall have authority to adopt recognized professional codes and standards of ethics, conduct and professional practices which shall be applicable to teachers in the public schools of the state, and submit the same to the state board of education for its consideration and approval. Upon their approval by the state board of education, the professional codes and standards shall be published by the board.

Idaho Code §33-1254

The commission may make recommendations to the state board of education in such areas as teacher education, teacher certification and teaching standards, and such recommendations to the state board of education or to boards of trustees of school districts as, in its judgment, will promote improvement of professional practices and competence of the teaching profession of this state, it being the intent of this act to continually improve the quality of education in the public schools of this state.

Idaho Code §33-1258

Professional Standards Commission Membership

During the 2021-2022 academic year, the PSC met six times: July (Special Meeting), September, December, February, April, and June. The following individuals served as members of the PSC:

| Name | Agency | Representing |
|---------------------------|-------------------------------------|----------------------------------|
| Tate Castleton | Homedale School District #370 | Elementary School Principals |
| Steve Copmann, Vice Chair | Cassia County School District #151 | Secondary School Principals |
| Kathy Davis, Chair | St. Maries School District #41 | Secondary Classroom Teachers |
| Kristi Enger | Idaho Career & Technical Education | Career & Technical Education |
| Angela Gilman | Idaho Falls School District #091 | Elementary Classroom Teachers |
| Mark Gorton | Lakeland School District #272 | Secondary Classroom Teachers |
| Chanel Harming | Lapwai School District #341 | Secondary Classroom Teachers |
| Mark Haynal | Lewis Clark State College | Public Higher Education |
| Katie Horner | Murtaugh School District #418 | Secondary Classroom Teachers |
| Paula Kellerer | Nampa School District #131 | School Superintendents |
| Ramona Lee | West Ada School District #2 | Special Education Administrators |
| Peter McPherson | Idaho State Department of Education | Department of Education |
| Jamee Nixon | Northwest Nazarene University | Colleges of Letters and Sciences |
| Karen Pyron | Butte County School District #111 | School Board Members |
| LoriAnn Sanchez | Northwest Nazarene University | Private Teacher Education |
| Marianne Sletteland | Moscow School District #281 | Exceptional Child Teachers |
| Mike Wilkinson | Twin Falls School District #411 | Pupil Service Staff |
| Emma Wood | Idaho State University | Public Teacher Education |

INTERNAL OPERATION OF THE COMMISSION

The PSC has four standing committees with specific duties:

1. Authorizations Committee

- Reviews and makes recommendations to the PSC regarding:
 - Approval of atypical alternative authorizations to teach, serve as an administrator, or provide pupil service staff services.
 - *Alternative Authorization – Content Specialist*: Allows a candidate who does not hold a valid Idaho credential to serve in an assignment while they work toward obtaining the applicable certificate/endorsement.
 - *Alternative Authorization – Pupil Service Staff*: Allows a candidate who does not hold a valid Idaho credential to serve in an assignment that requires the Pupil Service Staff Certificate while they work toward obtaining the applicable endorsement. The Alternative Authorization-Pupil Service Staff can only be used for School Counselor or School Social-Worker
 - *Alternative Authorization – Teacher to New*: Allows a candidate who already holds a valid Idaho credential to serve in an assignment while they work toward obtaining the applicable certificate/endorsement.
 - Policies and procedures for alternative authorizations;
 - The development and publishing of certification reports as needed.

2. Budget Committee

- Develops a yearly budget.
- Monitors and makes recommended revisions to the annual budget.

3. Executive Committee

- Reviews, maintains, and revises the Code of Ethics for Idaho Professional Educators as needed.
- Determines if there is probable cause to pursue discipline against a certificated educator for alleged unethical conduct.

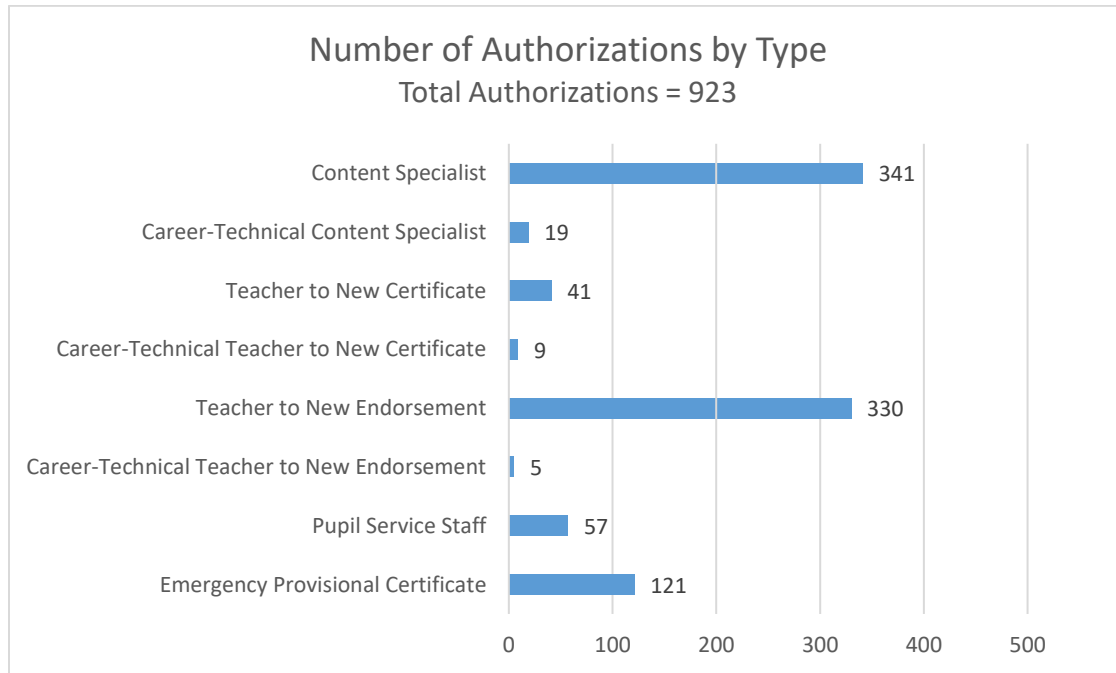
4. Standards Committee

- Develops recommendations for preservice educator standards for consideration by the State Board of Education.
- Develops, maintains, and implements review processes for educator preparation programs for consideration by the State Board of Education;
- Develops and provides recommendations to the PSC for educator assessment(s) and qualifying scores for consideration by the State Board of Education.
- Develops and provides recommendations to the PSC for educator certificate and endorsement requirements for consideration by the State Board of Education.

ALTERNATIVE AUTHORIZATIONS

Local school districts, including charter schools or other educational agencies, may request approval of an alternative authorization for an individual to fill a certificated position when he/she does not presently hold an appropriate Idaho educator certificate/endorsement. The individual must have a plan that leads to certification in the assigned area.

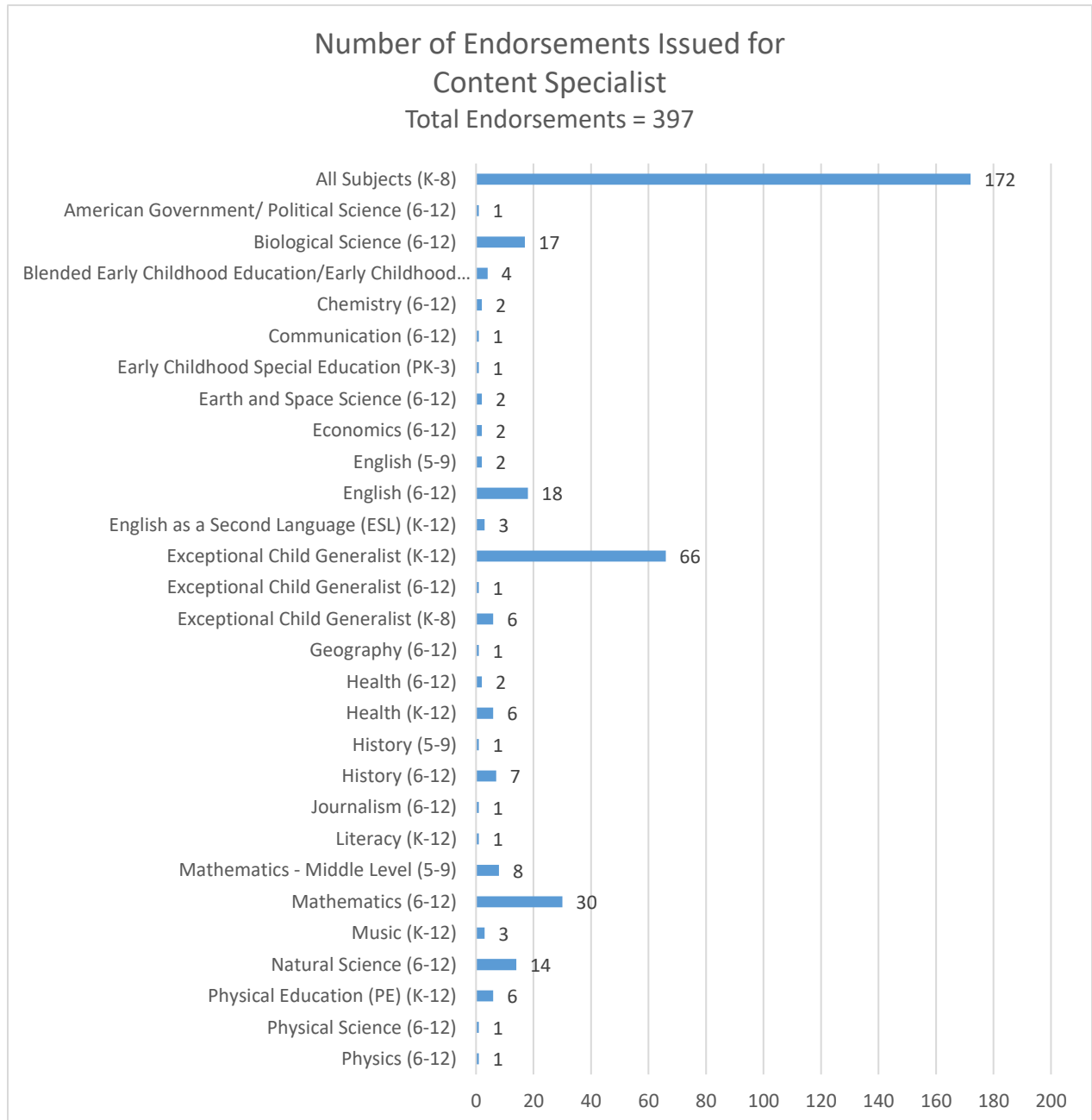
For further detail regarding alternative authorizations, see [Alternative Authorizations website](#).

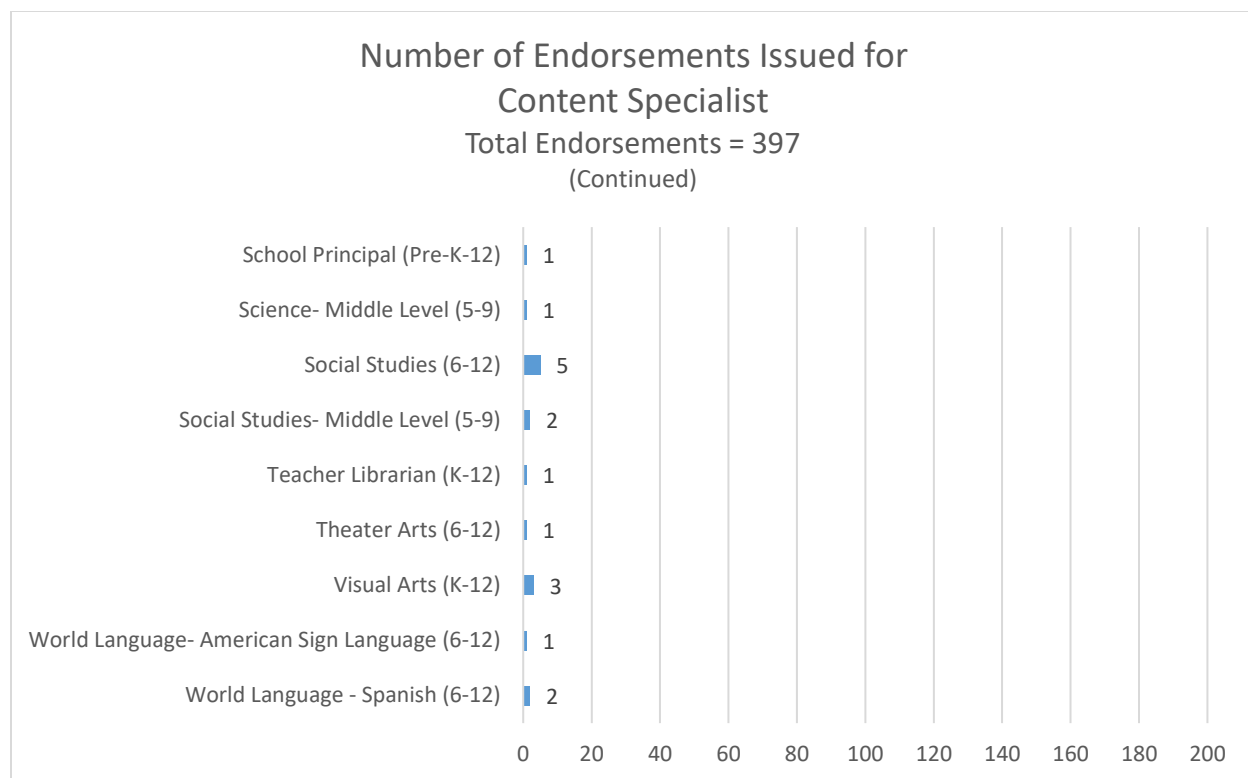


There were 20,983 total certificated educators employed statewide during the 2021-2022 school year. The percentage of educators working with an alternative authorization was 4.4% percent.

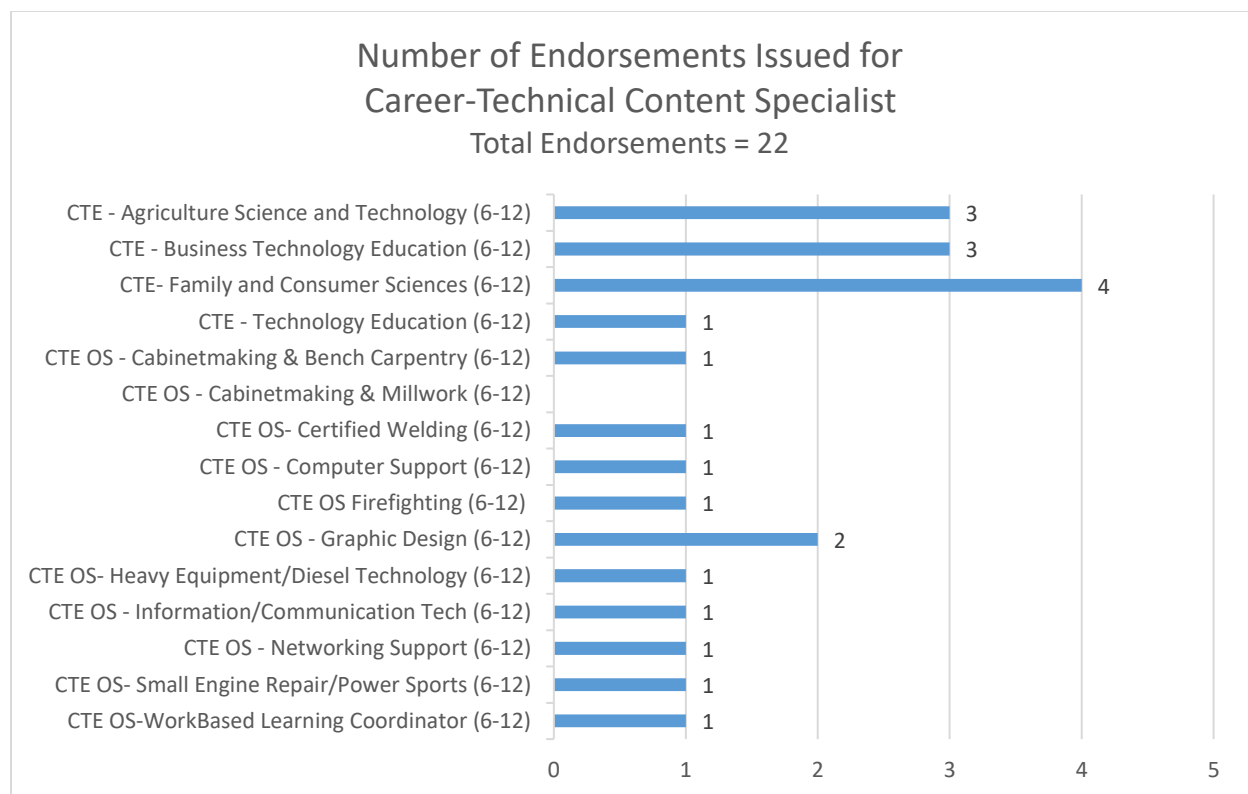
REQUESTS FOR CONTENT SPECIALIST AUTHORIZATIONS

The purpose of this authorization is to allow an Idaho school district/charter to hire a candidate who does not hold a valid Idaho credential to serve in an assignment that requires certification/endorsement. The district must show that the candidate is uniquely qualified to serve in the assignment while the candidate works toward obtaining the applicable certificate/endorsement. There were 341 Content Specialist authorizations with 397 total endorsements issued during the 2021-2022 school year.



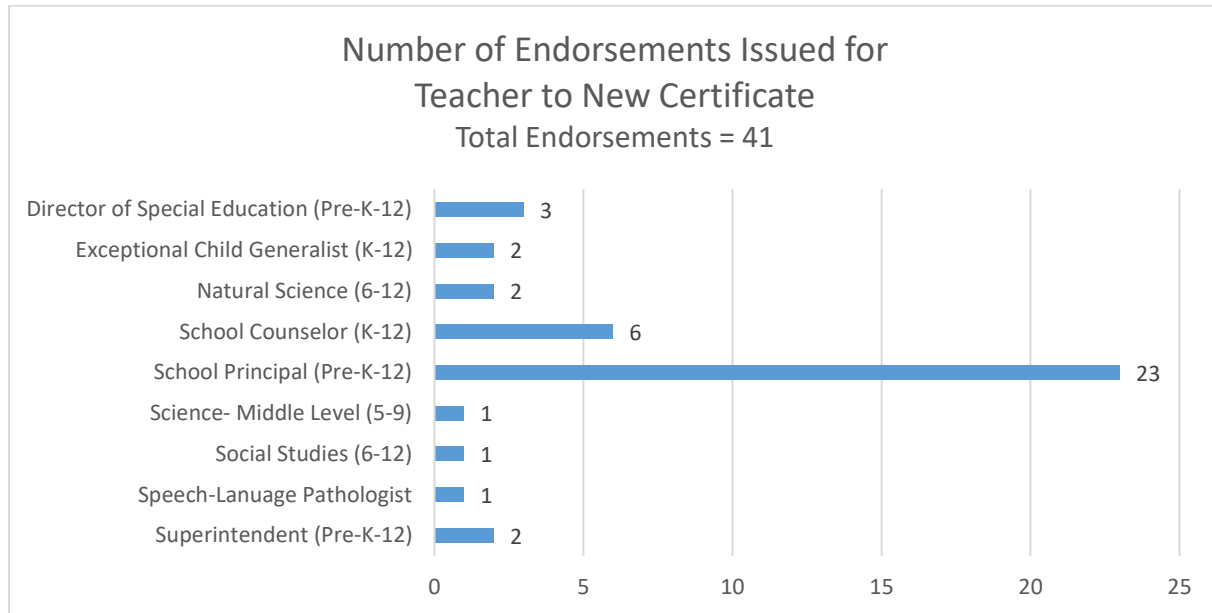


There were 19 Career-Technical Content Specialist authorizations with 22 total endorsements issued during the 2021-2022 school year.

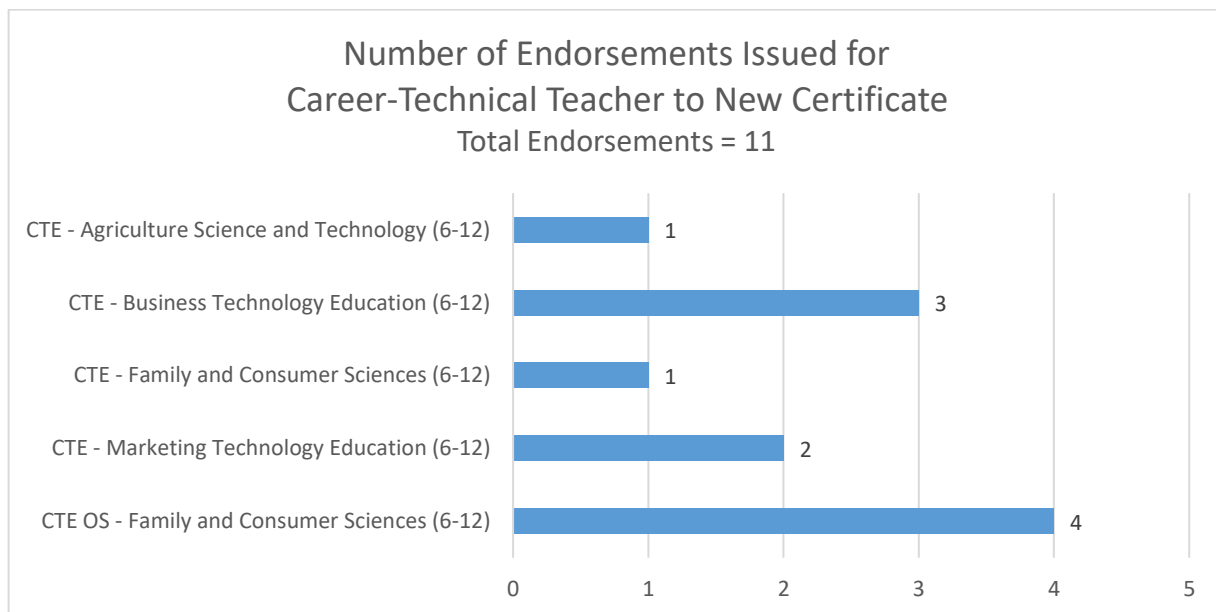


REQUESTS FOR TEACHER TO NEW CERTIFICATE AUTHORIZATIONS

The purpose of this authorization is to allow an Idaho school district/charter to hire a candidate who holds a valid Idaho credential to serve in an assignment for which the candidate does not hold the appropriate certificate and endorsement. There were 41 Teacher to New Certificate authorizations with 41 total endorsements issued during the 2021-2022 school year.

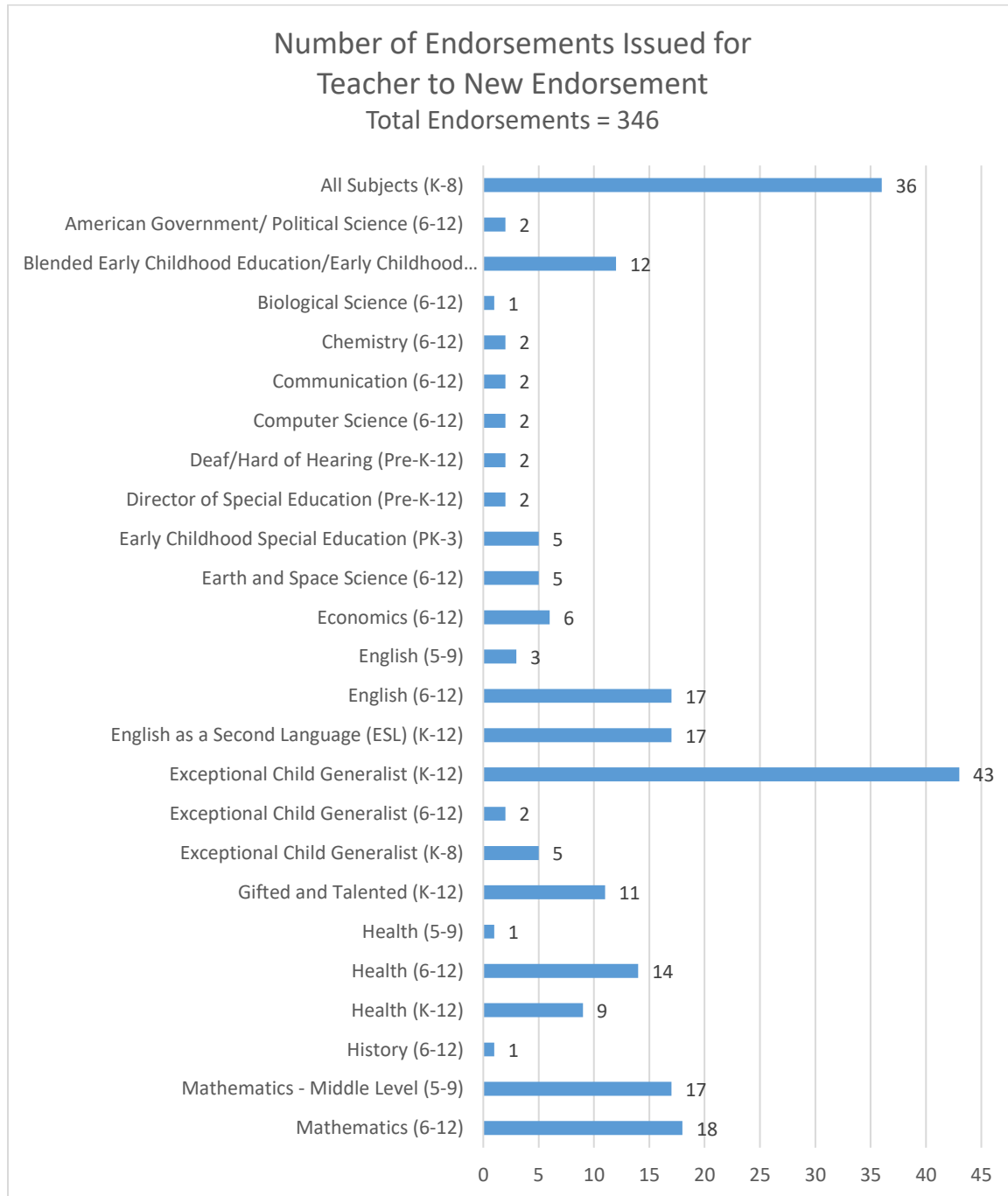


There were 9 Career-Technical Teacher to New Certificate authorizations with 11 total endorsements issued during the 2021-2022 school year.



REQUESTS FOR TEACHER TO NEW ENDORSEMENT AUTHORIZATIONS

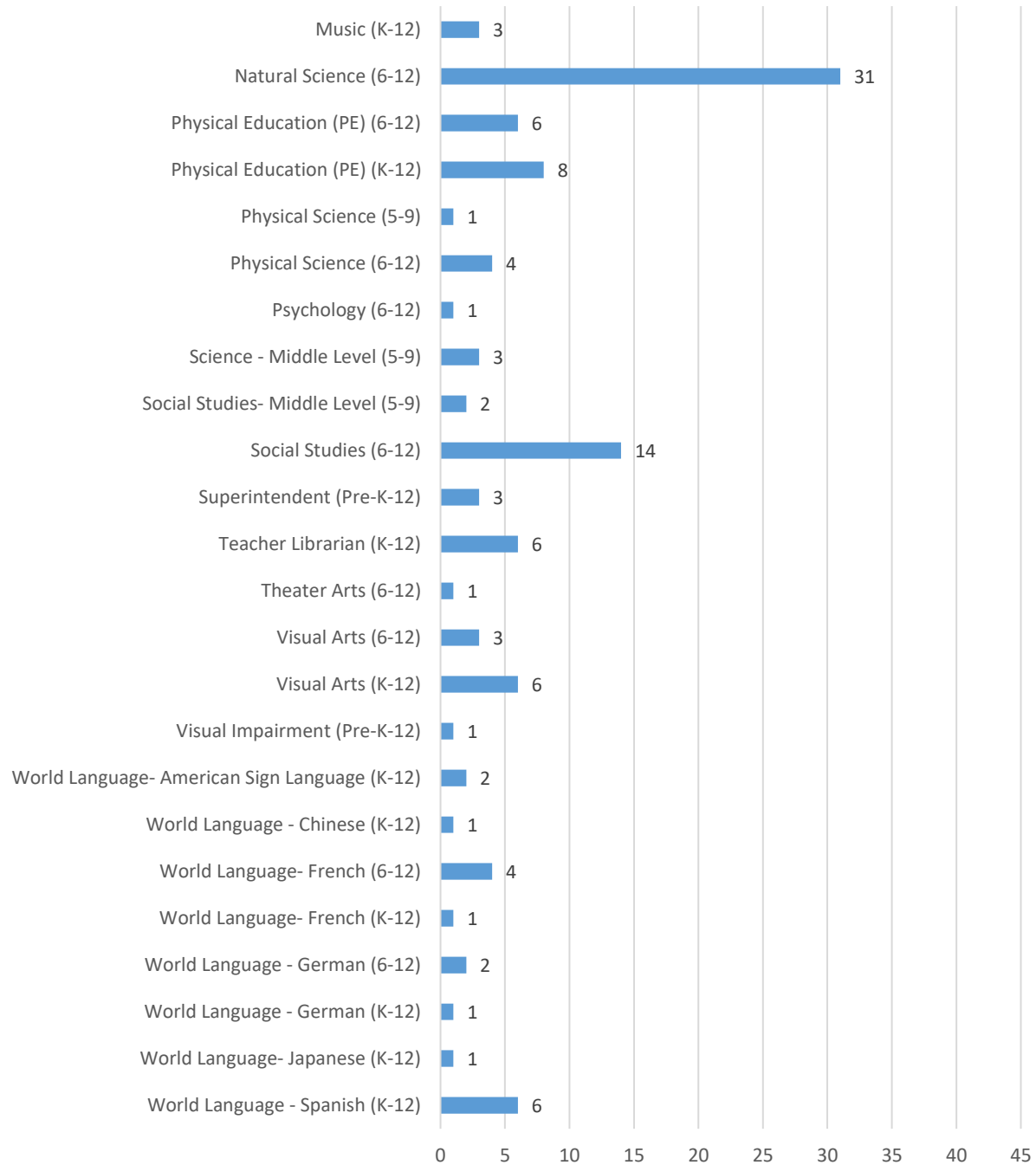
The purpose of this authorization is to allow an Idaho school district/charter to hire a candidate who holds a valid Idaho credential to serve in an assignment for which the candidate does not hold the appropriate endorsement. There were 330 Teacher to New Endorsement authorizations with 346 total endorsements issued during the 2021-2022 school year.



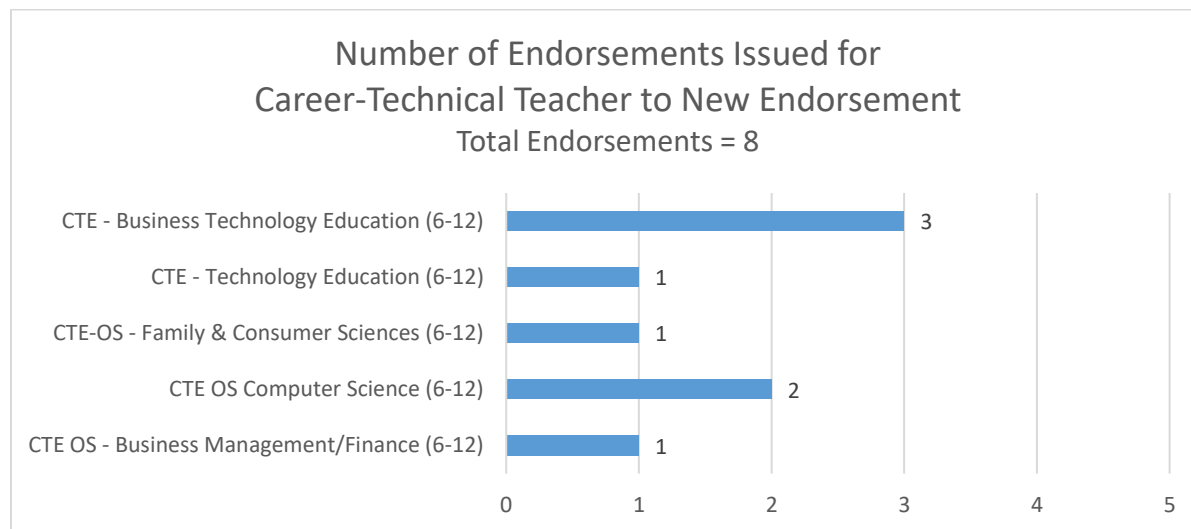
Number of Endorsements Issued for Teacher to New Endorsement

Total Endorsements = 346

(Continued)

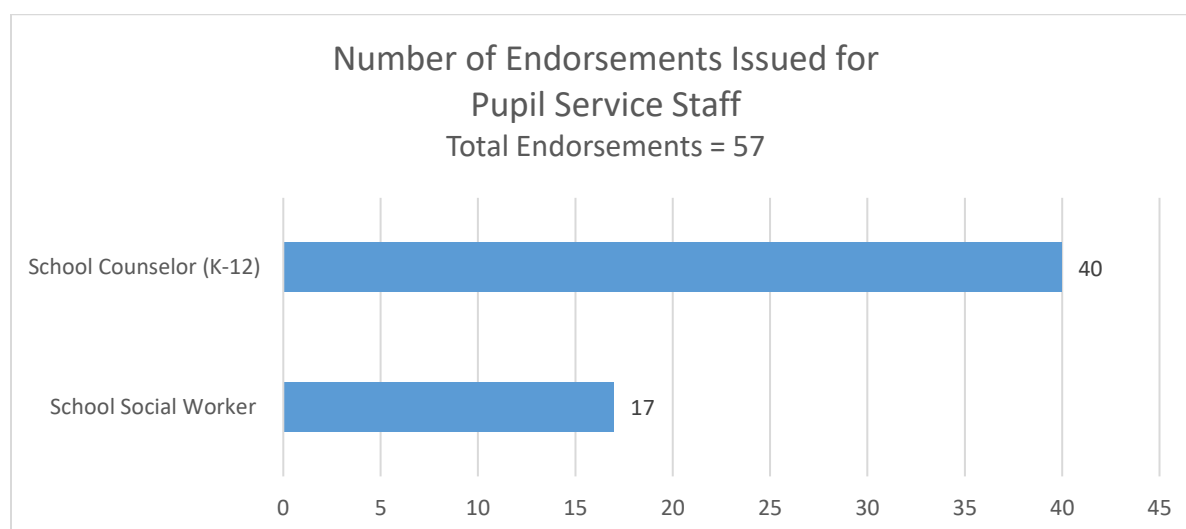


There were 5 Career-Technical Teacher to New Endorsement authorizations with 8 total endorsements issued during the 2021-2022 school year.



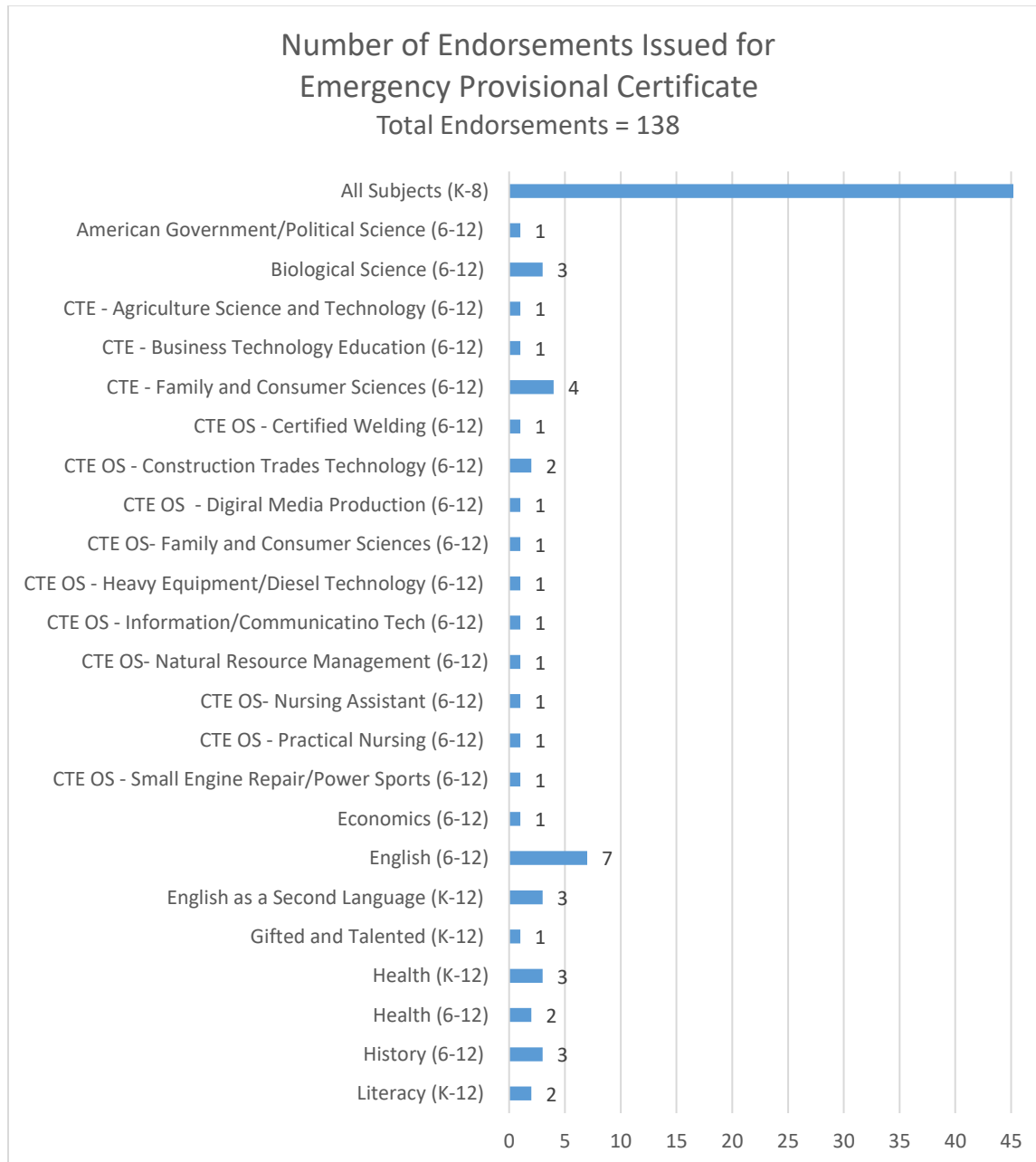
REQUESTS FOR PUPIL SERVICE STAFF AUTHORIZATIONS

The purpose of this authorization is to allow an Idaho school district/charter to hire a candidate who does not hold a valid Idaho credential to serve in an assignment that requires the Pupil Service Staff Certificate. The authorization allows the candidate to serve in the assignment while working toward obtaining the Pupil Service Staff Certificate and the applicable endorsement. The Alternative Authorization- Pupil Service Staff can only be used for School Counselor or School Social-Worker. There were 57 Pupil Service Staff authorizations with 57 total endorsements issued during the 2021-2022 school year.



REQUESTS FOR EMERGENCY PROVISIONAL CERTIFICATE

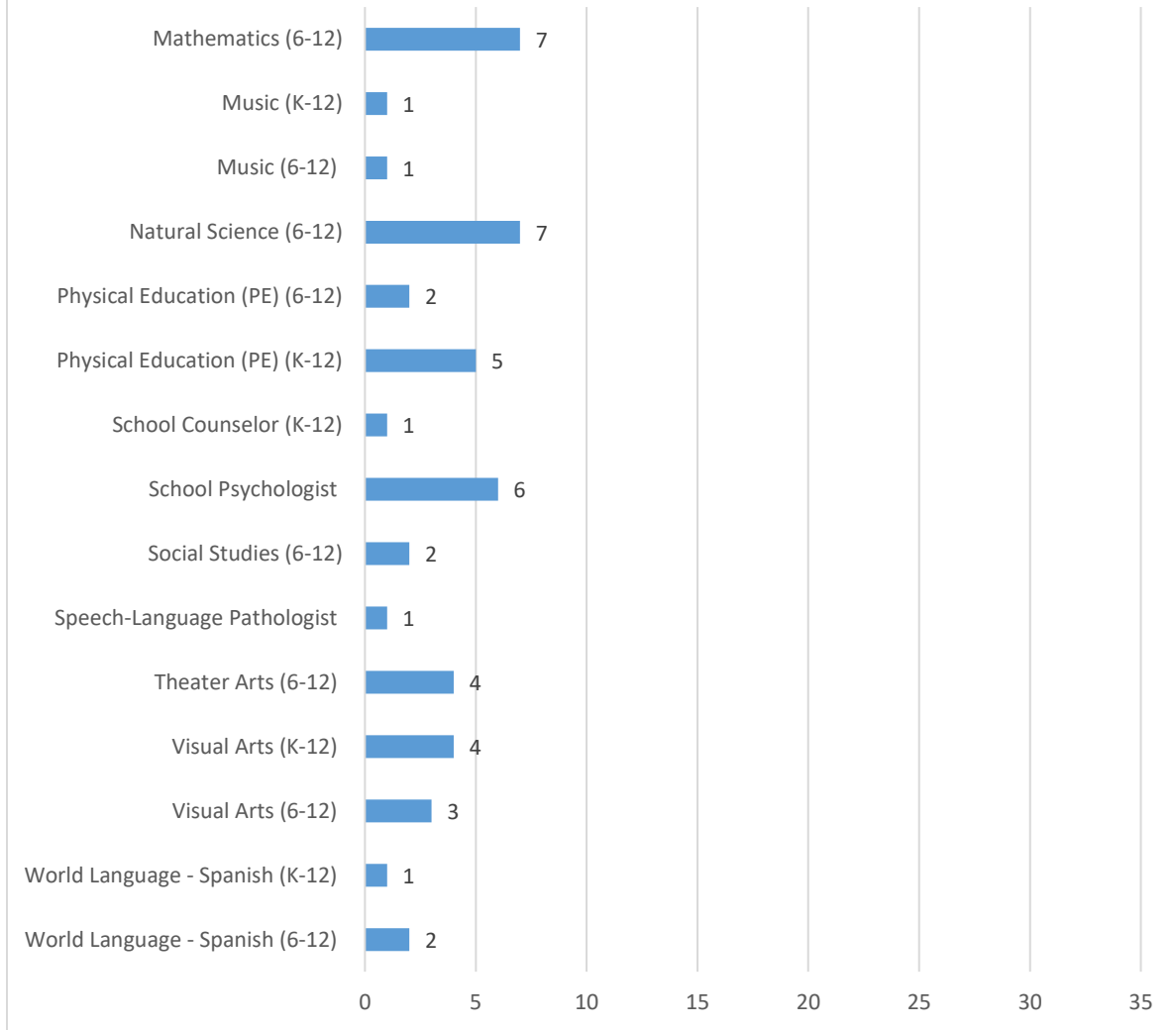
The purpose of the Emergency Provisional Certificate is to allow an Idaho school district/charter to hire a candidate for one year who does not hold a valid Idaho credential to serve in an assignment that requires certification/endorsement in an emergency situation. The district must declare an emergency and the candidate must have at least two years of college training. As per IDEA, Emergency Provisional Certificates are not permitted for special education. There were 121 Emergency Provisional Certificates with 138 total endorsements issued during the 2021-2022 school year.



Number of Endorsements Issued for Emergency Provisional Certificate

Total Endorsements = 138

(continued)



EXECUTIVE COMMITTEE ACTIVITIES

Under Idaho Code §33-1208 and §33-1209, the PSC has the responsibility for suspending, revoking, issuing letters of reprimand, or placing reasonable conditions on any certificate for educator misconduct. The administrator of the PSC, in conjunction with the deputy attorney general and PSC staff, conducts a review of the written allegation using established guidelines to determine whether to open an investigation or remand the issue to the school district to resolve locally. The Executive Committee considers the allegation(s) and all additional relevant information to determine whether probable cause exists to warrant the filing of an administrative complaint. If probable cause is determined, the Executive Committee recommends disciplinary action to be taken against a certificate. Once an administrative complaint is filed, a hearing may be requested.

During 2021-2022, the PSC received sixty-seven (67) written complaints of alleged educator ethical misconduct, of which thirty-one (31) cases were opened. Additionally, seventeen (17) cases were closed during 2021-2022. Two (2) of the seventeen (17) closed cases involved educators who were employed as administrators. The data below represents the cases that were closed.

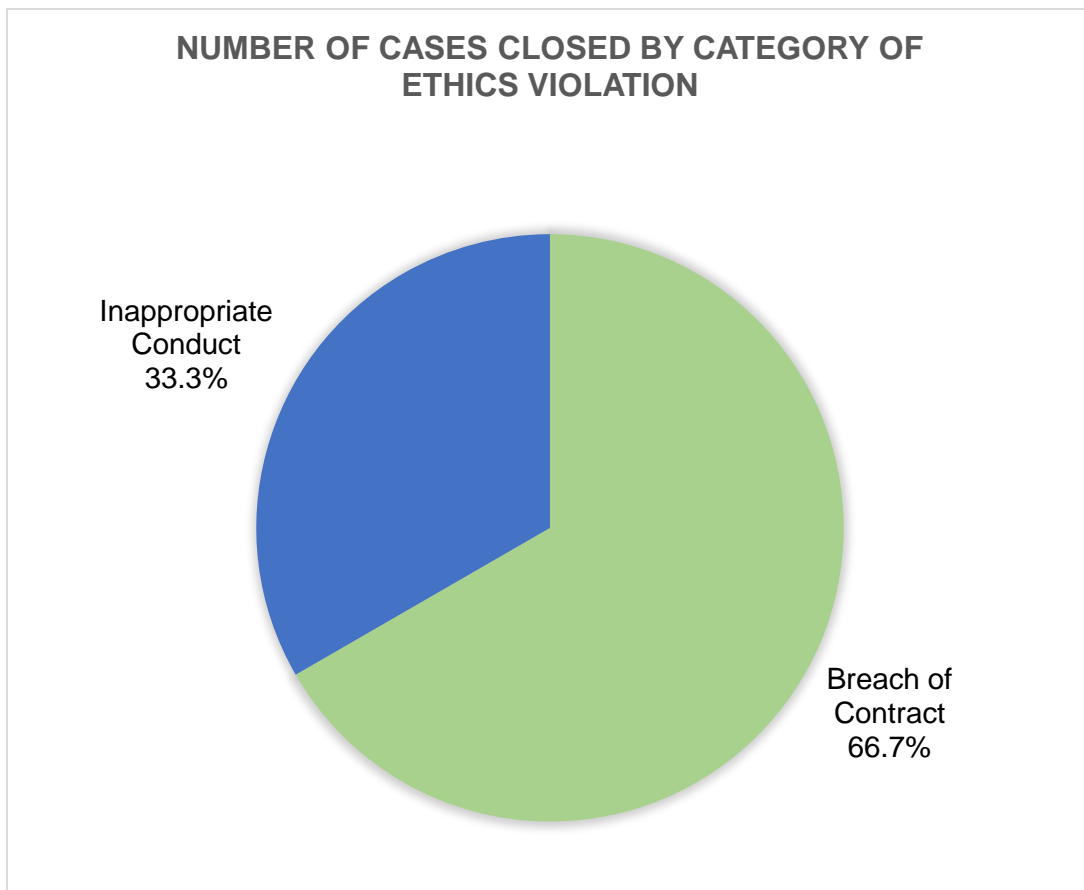
2021-2022 Closed Ethics Cases

| Case Number | Category of Ethics Violation | Probable Cause Found | Disciplinary Action |
|--------------------|-------------------------------------|-----------------------------|----------------------------|
| 22103 | Inappropriate Conduct | Yes | Letter of Reprimand |
| 22105 | Breach of Contract | Yes | Suspension |
| 22106 | Inappropriate Conduct with Student | No | |
| 22107 | Inappropriate Conduct | Yes | Suspension |
| 22108 | Inappropriate Conduct | No | |
| 22109 | Inappropriate Conduct | Yes | Letter of Reprimand |
| 22110 | Breach of Contract | Yes | Letter of Reprimand |
| 22111 | Breach of Contract | Yes | Letter of Reprimand |
| 22112 | Inappropriate Conduct | No | |
| 22113 | Inappropriate Conduct with Student | No | |
| 22114 | Breach of Contract | Yes | Letter of Reprimand |
| 22115 | Breach of Contract | Yes | Suspension |
| 22116 | Breach of Contract | No | |
| 22201 | Breach of Contract | Yes | Letter of Reprimand |
| 22202 | Inappropriate Conduct with Student | No | |
| 22209 | Inappropriate Conduct with Student | No | |
| 22210 | Inappropriate Conduct | No | |

2021-2022 Aggregate Data of Closed Ethics Cases Where Probable Cause Was Found

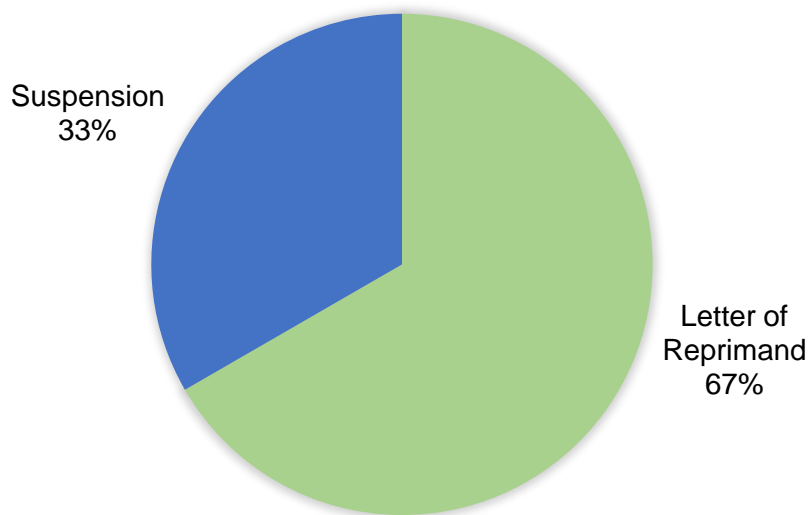
During 2021-2022 the PSC closed seventeen (17) cases and finalized disciplinary action in nine (9) cases. The disaggregated data is shown below. The first table shows the data by the category of the ethics violation. The second table displays the data by the type of disciplinary action.

| Category of Ethics Violation | Number of Cases Closed | Percent of Cases Closed |
|--------------------------------------|-------------------------------|--------------------------------|
| Application Discrepancy | - | 0% |
| Breach of Contract | 6 | 66.7% |
| Felony (Other) | - | 0% |
| Felony (Violent) | - | 0% |
| Inappropriate Conduct | 3 | 33.3% |
| Inappropriate Conduct with Student | - | 0% |
| Miscellaneous | - | 0% |
| Misdemeanor | - | 0% |
| Sexual Misconduct Not with a Student | - | 0% |
| Sexual Misconduct with a Student | - | 0% |
| Substance Abuse | - | 0% |
| Theft-Fraud | - | 0% |



| Type of Disciplinary Action | Number of Cases Closed | Percent of Cases Closed |
|-----------------------------|------------------------|-------------------------|
| Conditioned Certificate | - | 0% |
| Letter of Reprimand | 6 | 66.7% |
| Revocation | - | 0% |
| Revocation (Permanent) | - | 0% |
| Suspension | 3 | 33.3% |
| Voluntary Surrender | - | 0% |

NUMBER OF CASES CLOSED BY TYPE OF DISCIPLINARY ACTION



STANDARDS COMMITTEE ACTIVITIES

The Standards Committee is responsible for completing educator preparation standards reviews, educator preparation program reviews, and educator preparation new program proposal reviews for recommendation to the full PSC. The PSC reviews the recommendations of the Standards Committee and makes recommendations to the State Board of Education (Board) for approval consideration.

EDUCATOR PREPARATION STANDARDS REVIEWS

The purpose of educator preparation standards reviews is to define and establish rigorous and research-based standards that better align with national standards and best practices. The standards provide requirements for educator preparation programs to ensure that future educators acquire the knowledge and performance standards to best meet the needs of students.

In the Spring 2020, the House and Senate Education Committees directed the State Department of Education and the Office of the State Board to review the teacher preparation standards. At the request of the State Superintendent of Public Instruction, an Educator Standards Working Group, which included Standards Committee members and other members of the PSC, was convened to complete the full review and draft proposed revisions. One of the main tasks for this working group was to address the Idaho Standards for Initial Certification of Professional School Personnel (ISICPSP), a document incorporated by reference into rule, in an effort to reduce the regulatory burden for educator preparation programs while maintaining the rigor in standards for beginning educators.

Over an 18-month timeframe, the Educator Standards Working Group met several times to review the ISICPSP. The full review was completed April 2021. As a result, significant revisions were recommended to the PSC and, ultimately, to the Board of Education in August 2021.

In the Fall 2021, the State Board of Education did not render a decision on the revised teacher preparation standards. During the 2022 Legislative Session, House Bill 716 removed the prior ISICPSP from IDAPA 08.02.02.004 and placed the revised ISICPSP into Section 33-114(A), Idaho Code.

The revised Idaho Standards for Initial Certification of Professional School Personnel (July 1, 2022) can be found on the [State Department of Education website](#). Educator Preparation Standards Reviews are currently on hold, pending the final disposition of the Idaho Standards for Initial Certification of Professional School Personnel.

EDUCATOR PREPARATION PROGRAM REVIEWS

Each educator preparation program will undergo a state program approval process that is designed to assure that graduates meet the Idaho standards for professional educators. The PSC follows the national accreditation council model by which institutions pursue continuing approval through a full program review every seven (7) years. Additionally, the PSC conducts State-Specific Requirement Reviews, not to exceed every third year following the full program review. The requirements are defined in IDAPA 08.02.02.100: Rules Governing Uniformity and the Council for the Accreditation of Educator Preparation (CAEP) standards.

The standards for evaluating teacher preparation programs are found in the [*Idaho Standards for Initial Certification of Professional School Personnel*](#) as updated and approved by the State Board of Education. For review purposes, pertinent rubrics accompanying these standards are on file in the office of the State Department of Education, Certification and Professional Standards. Current CAEP standards can be reviewed on the [CAEP website](#).

The following educator preparation programs were reviewed by the PSC during the 2021-2022 school year:

- **Lewis-Clark State College**

A virtual full unit State Team Review of Lewis-Clark State College's (LCSC) approved educator preparation programs was conducted December 12-14, 2021. The review was held concurrently with the review of LCSC's educator preparation programs by the Council for Accreditation of Educator Preparation (CAEP). The LCSC review included a pilot process for Design Review, used to assess programs with five (5) or fewer completers in the last seven (7) years for conditional approval.

The State Review Team report was subsequently submitted to the PSC at its April 7-8, 2022 meeting. The report was considered, and the PSC recommended the Board accept the recommendations in the State Review Team report.

The Board, at its June 2022 meeting, accepted the recommendations in the State Review Team Report and conditionally approved Preservice Technology Standards and the Chemistry program. Conditionally approved programs are subject to a focused revisit within three years following the on-site visit to determine if specific standards are met.

- **Northwest Nazarene University**

An on-site full unit State Team Review of Northwest Nazarene University's (NNU) approved educator preparation programs was conducted March 14-16, 2022. The review was held concurrently with the review of NNU's educator preparation programs by CAEP. The NNU review included a pilot standard approval instrument, which was developed to provide EPPs the flexibility to demonstrate how their candidates met each overall standard.

Upon completion of the review, all NNU programs and state specific requirements were recommended for continued approval. The report was subsequently submitted to the PSC at its June 16-17, 2022 meeting. The full PSC voted to recommend the Board approve the NNU State Team Report.

The Board, at its August 24, 2022 meeting, accepted the recommendations in the State Review Team Report.

Specific information regarding the Board's review of both of these report can be found on the [State Board of Education website](#).

EDUCATOR PREPARATION NEW PROGRAM PROPOSAL REVIEWS

Each educator preparation new program proposal will undergo a desk review designed to confirm the new program meets the standards in the *Idaho Standards for Initial Certification of Professional School Personnel*. The PSC reviews the recommendations of the Standards Committee and makes recommendations to the State Board of Education for approval consideration.

The following educator preparation new program proposals were reviewed by the PSC during the 2021-2022 school year, for recommendation to the State Board of Education for conditional approval:

- **Idaho State University**
 - Computer Science (6-12)
 - Master in Social Work

APPENDIX – FISCAL YEAR 2022 BUDGET EXPENDITURES

| Revenue | Estimated | Actual Revenue | Variance |
|--|------------------|---------------------|--------------------|
| Cert Application Fees | \$600,000 | \$676,329.99 | \$79,329.99 |
| Personnel | Budget | Actual Expenditures | Variance |
| Salaries & Benefits | \$456,600 | \$486,520.63 | (\$29,920.63) |
| Expenses (Spending Authority) | Budget | Actual Expenditures | Variance |
| Operating Expenses | | | |
| PSC Meeting/Travel/Meals | \$30,000 | \$28,146 | \$1,854 |
| PSC PD & Training | \$- | \$- | \$- |
| Communication | \$12,000 | \$15,105.07 | (\$3,105.07) |
| Staff Development | \$- | \$- | \$- |
| Repairs & Maintenance Services and Supplies | \$50 | \$- | \$50 |
| Administrative Services | \$7,400 | \$5,168.79 | \$2,231.21 |
| Computer Services | \$250 | \$- | \$250 |
| Staff Travel – NASDTEC Annual Conference | \$5,500 | \$6,465.75 | (\$965.75) |
| Staff Travel – NASDTEC PPI | \$4,500 | \$- | \$4,500 |
| Staff Travel – Other | \$500 | \$107.31 | \$392.69 |
| Administrative/Office Supplies | \$5,000 | \$4,241.43 | \$758.57 |
| Computer Supplies | \$250 | \$542.42 | (\$292.42) |
| Insurance | \$2,200 | \$1,566.43 | \$633.57 |
| Rentals & Operating Leases | \$12,100 | \$11,436.61 | \$663.39 |
| Payroll/Accounting | \$3,000 | \$2,622.56 | \$377.44 |
| Committee Work Expenses | | | |
| Executive - Investigations/Hearings/Trainings | \$4,000 | \$- | \$4,000 |
| Executive - Contract Investigative Services | \$5,000 | \$- | \$5,000 |
| Executive - NASDTEC Dues | \$4,500 | \$4,500 | \$- |
| Standards - Standard Reviews | \$- | \$- | \$- |
| Standards - EPP Reviews and Focused Visits | \$8,000 | \$4,667.79 | \$3,332.21 |
| Standards - CAEP Partnership Dues | \$5,250 | \$4,090 | \$1,160 |
| Capital Expenses | | | |
| Computer Equipment | \$- | \$- | \$- |
| Office Equipment | \$- | \$- | \$- |
| Total Expenses (Spending Authority) | \$109,500 | \$88,660.16 | \$20,839.84 |
| | | | |
| All Expenditures (Personnel + Expenses) | \$566,100 | \$575,180.79 | |
| Revenue Less All Expenditures | \$33,900 | \$101,149.20 | |



Professional Standards Commission

Administrative Report – September 16, 2022

Proposed Revisions to Board Policy IV.B.10, Instructional Staff Endorsements

August 2021: Board approved proposed rules Dockets 08-0201-2101, 08-0202-2102, and 08-0203-2101. Initiating amendments pursuant to Zero Based Regulation Initiative.

October 2021: Board approved omnibus rule for IDAPA 08, incorporating proposed rule amendments approved at the August 2021 Board meeting.

June 2022: Board approved the first reading of proposed changes to Board Policy IV.B., adding instructional staff certificate endorsements that had been removed from Idaho Administrative Code 08.02.02 effective March 15, 2022.

August 2022: Board approved the second reading of proposed changes to Board Policy IV.B.

- Proposed revisions to the Instructional Staff Certificate Endorsements were sent to the Board (8/31/2022) for consideration at the October 2022 Board meeting (1st reading).
 - o 2nd reading to occur at December 2022 Board reading
 - o **Public comment opportunity opened after October Board meeting**
- In addition to the revisions proposed by the PSC, the Certification and Professional Standards division of the SDE recommended an amendment to the All Subjects K-8 endorsement. Recommended amendment would remove the requirement for an additional subject area endorsement.
 - o Flexibility to choose a 45 credit All Subjects K-8 or a 30/20 All Subjects K-8 w/ other subject area.

2023 Proposed Legislative Ideas (OSBE)

- Instructional Staff Apprenticeship Program
 - o Proposed amendments to Section 33-1201, Idaho Code, to allow for a student serving in a practicum, internship or student teaching position under the supervision of a certificated staff person to be paid. Proposed amendments to section 33-1203, Idaho Code, would allow for successful completers of an approved registered apprenticeship program to be eligible for standard certification without four years of accredited college training.
- Educator Certification Standards
 - o Repeal Section 33-114A, Idaho Code, allowing the standards to be approved by the Board and placed back HB 716 (2022) moved the Idaho Standards for Initial Certification of Professional School Personnel out of IDAPA 08.02.02 where they were incorporated by reference into Section 33-114A, Idaho Code.
 - Statement of Purpose mentions that it has been brought to Board staff attention that the removal of all of the content specific standards may have a negative



impact on our educator preparation programs' current accreditation.

The language in the new standards also results in no state standards for pupil service staff positions, but allows any program accredited by one of the identified accrediting bodies to be considered as meeting the now nonexistent state standards.

- Professional Standards Commission
 - o Section 33-1252, Idaho Code, establishes the professional standards commission and the process for the State Board of Education to consider appointments to the Commission. This includes the appointment of a member of the staff of the Department of Education and the Division of Career Technical Education. The proposed amendment would add one additional member, a staff person from the Office of the State Board of Education.

<https://boardofed.idaho.gov/meetings/board/archive/2022/0614-1522/AgendaAll.pdf?cache=1663110982209> (Beginning on pg. 1136+)

Educator Preparation Program Reviews

- Idaho State University- October 16-18, 2022
- Boise State University - April 9-11, 2023



Professional Standards Commission (PSC)

Office of the Idaho State Board Report – September 16, 2022

1. Introduction

2. Rural and Underserved Educator Incentive Program

3. Current Projects in Initiation Phase:

- Teacher Apprenticeship Program
- Educator Preparation Program Review



Operations Committee Meeting

Physical Location: 650 W State Street, Boise; Lewis and Clark Conference Room, Second Floor

September 15, 2022

Members present: Marianne Sletteland, Chanel Harming, Kristi Enger, Karen Pyron, Angela Gillman

Members absent: none

Staff present: Helen Henderson, Bethani Studebaker

Committee brought to order at 9:03 a.m.

1. Agenda and Minutes Review/Discussion – Information Item

Agenda Motion for Full PSC: I move to approve the September 15-16, 2022, agenda as written.

Minutes Motion for full PSC: I move to approve the minutes of the June 16-17, 2022, meeting as written (Or amend)

Reminders – sign in sheet will be passed around the PSC table for lunch reimbursement purposes; printed meeting materials are available

- New Member Introduction (Thursday, agenda item 3)

Chair's discretion - all members can introduce themselves

- a. Amy McBride, Twin Falls (secondary principal)
- b. Stacey Jensen, Pocatello (classroom teacher)
- c. Vanessa Anthony-Stevens, University of Idaho (public teacher education)
- d. Lance Harrison, Preston (school superintendent)
- e. MeLissa Rose, Lakeland (pupil service staff)

Full Team Orientation – Work Session

- Presentation followed by Jigsaw Activity

Ethics Training – Information Item

Will provide all members with an understanding of the process

2. Revised FY 23 Budget – Action Item

The proposed FY23 budget moves funds between expenditure categories, resulting in the same spending authority – See SFTP.

Budget Revision Motion for Full PSC (Friday): I move to adopt the amended Fiscal Year 2023 Professional Standards Commission budget as presented.

3. Final FY22 Income and Expenditures Report– Information Item

Estimated Revenue: \$600,000

Actual Revenue: \$676,330

Spending Authority: \$109,500

Actual Expenditures: \$88,660

4. FY23 Income and Expenditures Report – Information Item

July 2022

Revenue from certification fees: \$63,160

Expenditures, including salaries and benefits: \$45,070

Transactions balanced, revenue exceeded expenditures by \$18,090

August 2022

Revenue from certification fees: \$100,150

Expenditures, including salaries and benefits: \$49,202

Transactions balanced; revenue exceeded expenditures by \$50,948

As of September 1, 2022, 81% of PSC Spending Authority remains.

Certification and Professional Standards Budget
Fiscal Year 2023
Proposed Budget

| Revenue | FY 22 Budget | FY 22 Actual | FY 23 Approved Budget | FY 23 Proposed Revisions |
|-----------------------|---------------|---------------|-----------------------|--------------------------|
| Cert Application Fees | \$ 600,000.00 | \$ 676,329.99 | \$ 600,000.00 | \$ 600,000.00 |

| Personnel | FY 22 Budget | FY 22 Actual | FY 23 Proposed Budget | FY 23 Proposed Revisions |
|---------------------|---------------|---------------|-----------------------|--------------------------|
| Salaries & Benefits | \$ 456,600.00 | \$ 486,520.63 | \$ 456,600.00 | \$ 456,600.00 |

| Expenses | FY 22 Budget | FY 22 Actual | FY 23 Proposed Budget | FY 23 Proposed Revisions |
|---|---------------|--------------|-----------------------|--------------------------|
| Operating Expenses | | | | |
| PSC Meeting/Travel/Meals | \$ 30,000.00 | \$ 28,146.00 | \$ 30,000.00 | \$ 30,000.00 |
| PSC PD & Training | \$ - | \$ - | \$ - | \$ - |
| Communication | \$ 12,000.00 | \$ 15,105.07 | \$ 14,500.00 | \$ 15,500.00 |
| Staff Development | \$ - | \$ - | \$ - | \$ - |
| Repairs & Maintenance Services and Supplies | \$ 50.00 | \$ - | \$ 50.00 | \$ 50.00 |
| Administrative Services | \$ 7,400.00 | \$ 5,168.79 | \$ 5,500.00 | \$ 5,500.00 |
| Computer Services | \$ 250.00 | \$ - | \$ 250.00 | \$ 250.00 |
| Staff Travel - NASDTEC Annual Conference | \$ 5,500.00 | \$ 6,465.75 | \$ 6,500.00 | \$ 7,500.00 |
| Staff Travel - NASDTEC PPI | \$ 4,500.00 | \$ - | \$ 2,850.00 | \$ 3,500.00 |
| Staff Travel - Other | \$ 500.00 | \$ 107.31 | \$ 500.00 | \$ 500.00 |
| Administrative/Office Supplies | \$ 5,000.00 | \$ 4,241.43 | \$ 5,000.00 | \$ 6,500.00 |
| Computer Supplies | \$ 250.00 | \$ 542.42 | \$ 250.00 | \$ 500.00 |
| Insurance | \$ 2,200.00 | \$ 1,566.43 | \$ 2,200.00 | \$ 2,200.00 |
| Rentals & Operating Leases | \$ 12,100.00 | \$ 11,436.61 | \$ 12,100.00 | \$ 12,100.00 |
| Payroll/Accounting | \$ 3,000.00 | \$ 2,622.56 | \$ 3,000.00 | \$ 3,000.00 |
| Committee Work Expenses | | | | |
| Executive - Investigations/Hearings/Trainings | \$ 4,000.00 | \$ - | \$ 4,000.00 | \$ 4,000.00 |
| Executive - Contract Investigative Services | \$ 5,000.00 | \$ - | \$ 5,000.00 | \$ 5,000.00 |
| Executive - NASDTEC Dues | \$ 4,500.00 | \$ 4,500.00 | \$ 4,500.00 | \$ 4,500.00 |
| Standards - Standard Reviews | \$ - | \$ - | \$ - | \$ - |
| Standards - EPP Reviews and Focused Visits | \$ 8,000.00 | \$ 4,667.79 | \$ 8,000.00 | \$ 3,600.00 |
| Standards - CAEP Partnership Dues | \$ 5,250.00 | \$ 4,090.00 | \$ 5,250.00 | \$ 5,250.00 |
| Capital Expenses | | | | |
| Computer Equipment | \$ - | \$ - | \$ - | \$ - |
| Office Equipment | \$ - | \$ - | \$ 50.00 | \$ 50.00 |
| | \$ 109,500.00 | \$ 88,660.16 | \$ 109,500.00 | \$ 109,500.00 |

**Recruitment, Retention and Authorizations Committee Meeting**

650 W State Street, Boise; Rotunda Conference Room, Third Floor

Thursday, September 15, 2022

Members present: Karen Pyron, Marianne Sletteland, Angela Gillman, Amy McBride

Members absent: Tate Castleton

Staff present: Mandy Fulbright, Cina Lackey

1. PSC Staff Issuance Report – Information Item

- PSC Staff submitted three (3) Emergency Provisional Applications to the August 24, 2022 meeting of the State Board of Education. Three (3) were approved.
- PSC Staff submitted seventy-six (76) Emergency Provisional Applications to be reviewed October 19, 2022 meeting of the State Board of Education.
- PSC Staff approved 330 completed Alternative Authorizations.

| Alternative Authorization Type | Applications Approved |
|---------------------------------------|------------------------------|
| Content Specialist | 129 |
| Teacher to New Certificate | 19 |
| Teacher to New Endorsement | 144 |
| Pupil Service Staff | 24 |
| CTE-Content Specialist | 4 |
| CTE – Teacher to New Certificate | 6 |
| CTE – Teacher to New Endorsement | 4 |
| Totals | 330 |

2. Review/Approval Determination of Atypical Alternative Authorizations Applications Received by the State Department of Education – Action Items.

- The Authorizations Committee reviewed forty-seven (47) atypical Alternative Authorizations application.

| Alternative Authorization Type | Applications Approved | Applications Not Approved | Applications Moved to Next Meeting | Total Applications Reviewed |
|---------------------------------------|------------------------------|----------------------------------|---|------------------------------------|
| Content Specialist | 19 | | 11 | 30 |
| Teacher to New Certificate | 1 | | | 1 |
| Teacher to New Endorsement | 13 | | 1 | 14 |
| Pupil Service Staff | | | 2 | 2 |
| CTE-Content Specialist | | | | |
| CTE – Teacher to New Certificate | | | | |
| CTE – Teacher to New Endorsement | | | | |
| Totals | 33 | | 14 | 47 |



Executive Committee Meeting

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

Thursday, September 15, 2022

Members present: Chanel Harming, Lance Harrison, Katie Horner, Ramona Lee, Peter McPherson, Jamee Nixon, MeLissa Rose

Staff present: Annette Schwab and Robert Berry

M/S (CH/RL): Under Idaho Code 74-206 (1)(d), to move the Executive Committee into Executive Session to consider investigatory records exempt from disclosure under Chapter 1 of Title 74, Idaho Code. (12:58 PM) Harming – Yes, Harrison – Yes, Horner – Yes, Lee –Yes, McPherson – Yes, Nixon – Yes, Rose – Yes

M/S (RL/JN): The Executive Committee of the Professional Standards Commission was called into Open Session, after entering Executive Session to consider investigatory records exempt from the disclosure under Chapter 1 of Title 74 Idaho Code. (4:32 PM) Harming – Yes, Harrison – Yes, Horner – Yes, Lee –Yes, McPherson – Yes, Nixon – Yes, Rose – Yes

M/S (RL/JN): In case number 22207, I move that the Executive Committee not find probable cause, but issue a letter of concern to the school district. Motion carried by majority.

M/S (KH/RL): In case number 22214, I move that the Executive Committee find probable cause and recommend revocation Motion carried by majority.

M/S (LH/RL): In case number 22216, I move that the Executive Committee find probable cause and recommend a letter of reprimand with conditions. Motion carried by majority.

M/S (RL/KH): In case number 22218, I move that the Executive Committee not find probable cause. Motion carried by majority.

M/S (RL/JN): In case number 22219, I move that the Executive Committee hold this case for additional investigation Motion carried by majority.

M/S (RL/LH): In case number 22220, I move that the Executive Committee hold this case for additional investigation Motion carried by majority.

M/S (RL/KH): In case number 22221, I move that the Executive Committee find probable cause and recommend a letter of reprimand with conditions. Motion carried by majority.

M/S (MR/JN): In case number 22222, I move that the Executive Committee find probable cause and recommend a one (1) year suspension with conditions. Motion carried by majority.

M/S (JN/LH): In case number 22223, I move that the Executive Committee find probable cause and recommend revocation Motion carried by majority.

M/S (LH/RL): In case number 22224, I move that the Executive Committee find probable cause and recommend a one (1) year suspension with conditions. Motion carried by majority.

M/S (JN/RL): In case number 22226, I move that the Executive Committee hold this case for additional investigation. Motion carried by majority.

M/S (RL/MR): In case number 22227, I move that the Executive Committee not find probable cause. Motion carried by majority.

M/S (MR/RL): In case number 22228, I move that the Executive Committee not find probable cause. Motion carried by majority.



Standards Committee Meeting

Physical Location: 650 W State Street, Boise; Executive Conference Room, Second Floor

September 15, 2022

Members present: Kristi Enger, Lori Sanchez, Emma Wood, Vanessa Anthony Stevens, Stacey Jensen

Members absent: None

PSC staff present: Helen Henderson, Bethani Studebaker

Others present: Katie Shoup

Committee called to order at 12:58 p.m.

Committee Orientation

Helen Henderson conducted Standards Committee orientation. Topics included:

- Idaho Standards for the Initial Certification of Professional School Personnel (ISICPSP) and the current codified version to be followed
- State specific standards
- IDAPA 08.02.02
- Board Policy IV.B
 - SDE-specific policies and procedures
 - Instructional certificate endorsements
- New program proposal process
 - Revised program proposal process
- Educator preparation program (EPP) review process
 - EPP review calendar

Katie Shroup, Education Effectiveness Program Manager, Office of the Board of Education, participated in the Standards Committee meeting, asking questions and seeking feedback with reference to projects already in process. Projects specifically impacting the Standards Committee include the EPP program review process and ISICPSP.

Praxis Updates – Action Item for full PSC

In accordance with IDAPA 08.02.02.017.01, State Board of Education approved content, pedagogy and performance area assessments are used in the state of Idaho to ensure qualified teachers are employed in Idaho's classrooms. The Professional Standards Commission may recommend assessments and qualifying scores to the State Board of Education for approval, and the following amendments are recommended:

- Addition of Praxis II assessment for World Language – Russian, with a multi-state qualifying score of 130.
- Removal of the Performance Assessment for Teacher Leaders (PATL) for teacher leader endorsements.

Motion for Full PSC: I move to recommend the following amendments to the Idaho State Board of Education for approval:

- Addition of Praxis II assessment for World Language – Russian, with a multi-state qualifying score of 130.
- Removal of the Performance Assessment for Teacher Leaders (PATL) for teacher leader endorsements.