



# Idaho Professional Standards Commission

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

JRW West Conference Room - 700 W State Street, First Floor

### THURSDAY, APRIL 4, 2024

#### 1. Welcome and Announcements

**Commission Chair Angela Gillman called the meeting to order at 9:02 a.m.**

Commission Members Present: Vanessa Anthony-Stevens, Stephanie Brodwater, Ryan Cantrell, Kristi Enger, Angela Gillman, Lance Harrison, Katie Horner, Stacey Jensen, Ramona Lee, Katie Mathias, Amy McBride, Jamee Nixon, Marci Nuxoll, Karen Pyron, Melissa Rose, Lori Sanchez

Commission Members Absent: Tate Castleton, Jonelle Warnock

Gillman announced that the Legislative Update, Public School Finance agenda item on Thursday will be moved to Friday morning's agenda as part of the 2024 Legislative Session Overview.

#### 2. Agenda Review/Approval

**M/S (Pyron/Brodwater)**

I move to approve the April 4-5, 2024, agenda as amended. Voice vote. **Motion carried.**

#### 3. February 8, 2024, Minutes Review/Revision/Approval

**M/S (Enger/Mathias)**

I move to approve the minutes from the February 8, 2024, meeting of the Professional Standards Commission as written. Voice vote. **Motion carried.**

#### 4. Consideration of Final Orders/Stipulation Adoptions

Deputy Attorney General Kyle Grigsby presented the following cases.

**Case # 22322 M/S (Enger/Jensen)**

In case number 22322, concerning the certificate of Cory Gaylor, I move that the Professional Standards Commission enter a final order that is effective when signed, incorporating as findings of fact the allegations in the administrative complaint, adopting any counts alleged by the Chief Certification Officer as conclusions of law, and imposing the discipline requested by the Chief Certification Officer in her Request for Relief in the Administrative Complaint, which is permanent revocation.

Roll call: Anthony-Stevens - yes, Brodwater - yes, Cantrell - yes, Castleton - absent, Enger - yes, Gillman - yes, Harrison - yes, Horner - yes, Jensen - yes, Lee - recuse, Mathias - yes, McBride - yes, Nixon - recuse, Nuxoll - yes, Pyron - yes, Rose - recuse, Sanchez - yes, Warnock - absent. **Motion Carried.**

**Case # 22325 M/S (Pyron/Brodwater)**

In case number 22325, concerning the certificate of Eric McDermott, I move that the Professional Standards Commission enter a final order that is effective when signed, incorporating as findings of fact the allegations in the administrative complaint, adopting any counts alleged by the Chief Certification Officer as conclusions of law, and imposing the discipline requested by the Chief Certification Officer in her Request for Relief in the Administrative Complaint, which is permanent revocation.

Roll call: Anthony-Stevens - yes, Brodwater - yes, Cantrell - yes, Castleton - absent, Enger - yes, Gillman - yes, Harrison - yes, Horner - recuse, Jensen - yes, Lee - recuse, Mathias - yes, McBride - recuse, Nixon - recuse, Nuxoll - yes, Pyron - yes, Rose - recuse, Sanchez - yes, Warnock - absent. **Motion Carried.**

**Case # 22241 M/S (Jensen/Nuxoll)**

In case number 22241, concerning the certificate of Ronald Stone, I move that the Professional Standards Commission enter a final order that is effective when signed, incorporating as findings of fact the allegations in the administrative complaint, adopting any counts alleged by the Chief Certification Officer as conclusions of law, and imposing the discipline requested by the Chief Certification Officer in the Request for Relief in the Administrative Complaint, which is permanent revocation.

Roll call: Anthony-Stevens - yes, Brodwater - yes, Cantrell - yes, Castleton - absent, Enger - yes, Gillman - yes, Harrison - yes, Horner - recuse, Jensen - yes, Lee - recuse, Mathias - yes, McBride - recuse, Nixon - recuse, Nuxoll - yes, Pyron - yes, Rose - recuse, Sanchez - yes, Warnock - absent. **Motion Carried.**

**Case # 22321 M/S (Brodwater/Jensen)**

In case number 22321, concerning the certificate of Donald B. Young, I move that the Professional Standards Commission enter a final order that is effective when signed, incorporating as findings of fact the allegations in the administrative complaint, adopting any counts alleged by the Chief Certification Officer as conclusions of law, and imposing the discipline requested by the Chief Certification Officer in her Request for Relief in the Administrative Complaint, which is suspension of Mr. Young’s certificates until he completes an approved ethics course, an approved boundaries course, and a classroom management course, none of which may be used for renewal purposes.

Roll call: Anthony-Stevens - yes, Brodwater - yes, Cantrell - yes, Castleton - absent, Enger - yes, Gillman - yes, Harrison - yes, Horner - recuse, Jensen - yes, Lee - recuse, Mathias - yes, McBride - recuse, Nixon - recuse, Nuxoll - yes, Pyron - yes, Rose - Recuse, Sanchez - yes, Warnock - absent. **Motion Carried.**

5. 2024-2025 Meeting Dates

Helen Henderson, PSC Coordinator, provided an overview of the meeting date survey results.

**M/S (Pyron/Sanchez)**

I move to approve the following dates for Professional Standards Commission meetings:

September 19-20, 2024; December 5-6, 2024, a virtual meeting; February 6-7, 2025, a virtual meeting; April 10-11, 2025; and June 12-13, 2025.

Voice Vote. **Motion Carried.**

6. Committee Work

Commission Chair Angela Gillman resolved the full Commission into committee work at 9:39 a.m.

**FRIDAY, APRIL 5, 2024**

**Commission Chair Angela Gillman called the meeting to order at 9:00 a.m.**

Commission Members Present: Vanessa Anthony-Stevens, Stephanie Brodwater, Ryan Cantrell, Kristi Enger, Angela Gillman, Lance Harrison, Katie Horner, Stacey Jensen, Ramona Lee, Katie Mathias, Amy McBride, Jamee Nixon, Marci Nuxoll, Karen Pyron, MeLissa Rose, Lori Sanchez, Jonelle Warnock

Commission Members Absent: Tate Castleton

1. 2024 Legislative Session Overview

Greg Wilson, Department of Education Chief of Staff, and Gideon Tolman, Chief Financial Officer, provided a brief legislative overview of the 2024 legislative session and its financial implications. A more in-depth overview of the session will occur in the coming weeks during the Department's Post Legislative Tour across the state.

2. Administrative Report (APPENDIX A)

Cina Lackey, Professional Standards Commission Administrator, provided a report.

3. Board Office Report, Katie Shoup (APPENDIX B)

Katie Shoup, Educator Effectiveness Program Manager at the Office of the State Board, provided a report.

Educator Preparation Program and Review Process Update: A working group has developed a new program approval process and a provider review process. A new provider approval process will be developed with the work group soon. If you have interest in being a reviewer, please reach out.

Mentoring and Professional Development Software Platform Update: The SBOE has authorized the purchase of a \$1.6 million mentoring and PD platform, which is currently funded through December 2025. Cina Lackey was instrumental in the development of the idea, and the department's content and curriculum team is working on a huge lift to create content and to put mentors on platform. The platform will be available to all educators in the state. The platform will be piloted soon with music education resources.

Registered Teacher Apprenticeship Program Update: The Registered Teacher Apprenticeship Program was approved by the SBOE last December and approved by the U.S. Department of Labor last February. The Office of the State Board is working on the implementation process, supporting local education agencies, and applying for access to federal funding through Department of Labor grants. New staff member Sara Lasuen is the Department of Labor's Apprenticeship Coordinator for Education Systems, who will be housed at OSBE and help with apprenticeship programs and other projects with the Division of Career Technical Education.

Rural and Underserved Educator Incentive Program Update: Cohort 3 applications are currently open through September. The program will support one more cohort, Cohort 4, unless additional funds are appropriated to support additional cohorts. The program has 250 available awards, payable over 4 years for a total of up to \$12,000 per individual. Eligibility requirements are listed on the SBOE website.

Stacey Jensen asked if K-12 teachers can join provider review teams. Shoup replied that K-12 teachers will be included on review teams. Lori Sanchez added that the educator preparation program providers requested that K-12 educators be included on teams.

4. Committee Reports

a. Operations Committee Report (APPENDIX C)

Ramona Lee, Commission Vice Chair, provided the Operations Committee Report.

b. Executive Committee Report (APPENDIX D)

Angela Gillman, Commission Chair, provided the Executive Committee Report.

c. Recommendations Committee Report (APPENDIX E)

Karen Pyron, Committee Chair, provided the Recommendations Committee Report.

Angela Gillman asked whether Breach of Contract is addressed in ProEthica. Cina Lackey responded that breach of contract is not addressed in ProEthica, as not every state includes breach of contract in their code of ethics. ProEthica focuses on ethical decision-making. Additional state-specific training can be developed to address the code of ethics.

#### 5. Member Reports

Vanessa Anthony-Stevens provide a report from the Office of Indian Education. The Idaho Indian Education Summit is occurring August 1-2 at Boise State University; the focus will be reflection upon the 1924 American Indian Citizenship Act. Breakout sessions on initial educator certification standard 11, regarding Indian education, are requested. Anyone interested in providing a breakout session can reach out to Anthony-Stevens or to Johanna Jones at the Department of Education.

Karen Pyron provided a report from the Idaho School Boards Association (ISBA). The focus of the ISBA over the last few months has been legislation. So much work goes on behind the scenes between K-12 stakeholder groups at this time of year, and these groups work very well together and are respected within the legislative ranks.

Lance Harrison provided a report from the Idaho School Superintendents' Association (ISSA). The ISSA appreciates the cooperation between K-12 stakeholder groups, the Department, and the office of the Board, to forward legislation to benefit Idaho Students.

Angela Gillman provided a report from the Idaho Education Association (IEA). Next week is IEA's Delegate Assembly, where members vote on the focus of the IEA for the upcoming year. The IEA's annual Summer Institute is occurring, as well. Free professional development (PD) credit is available through Idaho State University's Albion Center for any members attending the Delegate Assembly, the Summer Institute or other PD offered through the IEA. Jonelle Warnock added that mental health and wellness is a training focus, and a keynote speaker at Delegate Assembly is an educator whose focus is how to make sure our teachers are well.

Stacey Jensen reported The Reading League has officially opened an Idaho Chapter. The focus is on dyslexia legislation and professional development and trainings. An upcoming training takes a deep dive into the Idaho Dyslexia Handbook; the training is free and online. Jensen is a Region 5 board member and is available to answer questions. Jonelle Warnock added that the Reading League Idaho also has a Facebook group.

#### 6. Adjourn

**M/S (Brodwater/Harrison)**

Meeting adjourned at 10:45 a.m.



## APPENDIX A

### PSC Administrative Report - Friday, April 5, 2024

**1) 2023-2024 SY – 813 Total Alternative Authorizations approved to date**

26 Emergency Provisional Certificate Applications were approved at the February 27, 2024 meeting of the State Board of Education (SBOE). 10 Provisional Certificate Applications will be reviewed by the SBOE at the April 17, 2024 meeting.

- 21 Alternative Authorizations - Content Specialist
- 2 Alternative Authorizations - Teacher to New Certificate
- 22 Alternative Authorizations - Teacher to New Endorsement
- 4 Alternative Authorizations - Pupil Service Staff
- 0 CTE Alternative Authorizations - Content Specialist
- 0 CTE Alternative Authorizations - Teacher to New Endorsements
- 0 CTE Alternative Authorizations - Teacher to New Certificates

**2) Reminder Regarding Recommendation Proposal Form - <https://www.sde.idaho.gov/cert-psc/psc/>**

Stakeholder groups can propose a recommendation to the PSC in the area of educator preparation, educator certification, or educator ethics.

**3) Paraprofessional Assessment Update**

The PSC recommendation to lower the Educational Testing Service (ETS) Paraprofessional Assessment qualifying score from 460 to 457 was approved at the February 27, 2024 SBOE meeting.

**4) Regional Career Fair Events**

Regions	Career Fair Exhibitors
Region I	5
Region II	6
Region III	15
Region IV	11
Region V & VI	4

Regions	Career Fair Attendees
Region I	12
Region II	10
Region III	53
Region IV	11
Region V & VI	30



**Professional Standards Commission Office  
of the Idaho State Board of Education  
Report April 5, 2024  
APPENDIX B**

- ❖ Educator Preparation Program New Program and Review Process Update
  - Idaho Standards for Educator Preparation Providers
    - (Approved August 23, 2023, State Board Meeting)
  - New Program Approval Guide
    - (Approved October 18, 2023, State Board Meeting)
  - Educator Preparation Provider Review Process
  - New Provider Process
- ❖ Mentoring and Professional Development Software Platform Update
- ❖ Registered Teacher Apprenticeship Program Update
- ❖ Rural and Underserved Educator Incentive Program Update



# Idaho Professional Standards Commission

## APPENDIX C

### Operations Committee Meeting

Phone: 1 (253) 215-8782, Meeting ID 208 332 6879, Meeting Passcode 6879

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

**Thursday, April 4, 2024**

Members present: Angela Gillman, Ramona Lee, Amy McBride, Karen Pyron, Kristi Enger

Members absent: none

The committee was brought to order at 8:02 am by Angela Gillman.

1. Agenda and Minutes Review/Discussion - Information Item

Announcements for the Commission:

- PSC Secretary Tory Del Toro will join the PSC at the June meeting
- Legislative session information will be presented on Friday.

2. PSC Discussion - Work Session

- PSC members with terms expiring June 2024: Karen Pyron, Angela Gillman, Kristi Enger, Lori Sanchez, Katie Horner, and Tate Castleton.
- PSC staff will work on the future development of an online PSC nomination platform (in addition to nominations through stakeholder groups) to ensure the statutory number of positions are filled.
- Executive Committee membership was reviewed. The operations committee discussed the possibility of cycling additional members through the executive committee so more PSC members learn about the operations of the committee while maintaining a core of members with diverse roles and historical knowledge for continuity of the committee.
- Operations Committee meeting purposes were reviewed, and the option to make it ad hoc, based on agenda items to be discussed.

Operations Committee Meeting adjourned at 8:48 a.m.

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## APPENDIX D

### Executive Committee Meeting

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

Thursday, April 4, 2024

Members present: Angela Gillman, Ryan Cantrell, Katie Horner, Ramona Lee, Amy McBride, Jamee Nixon, MeLissa Rose

Staff present: Annette Schwab, Kyle Grigsby

**M/S (RL/KH): I move that the Professional Standards Commission staff and Idaho Department of Education leadership work together to prepare information regarding breach of contract situations for consideration by the full PSC in June. This should include data regarding breach of contract complaints, counts, times filed, actions taken, and drafts of potential guidance documents. We recommend the Recommendations Committee review these drafts and data to develop training recommendations for certificated staff at the June committee meeting. (10:42 AM) Motion carried by majority.**

**M/S (MR/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. (12:28 PM) Gillman - Yes, Cantrell - Yes, Horner - Yes, Lee - Yes, McBride - 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. (4:07 PM) Gillman - Yes, Cantrell - Yes, Horner - Yes, Lee - Yes, McBride - Yes, Nixon - Yes, Rose - Yes**

**M/S (RL/KH): In case number 22316, I move that the Executive Committee find probable cause and recommend a letter of reprimand with the conditions of providing a summary of House Bill 581 and complete student de-escalation training for educators. (4:24 PM) Motion carried by majority.**

**M/S (JN/AM): In case number 22328, I move that the Executive Committee find probable cause and recommend revocation. (4:35 PM) Motion carried by majority.**

**M/S (KH/MR): In case number 22400, I move that the Executive Committee not find probable cause. (4:15 PM) Motion carried by majority.**

**M/S (KH/JN): In case number 22401, I move that the Executive Committee find probable cause and recommend a letter of reprimand. (4:37 PM) Motion opposed by majority.**

**M/S (RL/MR): In case number 22401, I move that the Executive Committee find probable cause and recommend a fixed suspension of 9 months to commence from the Breach of Contract, October 4, 2023. (4:44 PM) Motion carried by majority.**



**M/S (AM/RC): In case number 22402, I move that the Executive Committee find probable cause and recommend revocation. (4:30 PM) Motion carried by majority.**

**M/S (KH/JN): In case number 22403, I move that the Executive Committee not find probable cause. (4:32 PM) Motion carried by majority.**

**M/S (KH/AM): In case number 22404, I move that the Executive Committee not find probable cause. (4:29 PM) Motion carried by majority.**

**M/S (JN/AM): In case number 22405, I move that the Executive Committee not find probable cause. (4:31 PM) Motion carried by majority.**

**M/S (RL/JN): In case number 22406, I move that the Executive Committee hold the case for more information. (4:16 PM) Motion carried by majority.**

**M/S (MR/KH): In case number 22407, I move that the Executive Committee not find probable cause. (4:33 PM) Motion carried by majority.**

**M/S (MR/RC): In case number 22408, I move that the Executive Committee find probable cause and recommend revocation. (4:45 PM) Motion carried by majority.**

**M/S (RL/JN): In case number 21603, I move that the Executive Committee recommend approval of reinstatement of certificate. (4:48 PM) Motion carried by majority.**



# Idaho Professional Standards Commission

## APPENDIX E

### Recommendations Committee Meeting

700 W State Street, Boise; JRW West Conference Room

#### Thursday, April 4, 2024

Members present: Vanessa Anthony-Stevens, Stephanie Brodwater, Kristi Enger, Lance Harrison, Stacey Jensen, Katie Mathias, Marci Nuxoll, Karen Pyron, Lori Sanchez, Jonelle Warnock (12:00 p.m.)

Members absent: Tate Castleton

The committee was brought to order at 9:59 a.m. by Karen Pyron

i. State Board of Education Registered Teacher Apprenticeship Presentation

The committee watched a presentation by Katie Shoup, Office of the State Board of Education, that had been provided to school superintendents in March 2024.

Lori Sanchez commented that Northwest Nazarene University is working on a grant to provide extra resources for candidates in the apprenticeship program. Karen Pyron expressed concern that an off-site mentor may not understand a small school district's culture.

Katie Mathias added that Boise State University has hired a Rural Clinical Faculty position in Region 4, who works and lives in the rural area and understands the local context.

Vanessa Anthony-Stevens expressed concern about the program. University of Idaho is thinking about how to certify nontraditional students who have a strong understanding of the local context. Why are we siphoning resources into a program that doesn't result in a degree and reciprocity, and creating a new level of bureaucracy in small, rural schools?

Stephanie Brodwater asked whether the apprenticeship leads to a degree; it is confusing that so many preparation providers were part of the apprenticeship. Lori Sanchez replied that the apprenticeship program does not require an apprentice to attain a bachelor's degree.

Katie Shoup, Office of the State Board, elaborated that the local education agency chooses who enters the apprenticeship program.

Katie Mathias commented upon Boise State University's concern that the program produces effective teachers.

Stephanie Brodwater asked how many apprentices have been signed up for the program so far. Katie Shoup responded that there are no apprentices signed up at this point.

ii. ProEthica Vouchers for Administration

Cina Lackey, PSC Administrator, provided an overview of prior ethics discussions and a plan for the Department of Education to provide vouchers to all principals for ProEthica, an assessment from Educational Testing Service, for use as personal and staff professional development. Lori Sanchez mentioned that NNU has developed a transcribed course that uses ProEthica as a course element. The Department is also going to rebrand and start printing the Code of Ethics to insert in certificates. The creation of an ethics toolkit is a next step in this process. Offering ethics training resources, perhaps in person or online, and perhaps several of shorter duration, is another future step.

Lance Harrison asked that resources for classified staff be considered when the tool kit is being developed.

Katie Mathias mentioned that parochial schools mandate staff to regularly attend safe environment training.

Marci Nuxoll asked how school board members can be held accountable to a code of ethics. Karen Pyron responded that school board members have a code of ethics, too.

Lance Harrison mentioned that his dissertation work has provided him with some toolkit ideas.

Stacey Jensen added that the IEA provides ethics training.

Karen Pyron added that their superintendent had someone from the IEA come out to provide ethics training to district staff.

iii. Special Education Administrator Program

The committee considered a recommendation proposal from Ramona Lee of West Ada School District, regarding the Special Education Administrator program requirements.

After discussion of the issue, the committee recommended that PSC staff submit the recommendation proposal to Jenn Thompson at the Office of the State Board for clarification and written guidance to Idaho EPPs. **(M/S) Mathias/Jensen**

Recommendations Committee meeting adjourned at 2:01 pm