
2013-2014 ANNUAL REPORT

PROFESSIONAL STANDARDS COMMISSION



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2013-2014

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INTRODUCTION

The Professional Standards Commission was established by the legislature as provided in Sections 33-1251 through 33-1258, Idaho Code. It is an 18-member body comprised of 7 teachers, 4 school administrators, 3 public higher education personnel, plus 1 representative each of private higher education institutions, the State Department of Education, the Division of Professional-Technical Education, and the State School Boards Association.

Under Idaho Code, the Professional Standards Commission is charged with the three basic categories of responsibility listed below. 1) The Commission adopts professional codes and standards of ethics, conduct, and professional practices applicable to certificated employees; 2) it inquires into and, if warranted, provides hearings on charges of improper conduct; and 3) it makes recommendations concerning teacher education, teacher certification, and standards. Items 1) and 3) are subject to final approval by the State Board of Education.

During the 2013-2014 school year, the following persons served as members of the Professional Standards Commission:

- | | | |
|-----|--------------------------|--|
| 1. | Clara Allred | Twin Falls SD #411 |
| 2. | Cathy Bierne | Coeur d'Alene SD #271 |
| 3. | Dr. Diane Boothe | Boise State University |
| 4. | Margaret Chipman | Weiser SD #431 |
| 5. | Kristi Enger | State Professional-Technical Education |
| 6. | Jason Hancock | State Department of Education |
| 7. | Esther Henry, Vice Chair | Jefferson County Joint SD #251 |
| 8. | Dr. Paula Kellerer | Northwest Nazarene University |
| 9. | Angie Lakey-Campbell | Cambridge Joint SD #432 |
| 10. | Dr. Becky Meyer | Lake Pend Oreille SD #84 |
| 11. | Kim Mikolajczyk | Moscow SD #281 |
| 12. | Dr. Laural Nelson | Idaho Digital Learning Academy |
| 13. | Mikki Nuckols | Bonneville Joint SD #93 |
| 14. | Dr. Tony Roark | Boise State University |
| 15. | Elisa Saffle | Bonneville Joint SD #93 |
| 16. | Dan Sakota, Chair | Madison SD #321 |
| 17. | Dr. Heather Van Mullem | Lewis-Clark State College |
| 18. | Virginia Welton | Coeur d'Alene SD #271 |

Christina Linder served as Administrator for the Commission from July 1, 2013, to December 22, 2013; Dr. Taylor Raney served as Administrator for the Commission from December 23, 2013, to June 30, 2014.

INTERNAL OPERATION OF THE COMMISSION

The Professional Standards Commission met five times during the 2013-2014 school year in August, October, January, March, and May. Five standing committees and one standing subcommittee functioned throughout the year.

<u>STANDING COMMITTEES</u>	<u>FUNCTION</u>
LEADERSHIP TEAM (Consists of Chair, Vice Chair, and four chairpersons from other standing committees/subcommittees.)	Troubleshoots. Tracks Commission tasks. Manages the Commission strategic plan.
AUTHORIZATIONS	Reviews district requests for approval of Teacher to New Certification authorizations.
STANDARDS	Reviews Certification standards. Recommends changes to Commission.
EXECUTIVE	Makes recommendations to the Commission regarding disciplinary actions and policy revision.
PROFESSIONAL DEVELOPMENT	Reviews professional development issues.

<u>STANDING SUBCOMMITTEE</u>	<u>FUNCTION</u>
BUDGET	Monitors/makes recommended revisions to annual budget. Develops yearly budget with recommendations for Commission approval.

PROFESSIONAL PRACTICES ACTIVITIES

Under Section 33-1208, Idaho Code, the Professional Standards Commission has the ultimate responsibility for suspending or revoking certificates for educator misconduct. The Professional Standards Commission, under 33-1209, Idaho Code, is charged with the responsibility of securing compliance with standards of ethical conduct. The chief certification officer of the State Department of Education/administrator of the Professional Standards Commission advises the Commission Executive Committee of the circumstances of a case, suggesting a possible need for action to be taken against a certificate. If a due process hearing is requested, the State Superintendent of Public Instruction grants approval for a hearing to be held.

Since the publication date of the last annual report, the Professional Standards Commission received and considered the cases listed below. The administrator also provided technical assistance to districts in which educator misconduct or related problems were an issue, with a consistent recommendation that districts use legal counsel to help determine a course of action. The following cases were disposed of as indicated:

<u>CASE</u>	<u>CAUSE</u>	<u>DISPOSITION</u>
20707	Violation of Code Violation of State Law; Conviction	Conditional Renewed Certificate; Certificate Reinstatement
21012	Violation of Code	No Probable Cause
21014	Violation of Code	Revocation (Default)
21018	Violation of Code Violation of State Law; Conviction	Revocation (Default)
21028	Violation of Code	Letter of Reprimand; Ethics Course (Default)
21102	Violation of Code	Revocation; Conditional Certificate with 5 Courses; Hearing Panel – No Discipline Imposed – May Apply for Certification in Any Area in Which Qualified
21104	Violation of Code	Indefinite Suspension; Conditional Certificate with 2 Courses and Reflective Paper; Certificate Reinstatement
21106	Violation of Code	Revocation; Hearing Panel – Indefinite Suspension with Remedial Course Work; Certificate Reinstatement; Certificate Expiration
21107	Violation of Code	Revocation (Default)
21114	Violation of Code	Letter of Reprimand; Ethics Course
21201	Violation of Code	Letter of Reprimand; Ethics Course
21207	Violation of Code	Revocation; Indefinite Suspension; Ethics Course; Review of Standardized Test Protocol
21212	Violation of Code Violation of State Law; Conviction	Revocation (Default)

21217	Violation of Code	Indefinite Suspension with Book Report, Interview of 5 Teachers, and Ethics Course; Letter of Reprimand with Same Conditions of Previous Suspension
21222	Violation of Code Violation of State Law; Conviction	Permanent Revocation
21226	Violation of Code	No Probable Cause; Letter of Concern to School District Board of Trustees
21229	Violation of Code	Conditional Certificate with Literature Review of at Least 7 Sources; Implementation Plan of Best Practices for Safe and Effective Classroom Climate Within 6 Months of Stipulation
21230	Violation of Code	Conditional Certificate with Implementation of Staff Safe-School Plan Within 6 Months of Stipulation; Provide Anti-Bullying Inservice for Staff; Ethics Course
21231	Violation of Code Violation of State Law; Conviction	Permanent Revocation
21233	Violation of Code	Indefinite Suspension; Ethics Course; New Background Check; Completion of All Conditions for 5-Year Conditional Certificate
21301	Violation of Code Violation of State Law; Conviction	Permanent Revocation
21302	Violation of Code	Letter of Reprimand; Ethics Course
21303	Violation of Code	Letter of Reprimand
21304	Violation of Code	Indefinite Suspension; Ethics Course; Classroom Management Course; Reinstatement
21306	Violation of Code	Letter of Reprimand; Ethics Course; Classroom Management Course; Certificate Reinstatement
21307	Violation of Code	Indefinite Suspension; Certification Lapsed; New Certification Denial; Certificate Reinstatement
21310	Violation of Code	Letter of Reprimand; Ethics Course
21312	Violation of Code Violation of State Law; Conviction	Conditioned Certificate
21313	Violation of Code	No Probable Cause

21314	Violation of Code Violation of State Law; Conviction	Revocation (Default)
21317	Violation of Code	Letter of Reprimand; Ethics Course
21318	Violation of Code	Indefinite Suspension; Ethics Course; 5- Page Report on Classroom Management Book
21319	Violation of Code	Indefinite Suspension; Ethics Course; Safe Schools Class; Drug/Alcohol Evaluation; 6-Month Abstinence from Drug/Alcohol Use
21320	Violation of Code	No Probable Cause
21321	Violation of Code	No Probable Cause; Warning Letter
21322	Violation of Code	No Probable Cause; Letter of Concern to Board of Trustees/Superintendent
21328	Violation of Code	No Probable Cause; Warning Letter to School District
21330	Violation of Code	Letter of Reprimand; Ethics Course
21331	Violation of Code	Revocation (Voluntary Surrender)
21332	Violation of Code	Letter of Reprimand
21333	Violation of Code	Letter of Reprimand
21334	Violation of Code	No Probable Cause
21335	Violation of Code	Revocation
21338	Violation of Code	Letter of Reprimand
21339	Violation of Code	No Probable Cause
21340	Violation of Code	No Probable Cause
21405	Violation of Code	Revocation (Voluntary Surrender)

REQUESTS FOR PROVISIONAL AUTHORIZATIONS

There were 154 Provisional Authorizations with 163 total endorsements/ assignments issued during the 2013-2014 school year. Those Provisional Authorizations by subject area during that same time period are as follows:

Agricultural Science and Technology 6/12 - 2
All Subjects K/8 – 19
Art 6/12 – 1

Automotive Technology - 1
Basic Mathematics 6/12 – 3
Biology 6/12 – 1
Birth-Grade 3 - 3
Business Technology Education 6/12 – 2
Chemistry 6/12 – 1
Counselor K/12 – 11
Drama 6/12 – 3
Earth Science 6/12 - 1
Economics 6/12 – 2
English 6/12 – 9
English as a New Language 6/12 - 1
Family and Consumer Science 6/12 – 5
French 6/12 – 2
Generalist K/12 – 26
Geography 6/12 - 2
Gifted and Talented K/12 – 1
Health 6/12 – 4
Health Occupations 6/12 – 1
Hearing Impairment K/12 - 1
History 6/12 – 3
Humanities 6/12 – 2
Latin K/12 - 1
Mathematics 6/12 – 15
Music 6/12 - 1
Music K/12 – 3
Natural Science 6/12 – 9
Nursing Assistant – 1
Orientation Health Occupations - 1
Physical Education 6/12 – 7
Physical Science 6/12 – 1
Psychology 6/12 – 1
School Nurse - 1
School Principal Pre-K/12 - 1
School Psychologist – 2
Social Studies 6/12 – 2
Sociology 6/12 - 1
Spanish 6/12 – 2
Spanish K/12 – 1
Speech Language Pathologist K/12 – 4
Superintendent – 2

TEACHER TO NEW CERTIFICATION APPROVALS

There were 235 requests with 242 total endorsements/assignments for Teacher to New Certification alternative authorization that were reviewed and approved by the Professional Standards Commission during the 2013-2014 school year. Those approved Teacher to New Certification alternative authorizations by subject area during that same time period are as follows:

All Subjects K/8 – 10
American Government/Political Science 6/12 – 4
Art 6/12 – 1
Art K/12 - 1
Basic Math/Limited Mathematics – 1
Basic Mathematics 6/12 – 7
Basic Mathematics 6/9 - 3
Biology 6/12 – 2
Birth-Grade 3 – 12
Business Technology Education 6/12 - 4
Chemistry 6/12 – 1
Communications 6/12 – 2
Counselor K/12 - 6
Director of Special Education Pre-K/12 – 3
Drama 6/12– 4
Earth Science 6/12 – 1
Economics 6/12 – 5
English 6/12 – 4
English 6/9 - 1
English as a New Language K/12 – 7
Family and Consumer Science 6/12 – 5
Foreign Language 6/12 - 1
French 6/12 – 1
Generalist K/12 – 37
Geography 6/12 – 1
German 6/12 - 1
Gifted and Talented K/12 – 9
Graphic Design 6/12 - 1
Health 6/12 – 8
Health K/12 - 1
History 6/12 – 8
Library Media Specialist K/12 – 10
Literacy K/12 - 2
Mathematics 6/12 – 16
Mathematics 6/9 - 1
Music K/12 - 3
Natural Science 6/12 – 12
Natural Science 6/9 - 1

Physical Education 6/12 - 4
Physical Education K/12 - 3
Physical Science 6/12 – 3
Physical Science 6/9 - 1
Physics 6/12 - 3
School Principal Pre-K/12 – 9
Social Studies 6/12 – 3
Spanish 6/12 – 3
Spanish K/12 – 4
Superintendent – 12

REQUESTS FOR CONTENT SPECIALIST AUTHORIZATIONS

There were 39 Content Specialist alternative authorizations with 42 total endorsements/assignments issued during the 2013-2014 school year. The Content Specialist alternative authorizations by subject area during that same time period are listed below.

All Subjects K/8 – 5
Art 6/12 – 1
Art K/12 – 1
Basic Mathematics 6/12 – 2
Bilingual Education K/12 - 1
Biology 6/12 – 1
Business Technology Education 6/12 - 2
Counselor K/12 – 1
Dance 6/12 – 1
Drama 6/12 – 1
Earth Science 6/12 - 1
English 6/12 – 2
English 6/9 – 1
Family and Consumer Science 6/12 - 1
Generalist K/12 – 8
Mathematics 6/12 – 3
Music 6/12 – 2
Music K/12 – 1
Natural Science 6/12 - 1
Physical Education 6/12 – 1
Physical Education K/12 – 1
Physical Science 6/12 – 1
School Psychologist – 2
Speech Language Pathologist Interim – 1

REQUESTS FOR ABCTE (AMERICAN BOARD FOR CERTIFICATION OF TEACHER EXCELLENCE) CERTIFICATION

There were 95 interim certificates with 129 total endorsements/assignments issued through the ABCTE process during the 2013-2014 school year. Those ABCTE-issued interim certificates by subject area during that same time period are as follows:

- All Subjects K/8 – 53
- Biological Science 6/12 – 6
- Chemistry 6/12 – 2
- English 6/12 – 12
- Generalist K/12 – 24
- History 6/12 – 7
- Mathematics 6/12 – 17
- Natural Science 6/12 – 4
- Physics 6/12 – 4

STATE/NATIONAL APPROVAL OF EDUCATOR PREPARATION PROGRAMS

The State Board of Education requires all educator preparation programs to be evaluated on a seven-year cycle. This evaluation occurs through a concurrent on-site visit by a CAEP (Council for the Accreditation of Educator Preparation) team and a state team. The CAEP team evaluates the unit, and the state team evaluates respective content area disciplines.

Under the direction of the administrator of the Professional Standards Commission, the state evaluation team utilizes the CAEP/Idaho protocol and conducts educator preparation program evaluations. While all educator preparation programs are subject to a state evaluation, CAEP evaluations are optional. All Idaho educator preparation institutions, except The College of Idaho and BYU-Idaho, choose to undergo a CAEP program evaluation. All Idaho educator preparation programs, however, must address both state and CAEP standards when preparing for on-site educator preparation program reviews.

The official vehicle for the approval of existing educator preparation programs in Idaho is the CAEP/Idaho partnership agreement. State standards for evaluating educator preparation programs are those approved by the State Board of Education effective July 1, 2013, and found in the Idaho Standards for Initial Certification of Professional School Personnel manual.

University of Idaho

Following a state/CAEP on-site visit on April 6-9, 2013, the Commission, at its January 23-24, 2014, meeting, considered the state team report and made the following recommendations regarding the University of Idaho educator preparation program:

- Core Standards – Reviewed but not subject to approval
- Elementary Education program – Approved
- Early Childhood/Special Education Blended program – Approved
- Special Education program – Approved
- English Language Arts program – Approved
- Reading/Literacy program – Not Approved
- Mathematics program – Approved
- Social Studies (Foundation Standards) – Reviewed but not subject to approval
- Economics program – Approved
- Geography program – Approved
- Government/Civics program – Approved
- History program – Approved
- Science (Foundation Standards) – Reviewed but not subject to approval
- Biology program – Approved
- Chemistry program – Approved
- Earth and Space Science program – Approved
- Physics program – Approved
- Modern Languages program – Approved
- Visual/Performing Arts (Foundation Standards) – Reviewed but not subject to approval
- Visual Arts program – Approved
- Music program – Approved
- Physical Education program – Approved
- Health Education program – Approved
- Professional-Technical (Foundation Standards) – Reviewed but not subject to approval
- Agricultural Science and Technology program – Approved
- Business Technology program – Approved
- Marketing Education program – Approved
- Administration (Foundation Standards) – Reviewed but not subject to approval
- School Superintendent program – Approved
- Special Education Director program – Approved
- Gifted and Talented Education program – Conditionally approved
- Library Media Specialist program – Conditionally approved

The State Board of Education, at its February 26-27, 2014, meeting, approved the University of Idaho state team report resulting from the on-site visit. Conditionally approved programs are subject to a focused revisit within two years following the on-site visit to determine if specific standards are met.

Lewis-Clark State College

Following a state/CAEP on-site visit on November 3-5, 2013, the Commission, at its March 20-21, 2014, meeting, considered the state team report and made the following recommendations regarding the Lewis-Clark State College educator preparation program:

- Core Standards – Reviewed but not subject to approval
- Elementary Education program – Approved
- Special Education program – Conditionally approved
- English Language Arts program – Approved
- Reading/Literacy program – Approved
- Physical Education program – Approved
- Health Education program – Approved
- Mathematics program – Approved
- Social Studies (Foundation Standards) – Reviewed but not subject to approval
- History program – Approved
- Science (Foundation Standards) – Reviewed but not subject to approval
- Biology program – Conditionally approved
- Chemistry program – Conditionally approved
- Earth and Space Science program – Conditionally approved
- English as a New Language program – Conditionally approved
- Gifted and Talented program – Approved

(The State Board of Education, at its August 13-14, 2014, meeting, subsequently approved the Lewis-Clark State College state team report resulting from the on-site visit.) Conditionally approved programs are subject to a focused revisit within two years following the on-site visit to determine if specific standards are met.

COMMITTEE WORK

1. The Commission authorized the purchase of recording system components for the use of the Commission in the amount of \$1,500.
2. Commission staff conducted an ethics hearing panel training for those qualified to serve as hearing panel chairpersons (former Commission members).
3. A Commission-sponsored Educator Preparation Clinic was conducted in Boise for those involved in the higher education preparation of educators. Topics addressed included fingerprinting, alternate routes, Title II reporting, certification and endorsement requirements (including the information that the Department of Education no longer conducts transcript evaluations to determine endorsement eligibility), and state program approval.

4. The Commission arranged for the extensive presentation of a national expert on teacher-student sexual misconduct at one of their meetings; a Commission-sponsored ethics symposium was subsequently held to draw the awareness of key stakeholders to the importance of defining/addressing the necessary change needed in ethics training for Idaho educators and to measure the status of the ethics issue in the state.
5. The Commission provided travel stipends to registered attendees traveling 50 miles or more to participate in the above-mentioned ethics symposium.
6. The Commission funded the participation of two Commission staff members, a deputy attorney general, four Commission members, and a Commission ethics investigator in the 2013 National Association of State Directors of Teacher Education and Certification (NASDTEC) Professional Practices Institute (PPI), which was held in Boise.
7. Commission staff conducted one ethics hearing during the 2013-2014 academic year.
8. The Commission paid \$7,976 for contracted investigative services during the 2013-2014 academic year.
9. The Commission approved revisions to the *Professional Standards Commission Procedures Manual*.
10. The Commission funded the participation of two Commission staff members in the annual CAEP Fall Conference; one Commission staff member in the CAEP Spring Conference; one Commission staff member in the Idaho Prevention Conference; and two Commission staff members in the NASDTEC Annual Conference.
11. The Commission approved the Standards Committee's recommendation to conditionally approve the University of Idaho/College of Southern Idaho 2 + 2 Career and Technical Education new program proposal.
12. Commission members were informed of the award (approximately \$120,000 per year for two years) of a Network for Transforming Educator Preparation (NTEP) grant to Idaho for the state to participate in a two-year pilot that will focus on transforming educator preparation and entry systems to the profession; members were given the opportunity to provide input on the undertaking.
13. The Commission approved the reinstatement of subsection (a) to Principle VIII of the Code of Ethics: Docket #08.02.02.1305 and the determination of an "in-house" protocol for dealing with contract-abandonment ethics complaints without having to open a formal ethics case, if the school district released the employee from their contract.

14. The Commission, through its Executive Committee, affirmed that it considers the ethics offense of a certification applicant lying on a certification application regarding prior certification irregularities/legal convictions or credits taken for renewal very seriously; sanctions imposed include certificate suspension, issuance of a formal Letter of Reprimand that remains in the applicant's certification file, notification of the certificate suspension and/or Letter of Reprimand to the NASDTEC Clearinghouse (which all states can access), the requirement of a 3-credit ethics course and sometimes additional courses, the requirement of readings and reports, and having to go through the entire reinstatement process for certificate reinstatement.
15. The Commission funded Idaho's annual \$4,000 membership in NASDTEC.
16. The Commission approved the Standards Committee's recommendation to assess non-CAEP Idaho higher education institutions the amount of \$2,000 during the year that the institution undergoes an educator preparation program approval review; the amount assessed is intended to help defray the costs of the state to conduct the review.
17. In light of the fact that school social workers can no longer act as middle school counselors, the Commission approved the Standards Committee's recommendation to approve district waivers seeking the grandfathering of current school social workers assigned to middle school counseling positions.
18. The Commission approved the Standards Committee's recommendation to conditionally approve the College of Idaho's English as a New Language new program proposal.
19. The Commission approved the Standards Committee's recommendation to direct Commission staff to complete and submit to Educational Testing Service the required Praxis paperwork associated with the updates to Praxis exams for the 2014-2015 testing year.
20. The Commission approved the Standards Committee's recommendation to recognize the new Boise State University's Computer Science endorsement proposal submitted as partially complete. The proposal appeared to provide evidence of the standards addressed, but the other eight core teaching standards and the other two domains must still be addressed.
21. Commission staff developed an ethics "case closed" letter – a standard discipline/form letter to be used when certification/recertification applicants fail to report prior certification irregularities/legal convictions or renewal credits taken; additional space was added on the recertification application form for naming renewal credit classes; two types of form letters were developed for issuance to ethics case complainants – one reports disciplinary action taken upon the

respondent's certificate and provides contact information for a public records request and the other will be sent in ethics cases where no disciplinary action is pursued and there are no available public records.

- 22.** The Commission sent Idaho's Teacher of the Year a congratulatory letter on the award received.
- 23.** In light of the fact that Educational Testing Service is discontinuing the Physical Science Praxis II exam, the Commission approved the Standards Committee's recommendation that a teacher candidate for the Physical Science endorsement pass either the General Science (5435), Chemistry (5245), or Physics (5265) Praxis II assessment and that, when the Science standards are reviewed, this issue be readjusted and addressed accordingly.
- 24.** As a cost-saving measure, the Commission changed its out-of-town Commission member Boise lodging from the Hampton Inn Downtown to Hotel 43 for the 2014-2015 academic year.
- 25.** Upon the recommendation of the Standards Committee, the Commission approved:
 - the revised School Psychologist standards and endorsement;
 - the revised Special Education Generalist standards;
 - the revised Special Education Blind and Visually Impaired endorsement;
 - the revised Special Education Hearing Impaired endorsement.
- 26.** The Commission approved the Standards Committee's recommendation to conditionally approve the University of Idaho English as a New Language endorsement and the University of Idaho On-Line Teacher endorsement.
- 27.** The Commission was updated on Idaho's Smarter Balanced Assessment System; human trafficking in Idaho and elsewhere; and The Hub on the Idaho Department of Education website, which is a professional development resource for the state's educators to help school districts move toward an integrated approach to professional development built on the foundation of leadership.
- 28.** Commission members were requested to assume responsibility for communication of Commission items of interest within their respective constituencies.
- 29.** In a ballot election for 2014-2015 Commission officers, Esther Henry was elected chair and Mikki Nuckols was elected vice-chair.

PSC Revenue/Expense details FY 2014

Index Code 2003

(Budget: Approved 6-5-2013)

		Jul 13	Aug 13	Sept 13	Oct 13	Nov 13	Dec 13	Jan 14	Feb 14	Mar 14	Apr 14	May 14	June 14		
Revenue (actual)		\$61,975	\$65,469	\$22,830	\$13,839	\$7,685	\$13,075	\$22,757	\$20,800	\$20,787	\$25,249	\$32,569	\$55,372	\$362,406	
														Actual FY14	Est.
PERSONNEL															
4101 4201	Salaries, benefits	\$19,296	\$27,810	\$20,521	\$18,145	\$19,835	\$18,690	\$31,744	\$12,028	\$16,402	\$19,826	\$23,414	\$22,850	\$250,559	\$200,000
OPERATING															
5961	PSC-Commission Work														
5990	PSC Mtg Travel/meals	\$27	\$5,686	\$127	\$2,579	\$3,612		\$275	\$6,397	\$1,049	\$5,405	\$229	\$6,535	\$31,921	\$39,000
	Public relations/hearings													\$0	\$1,000
5990	Commission Prof Dev & Training													\$0	\$6,500
5982	Governmental Overhead													\$0	\$13,000
5166	Legal Services													\$0	\$0
	Committee Work														
	Leadership Team													\$0	\$700
	Strategic Planning													\$0	\$0
	SBOE Meetings													\$0	\$500
5035	Exec. - Printing (brochure/poster)													\$0	\$0
	Investigations/hearings/training	\$753	\$588	\$280	\$2,707	\$3,800								\$8,128	\$8,000
	Contract investigative services		\$4,013				\$998		\$2,965					\$7,976	\$39,000
	NASDTEC Professional Pract.			\$3,720	\$24	\$1,734								\$5,478	\$10,000
	NASDTEC Dues										\$4,000			\$4,000	\$4,000
5035	Authorizations													\$0	\$500
	Alternate Routes													\$0	\$0
	Teacher Licensure/Comp													\$0	\$0
5035	Standards													\$0	\$300
	Standards Maintenance					\$1,258	\$2,742			\$251	\$2,271	\$4,975	\$309	\$11,806	\$12,000
	Praxis													\$0	\$2,500
	Prep Program Review Re-write													\$0	\$7,285
	Prep Program Review & Focus visits (PPR) & Training			\$2,498	\$792	\$741	\$2,236		\$2,411	\$210.00				\$8,889	\$10,500
5135	CAEP (NCATE) Partnership dues	\$3,787												\$3,787	\$4,085
5035	Prof Development Committee													\$0	\$300
	Prof Development Fund														\$0
5001	Communication	\$145	\$225	\$233	\$119	\$144	\$210	\$268	\$300	\$24	\$226	\$120	\$381	\$2,394	\$4,000
5051	Employee Development									\$160	\$245	\$368		\$773	\$750
5170	Prof. Services-Consultant													\$0	\$2,000
5201 5601	Repairs and Maintenance Svcs. & supplies												\$780	\$780	\$1,300
5251	Admin. services		\$325	\$410		\$600		\$175				\$150		\$1,660	\$2,300
5301	Computer services													\$0	\$500
5351	Employee Travel Costs	-\$340	\$1,752	\$1,353	\$327	\$73	-\$400		\$722	\$574	\$145	\$1,592	\$1,369	\$7,166	\$7,500
5401	Admin. Supplies (Office supplies)	\$120	\$177	\$142	\$151	\$197	\$85	\$213	\$130	\$239	\$254	\$145	\$146	\$1,999	\$2,500
5551	Computer Supplies										\$65			\$65	\$1,000
5751	Insurance			\$337										\$337	\$700
5901	Rentals & operating leases			\$2,552					\$2,326					\$4,878	\$5,500
	Payroll/Accounting			\$1,013										\$1,013	\$1,400
CAPITAL															
6401	Computer equipment								\$156			\$187		\$343	\$1,000
6701	Office equipment	\$217			\$199				\$169					\$585	\$600
TOTALS		\$24,005	\$40,575	\$33,187	\$25,045	\$31,993	\$24,561	\$32,675	\$27,603	\$18,909	\$32,437	\$31,180	\$32,369	\$354,538	\$390,220
Revenue less expenses		\$37,970	\$24,894	(\$10,357)	(\$11,206)	(\$24,308)	(\$11,486)	(\$9,918)	(\$6,803)	\$1,878	(\$7,188)	\$1,388	\$23,004	\$7,868	