
**PROFESSIONAL STANDARDS
COMMISSION**

ANNUAL REPORT

2022-2023



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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)

Additional detail regarding the establishment and membership of the Professional Standards Commission is found in Section 33-1252, Idaho Code.

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 2022-2023 academic year, the PSC met five (5) times: September, December, February, April, and June. The following individuals served as members of the PSC:

Name	Agency	Representing
Marianne Sletteland, Chair	Moscow School District #281	Exceptional Child Teachers
Chanel Harming, Vice Chair	Lapwai School District #341	Classroom Teachers
Vanessa Anthony-Stevens	University of Idaho	Public Higher Education
Stephanie Brodwater	Post Falls School District #273	Classroom Teachers
Peter McPherson / Ryan Cantrell	Idaho State Department of Education	Department of Education
Tate Castleton	Homedale School District #370	Elementary School Principals
Kristi Enger	Idaho Career & Technical Education	Career & Technical Education
Angela Gilman	Idaho Falls School District #091	Classroom Teachers
Lance Harrison	Preston School District #201	School Superintendents
Katie Horner	Murtaugh School District #418	Classroom Teachers
Stacey Jensen	Pocatello School District #025	Classroom Teachers
Ramona Lee	West Ada School District #002	Special Education Administrators
Amy McBride	Twin Falls School District #411	Secondary School Principals
Jamee Nixon	Northwest Nazarene University	Colleges of Letters and Sciences
Karen Pyron	Butte County School District #111	School Board Members
MeLissa Rose	Lakeland School District #272	Pupil Service Staff
LoriAnn Sanchez	Northwest Nazarene University	Private Teacher Education
Emma Wood	Idaho State University	Public Teacher Education

OPERATION OF THE COMMISSION

The PSC's four standing committees perform specific duties:

1. Operations Committee

- Develop recommendations for future presentations and agenda items to facilitate engagement and professional growth of Commission members.
- Assign PSC work/tasks to committees as appropriate.
- Identify and address short-term needs or special projects.
- Develop an annual Commission budget for approval by the PSC no later than the last meeting of each fiscal year.

2. Executive Committee

- Determine if there is probable cause to pursue discipline against a certificated educator for alleged unethical conduct.
- Review and make recommendations to revise the Code of Ethics for Idaho Professional Educators as needed.
- Examine cases where an educator has voluntarily surrendered their certificate and considers whether to recommend that the PSC find probable cause that the alleged inappropriate conduct occurred.
- Review courses related to disciplinary action remediation.

3. Recruitment, Retention, and Authorizations Committee

- Provide recommendations to the full PSC regarding recruitment and retention strategies/initiatives for consideration by the State Board of Education.
- Research and create Local Education Agency (LEA) resources for recruitment and retention.
- Review and make recommendations to the full PSC regarding alternative authorizations to teach, administrate, or provide pupil personnel services.
- Review and amend processes, procedures, and applications for alternative authorizations.
- Provide recommendations to the full PSC regarding relevant rule changes for consideration by the State Board of Education.

4. Standards Committee

- Provide recommendations to the full PSC regarding preservice educator standards, educator certificates and certification, and endorsement requirements for consideration by the State Board of Education.
- Provide recommendations to the full PSC regarding content, pedagogy, and performance assessments and passing scores for consideration by the State Board of Education.

EXECUTIVE COMMITTEE AND FULL PSC

In accordance with 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 the 2022-2023 academic year, the PSC received 75 written complaints of alleged educator ethical misconduct, of which 44 cases were opened. In addition, 43 cases were closed during the 2022-2023 academic year. Four (4) of the 43 closed cases involved educators who were employed as administrators. The data below represents the 43 closed cases.

2022-2023 Closed Ethics Cases

Case Number	Category of Ethics Violation	Probable Cause Found	Disciplinary Action
22203	Sexual Misconduct with a Student	Yes	Revocation (Permanent)
22204	Sexual Misconduct with a Student	Yes	Revocation (Permanent)
22205	Sexual Misconduct with a Student	Yes	Revocation (Permanent)
22206	Felony (Violent)	Yes	Revocation
22207	Inappropriate Conduct	No	
22208	Theft-Fraud	Yes	Suspension
22211	Breach of Contract	Yes	Suspension
22212	Inappropriate Conduct with Student	Yes	Suspension
22213	Inappropriate Conduct with Student	Yes	Suspension
22214	Inappropriate Conduct with Student	Yes	Revocation
22215	Breach of Contract	Yes	Letter of Reprimand
22216	Inappropriate Conduct with Student	Yes	Letter of Reprimand
22217	Inappropriate Conduct with Student	Yes	Revocation
22218	Inappropriate Conduct with Student	No	
22219	Breach of Contract	No	
22220	Inappropriate Conduct with Student	Yes	Letter of Reprimand
22221	Inappropriate Conduct	Yes	Letter of Reprimand
22222	Substance Abuse	Yes	Suspension
22223	Inappropriate Conduct with Student	Yes	Revocation
22224	Inappropriate Conduct with Student	Yes	Suspension
22225	Inappropriate Conduct with Student	Yes	Letter of Reprimand
22226	Inappropriate Conduct	No	
22227	Breach of Contract	No	
22228	Breach of Contract	No	
Case Number	Category of Ethics Violation	Probable Cause Found	Disciplinary Action
22229	Breach of Contract	No	
22230	Breach of Contract	No	
22231	Breach of Contract	No	
22232	Inappropriate Conduct with Student	No	
22233	Inappropriate Conduct with Student	No	
22234	Inappropriate Conduct with Student	Yes	Revocation

22235	Inappropriate Conduct with Student	No	
22236	Sexual Misconduct NOT with a Student	Yes	Revocation (Permanent)
22242	Inappropriate Conduct with Student	Yes	Suspension
22243	Sexual Misconduct with a Student	Yes	Suspension
22244	Breach of Contract	Yes	Letter of Reprimand
22245	Breach of Contract	Yes	Letter of Reprimand
22300	Inappropriate Conduct	No	
22304	Breach of Contract	Yes	Letter of Reprimand
22306	Theft-Fraud	No	
22308	Breach of Contract	No	
22309	Breach of Contract	No	
22310	Breach of Contract	No	
22312	Breach of contract	No	

2022-2023 Closed Ethics Cases Where Probable Cause Was Found

During the 2022-2023 academic year, the PSC closed and finalized disciplinary action in 25 cases in which probable cause was found.

The following table displays the closed cases which resulted in disciplinary action, by the category of the ethical violation.

Category of Ethics Violation	Number of Cases Closed	Percentage of Cases Closed
Inappropriate Conduct with a Student	11	44%
Breach of Contract	5	20%
Sexual Misconduct with a Student	4	16%
Inappropriate Conduct	1	4%
Theft-Fraud	1	4%
Felony (Violent)	1	4%
Sexual Misconduct Not with a Student	1	4%
Substance Abuse	1	4%
TOTAL	25	100%

The following table displays the type of finalized disciplinary action for each closed case in which probable cause was found.

Type of Disciplinary Action	Number of Cases Closed	Percentage of Cases Closed
Letter of Reprimand	8	32%
Suspension	8	32%
Revocation	5	20%
Revocation (Permanent)	4	16%
TOTAL	25	100%

RECRUITMENT, RETENTION, AND AUTHORIZATIONS COMMITTEE

The Recruitment, Retention, and Authorizations (RRA) Committee is no longer responsible for review and recommendation of emergency provisional certificates or approval of alternative authorization applications. Throughout the 2022-2023 year, the RRA committee was provided with information on the number provisional applications submitted to the State Board of Education for consideration and the number of authorizations approved by State Department of Education (SDE) staff. During 2022-2023, 102 alternative authorization applications with unusual circumstances were taken to the RRA committee for review and consideration for approval. The summary of information is provided below along with other actions of the committee.

Emergency Provisional Applications Received by the State Department of Education and Submitted to the State Board of Education for Approval Determination

During the 2022-2023 academic year, SDE staff received in and submitted a total of 214 emergency provisional applications to the State Board of Education.

Review and Approval Determination of Alternative Authorizations by SDE Staff

During the 2022-2023 academic year, SDE staff reviewed 965 alternative authorizations, of which 963 were approved and two (2) were not approved:

Alternative Authorization Type	Number Approved	Number Not Approved
Alternative Authorization – Content Specialist	464	2
Alternative Authorization – Teacher to New Certificate	44	0
Alternative Authorization – Teacher to New Endorsement	396	0
Alternative Authorization – Pupil Service Staff	59	0
TOTAL	963	2

Review and Approval Assistance by the RAA Committee of Atypical Alternative Authorization Applications

Of the 965 alternative authorizations applications submitted for approval, the RRA Committee reviewed 102 atypical applications. Of those reviewed:

- Issuance was approved for 73 applications.
- Issuance was not approved for 2 applications.
- More information was requested for approval of 27 applications.

Other Actions

The RRA Committee recommended the Idaho Standards for Educator Preparation Providers to the State Board of Education for approval (joint committee action with Standards Committee).

STANDARDS COMMITTEE

The Standards Committee is no longer primarily responsible for educator preparation standards reviews, program reviews, and new program proposal reviews.

Content, Pedagogy, and Performance Assessments Recommendations

During the 2022-2023 academic year, the Standards Committee made recommendations to the PSC regarding content, pedagogy, and performance assessments for consideration by the State Board of Education:

- Praxis II assessment and multi-state qualifying score for World language – Russian.
- Removal of the Performance Assessment for Teacher Leaders (PATL) for teacher leader endorsements.
- Praxis II assessment and multi-state qualifying scores for Special Education: Foundational Knowledge and Teaching Reading, Elementary.

Other Actions

The Standards Committee recommended the Idaho Standards for Educator Preparation Providers to the State Board of Education for approval (joint committee action with Recruitment, Retention, and Authorizations Committee).

APPENDIX – FISCAL YEAR 2023 INCOME AND EXPENDITURES

Revenue	Actual
Cert Application Fees	\$ 669,160.00

Personnel	Budget	Actual	Variance
Salaries & Benefits	\$ 506,100.00	\$ 485,461.16	\$ 20,638.84

Expenses	Budget	Actual	Variance
Operating Expenses			
PSC Meeting/Travel/Meals	\$ 30,000.00	\$ 30,152.25	\$ (152.25)
PSC PD & Training	\$ -	\$ -	\$ -
Communication	\$ 15,500.00	\$10,543.56	\$ 4,956.44
Staff Development	\$ -	\$ -	\$ -
Repairs & Maintenance Services and Supplies	\$ 50.00	\$ -	\$ 50.00
Administrative Services	\$ 5,500.00	\$ 5,139.74	\$ 360.26
Computer Services	\$ 250.00	\$ -	\$ 250.00
Staff Travel - NASDTEC Annual Conference	\$ 7,500.00	\$ 1,650.74	\$ 5,849.26
Staff Travel - NASDTEC PPI	\$ 3,500.00	\$ 3,150.00	\$ 350.00
Staff Travel - Other	\$ 500.00		\$ 500.00
Administrative/Office Supplies	\$ 6,500.00	\$ 4,614.73	\$ 1,885.27
Computer Supplies	\$ 500.00	\$ 179.75	\$ 320.25
Insurance	\$ 2,200.00	\$ 492.09	\$ 1,707.91
Rentals & Operating Leases	\$ 12,100.00	\$ 11,386.89	\$ 713.11
Payroll/Accounting	\$ 3,000.00	\$ 2,196.27	\$ 803.73
Committee Work Expenses			
Executive - Investigations/Hearings/Trainings	\$ 4,000.00	\$ 194.54	\$ 3,805.46
Executive - Contract Investigative Services	\$ 5,000.00	\$ -	\$ 5,000.00
Executive - NASDTEC Dues	\$ 4,500.00	\$ 4,500.00	\$ -
Standards - Standard Reviews	\$ -	\$ -	\$ -
Standards - EPP Reviews and Focused Visits	\$ 3,600.00	\$ 3,213.00	\$ 387.00
Standards - CAEP Partnership Dues	\$ 5,250.00	\$ 5,620.00	\$ (370.00)
Capital Expenses			
Computer Equipment	\$ -	\$ 5,557.38	\$ (5,557.38)
Office Equipment	\$ 50.00	\$ 545.26	\$ (495.26)
Total Expenses (Spending Authority)	\$ 109,500.00	\$ 89,136.20	\$ 20,363.80