



Certification

Lisa Colón Durham,
Director of Certification and Professional Standards



Supporting Schools and Students to Achieve

SHERRI YBARRA, ED.S., SUPERINTENDENT OF PUBLIC INSTRUCTION

4/23/2019



Professional Standards Commission

Code of Ethics & Ethics Complaint Process

Lisa Colón Durham

Professional Standards Commission Administrator



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March 20, 2019

New & Revised Endorsements



New Endorsements

- Science – Middle Level (5-9)
- Social Studies – Middle Level (5-9)
- Teacher Leader – Instructional Staff
- Teacher Leader – Literacy

Renamed the following endorsements

Old	New
Special Education Consulting Teacher	Teacher Leader – Special Education
Mathematics Consulting Teacher	Teacher Leader - Mathematics

Updated Renewal for Pupil Service Staff



Pupil Service Staff with an Occupational License from applicable Board may use continuing education hours for renewal of Occupational License toward renewal of Pupil Service Staff certificate.

- Fifteen (15) hours of CEU is equivalent to one (1) semester credit
- Six (6) credits required for renewal



Minimal Revisions for 2019-2020

- Based on feedback from districts

CTE and SDE assignments are mutually exclusive

- Clearly distinguishes between CTE courses/assignments and SDE assignments
- CTE will support all CTE certification and assignments

Assignment Credential Manual

Points for Consideration



Administrator Assignments

- All administrator assignments require an administrator certificate with appropriate endorsement

Pupil Service Staff Assignments

- Provides services to students but are not involved in direct instruction of students

Middle School Assignments & HS Credit

- Assignment taught by All Subjects (K-8) endorsed teachers – **cannot** be used for HS credit
 - Example: 8th grade algebra taught by teacher with All Subjects (K-8)
- Assignment taught by appropriate (5-9) or (6-12) endorsed teacher – **can** be used for HS credit
 - Example: 8th grade honors geometry taught by teacher with Mathematics – Basic (5-9)

Questions



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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 – 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*

Ethics Complaint Process Flow Chart



Signed Ethics Complaint Received

Preliminary investigation

Determine whether to open case

If case is opened, investigation begins

Executive Committee Reviews Case

Determine whether there is probable cause at one of the next two regularly scheduled PSC meetings

If probable cause is found, recommend disciplinary action

Executive committee may recommend a stipulation if probable cause is found

Administrative Complaint

An administrative complaint is filed within 30 days of the probable cause determination

Respondent may stipulate to discipline, which will be considered at the next PSC meeting, or

Respondent may request a hearing within 30 days

If respondent does not respond and is held in default, the full PSC decides the case and issues a final decision, usually at the next PSC meeting

Hearing Requested

Hearing must be held within ninety days of the request for hearing, unless the respondent and chief certification officer agree otherwise

Within 21 days of the conclusion of the hearing, the hearing panel will issue a written decision

The final decision is subject to judicial review

Ethics Complaint Process – Signed Ethics Complaint Received



- PSC must receive a signed written complaint
- Initial review of the complaint is conducted by PSC Staff and the PSC's deputy attorney general
- Outcome of the initial review is either:
 - Local issue, or
 - Open the case for investigation
 - Written complaint does not meet requirement. For example:
 - Complaint fails to allege a violation of the Code of Ethics,
 - Individual filing the complaint does not have a substantial interest

Ethics Complaint Process – Investigation



- An investigation may include but is not limited to:
 - District subpoena for information or documents related to the allegation
 - Evidence gathered by contracted investigator
 - Witness interviews by PSC staff and/or PSC's deputy attorney general
 - Position statement and/or evidence submitted by the respondent

Ethics Complaint Process – Executive Committee Reviews Case



- Executive Committee of the PSC reviews all documentation gathered from the investigation and determines if there is or is not probable cause that the respondent violated the Code of Ethics
 - No Probable Cause Determination – the case is closed.
 - Probable Cause Determination – the Executive Committee recommends disciplinary action.

Ethics Complaint Process – After Probable Cause Determination



- Respondent is notified of the probable cause determination and recommended discipline. Respondent may:
 - Stipulate to the findings and discipline
 - Request a hearing
 - Propose another option for consideration by the Executive Committee

Ethics Complaint Process – Hearing Requested



- Location of Hearing
 - The hearing is usually held within the school district where the educator is/was employed during the alleged conduct, or in a place agreed upon by all parties
- Hearing Panel Members
 - Three panel members and one alternate panel member
 - Panel chair must be a former PSC member
 - Remaining two members shall hold the same position of employment as the respondent
 - PSC members who participated in the probable cause determination may not serve on the hearing panel



Violations of the Code of Ethics

2017-2018



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](#)



Code of Ethics for Idaho Professional Educators



- Educator Discipline Section

<http://sde.idaho.gov/cert-psc/psc/ethics.html#ed>

Educator Discipline

2019 Final Orders	+
2018 Final Orders	+
2017 Final Orders	+
2016 Final Orders	+

Violations of the Code of Ethics 2017-2018



- During 2017-2018, the PSC received 81 written complaints of alleged educator ethical misconduct, out of which 31 cases were opened.
- There were 45 cases closed during 2017-2018.
 - 30 cases – probable cause found with disciplinary action taken
 - 14 cases – no probable cause found
 - 1 case – N/A (Death)
 - 7 of the 45 cases were for educators employed as an administrator
- PSC staff conducted two (2) certification denial hearings and two (2) educator ethical misconduct hearings during 2017-2018.

Certification Look-up Tool



- Idaho Code §33-1210 (5) verification of certification status and past disciplinary action for every new certified staff hired
 - Credential Status
 - Public version
 - Any Idaho disciplinary action taken against an educator certificate
 - District authorized login



Certification Look-up Tool - Public



Jane Smith

This public search only contains current certification and endorsement status. If you want more publically available information about this individual, you may request it here, [Public Records Request](#)

Credential Status: Valid

Professional Endorsement: July 01,2015 (Grandfathered)

We are not processing any applications for this person at this time.

Endorsements [?]

#	Endorsement Name	Effective Date	Expiration Date
▶ 7200	Social Studies (6-12)	9/1/2016	8/31/2021
▶ 7222	American Government/Political Science (6-12)	9/1/2016	8/31/2021



1 - 2 of 2 items

Certification Look-up Tool – District Authorized



Jane Smith

Credential Status: **Valid**

Professional Endorsement: **July 01,2015 (Grandfathered)**

We are not processing any applications for this person at this time.

Idaho Actions [?]

Date	Action
9/21/2017	Reinstated
12/4/2015	Suspended

1 - 2 of 2 items

Endorsements [?]

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1 - 2 of 2 items

District Authorized

Code of Ethics for Idaho Professional Educators



- Lessons Learned ...
 - Have an LEA policy in place regarding social media and cell phone use
 - PSC may consider action an LEA has taken; however, employment decisions must not be confused with certification decisions
 - Have an LEA policy in place in the event of potential violations – Do not wait for the PSC to take action.

Questions?



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