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**PROFESSIONAL STANDARDS  
COMMISSION**

**ANNUAL REPORT**

**2020-2021**

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## INTRODUCTION

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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 2020-2021 academic year, the PSC met five times: September, November, January, April, and June. The following individuals served as members of the PSC:

<b>Name</b>	<b>Agency</b>	<b>Representing</b>
Iris Chimburas	Lapwai School District #341	Elementary Classroom Teachers
Steve Copmann	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
Mark Gorton	Lakeland School District #272	Secondary Classroom Teachers
Mark Haynal	Lewis Clark State College	Public Higher Education
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
Terah Moore	College of Idaho	Private Teacher Education
Jamee Nixon	Northwest Nazarene University	Colleges of Letters and Sciences
Karen Pyron	Butte County School District #111	School Board Members
Elisa Saffle	Bonneville School District #93	Elementary School Principals
Marianne Sletteland	Moscow School District #281	Exceptional Child Teachers
Charmaine VanBuskirk	Lakeland Joint School District #272	Secondary Classroom Teachers
Topher Wallaert	Mountain Home School District #193	Elementary Classroom Teachers
Mike Wilkinson, Vice Chair	Twin Falls School District #411	Pupil Service Staff
Emma Wood	Idaho State University	Public Teacher Education

Lisa Colón Durham served as administrator for the PSC from July 1, 2020 to June 30, 2021.

## INTERNAL OPERATION OF THE COMMISSION

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The PSC has four standing committees with specific duties:

### 1. Authorizations Committee

- Reviews and makes recommendations to the PSC regarding:
  - Approval of 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 service in an assignment that requires the Pupil Service Staff Certificate while they work toward obtaining the applicable endorsement.
    - *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.
    - *Emergency Provisional Certificate*: Allows a candidate who does not hold a valid Idaho credential to serve in an assignment for one year that requires certification/endorsement in an emergency situation.
  - 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.

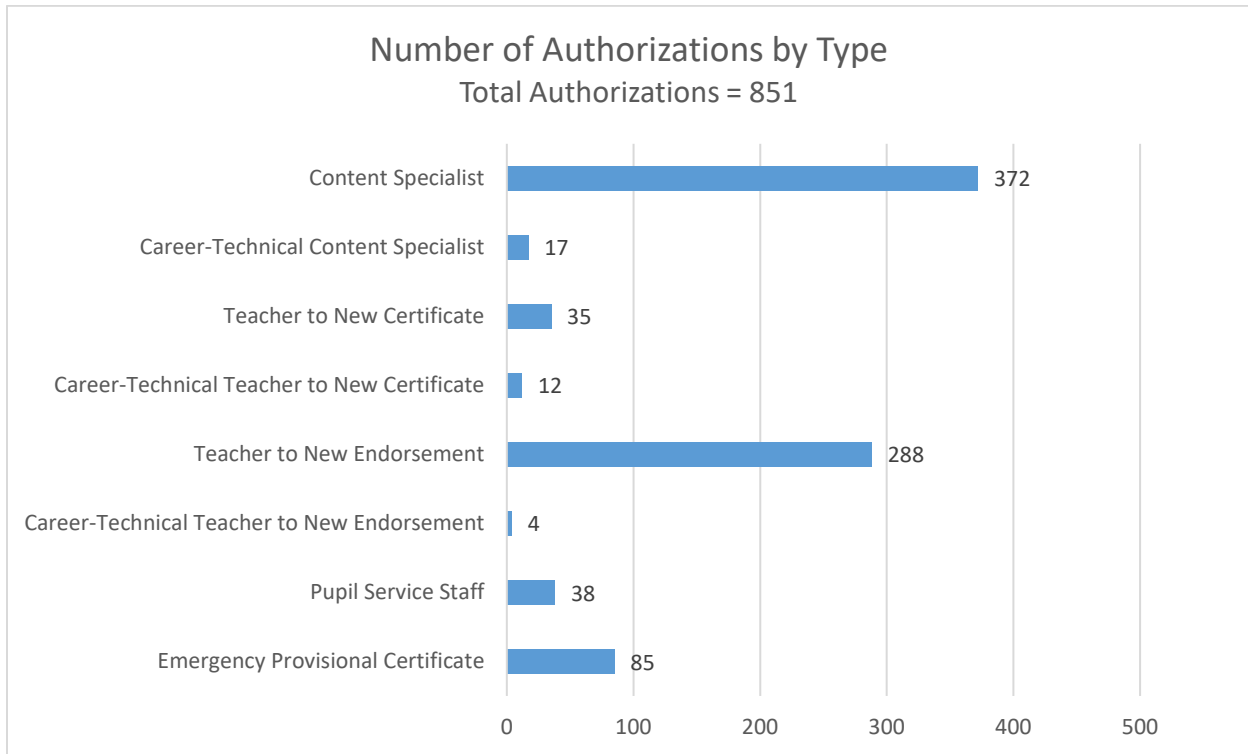
### 4. Standards Committee

- 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.

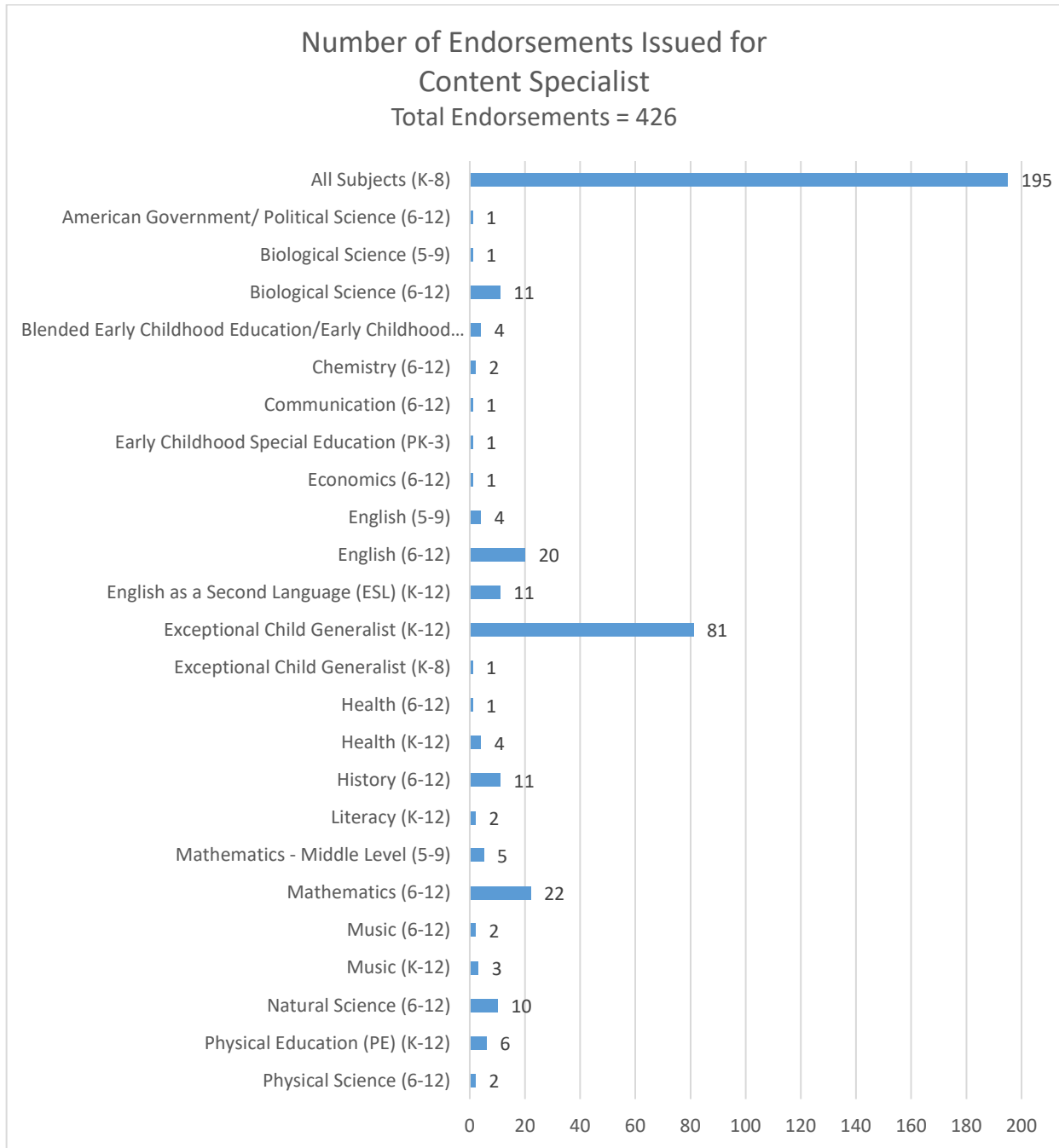
For further detail regarding alternative authorizations, see [Alternative Authorizations website](#).



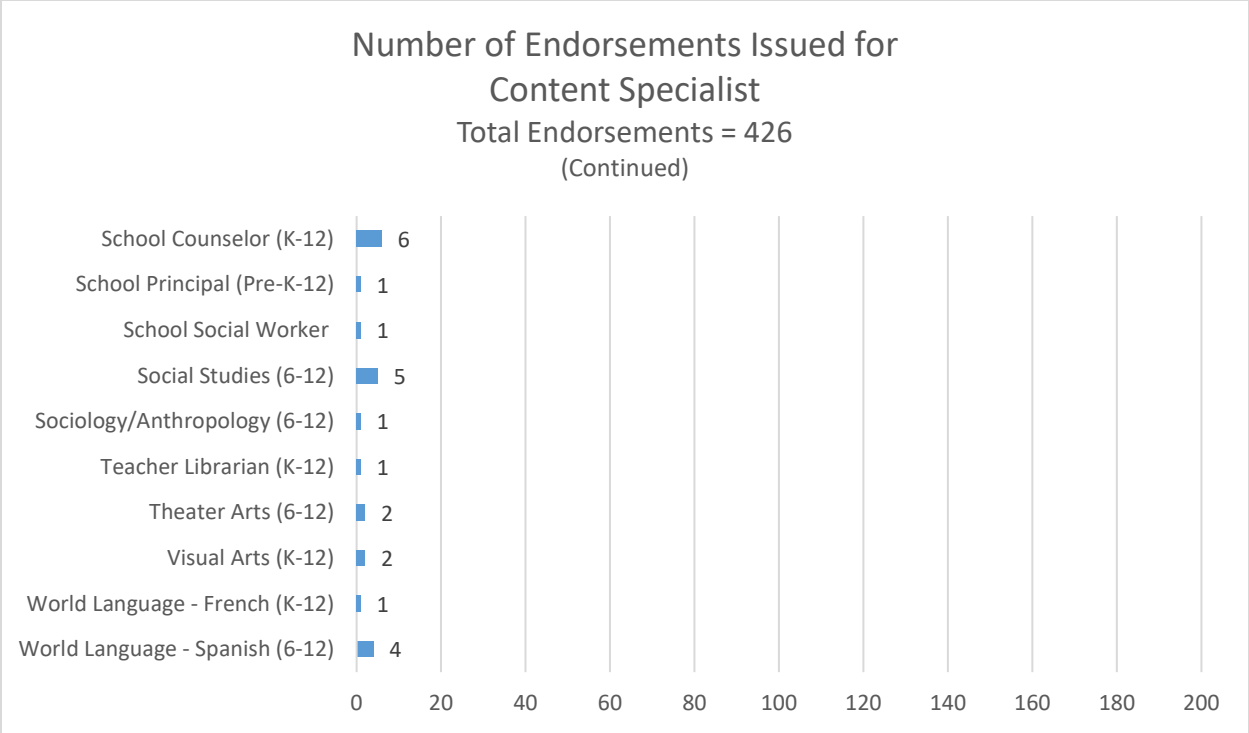
There were 20,673 total certificated educators employed statewide during the 2020-2021 school year. The percentage of educators working with an alternative authorization was 4.12% percent.

## REQUESTS FOR CONTENT SPECIALIST AUTHORIZATIONS

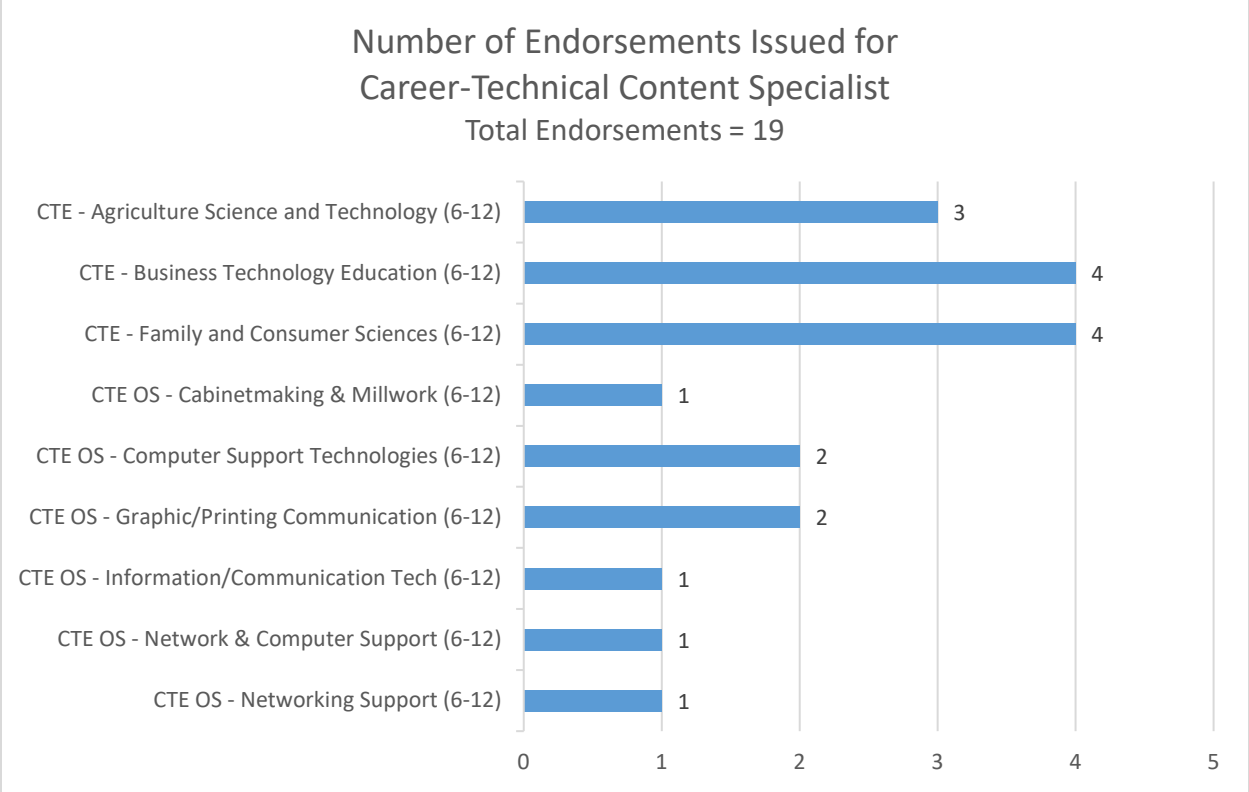
The purpose of this authorization is to allow an Idaho school district/charter to hire a candidate who does not hold a valid Idaho credential to serve in an assignment that requires certification/endorsement. The district must show that the candidate is uniquely qualified to serve in the assignment while the candidate works toward obtaining the applicable certificate/endorsement. There were 372 Content Specialist authorizations with 426 total endorsements issued during the 2020-2021 school year.





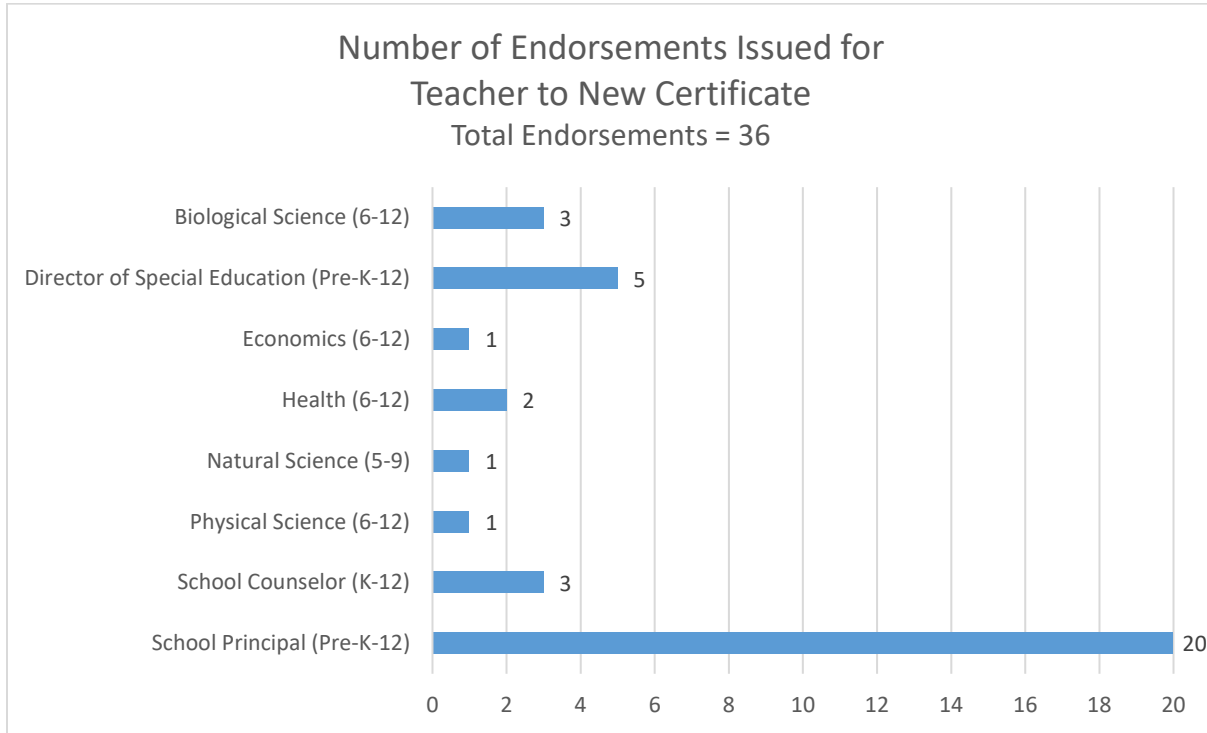


There were 17 Career-Technical Content Specialist authorizations with 19 total endorsements issued during the 2020-2021 school year.

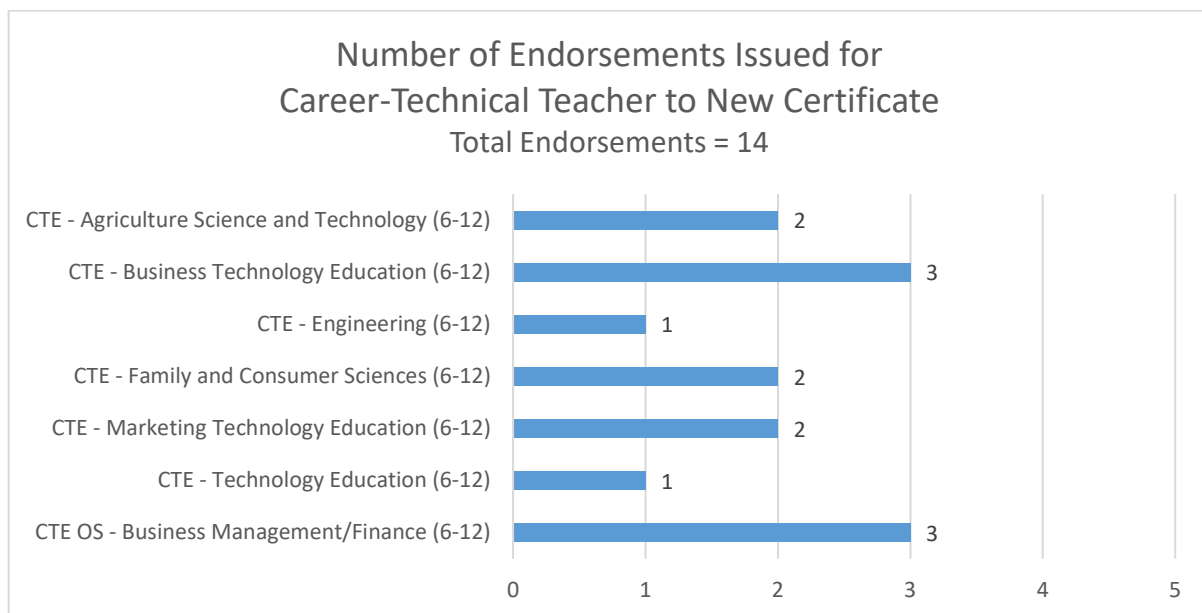


## REQUESTS FOR TEACHER TO NEW CERTIFICATE AUTHORIZATIONS

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 35 Teacher to New Certificate authorizations with 36 total endorsements issued during the 2020-2021 school year.

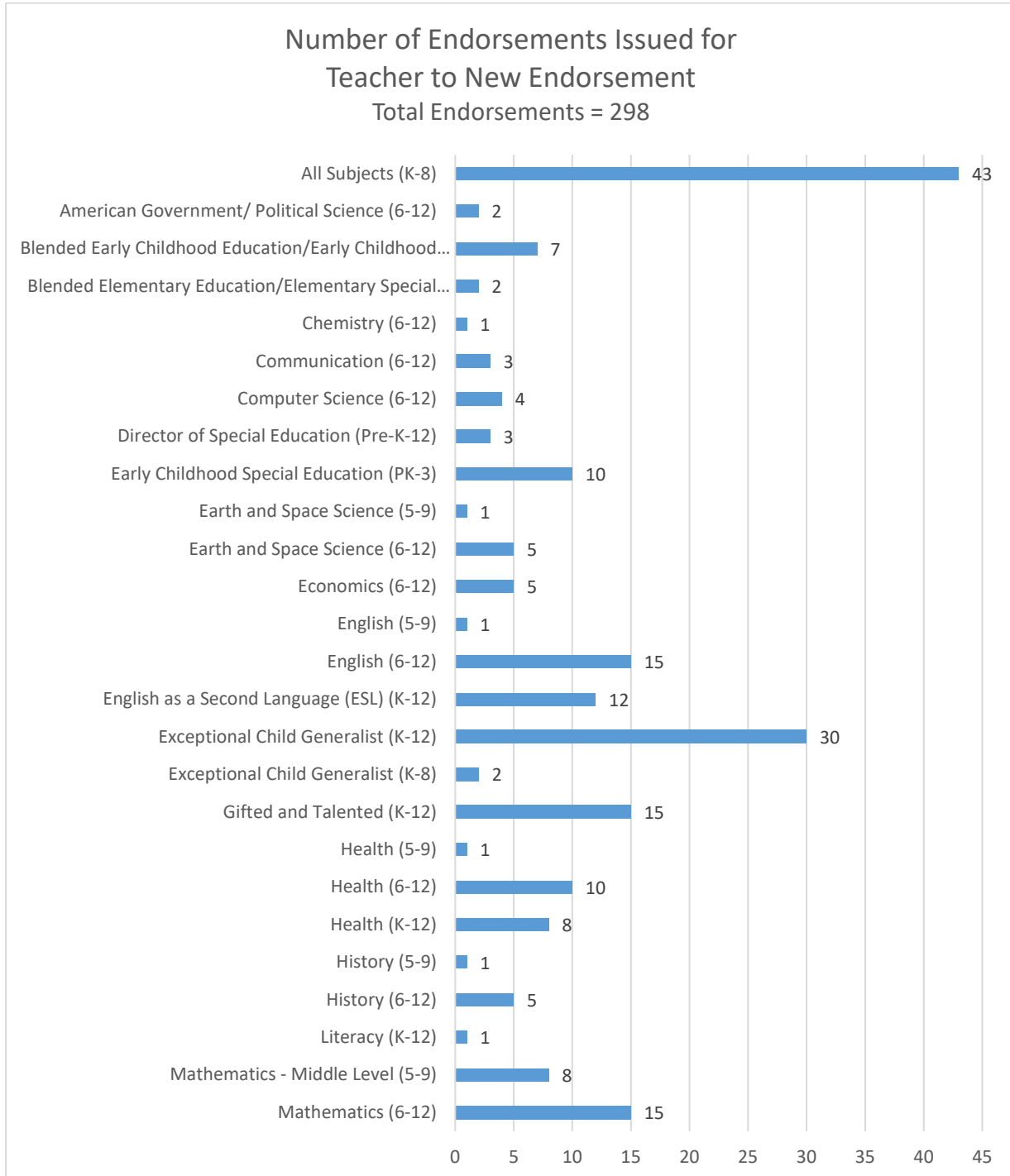


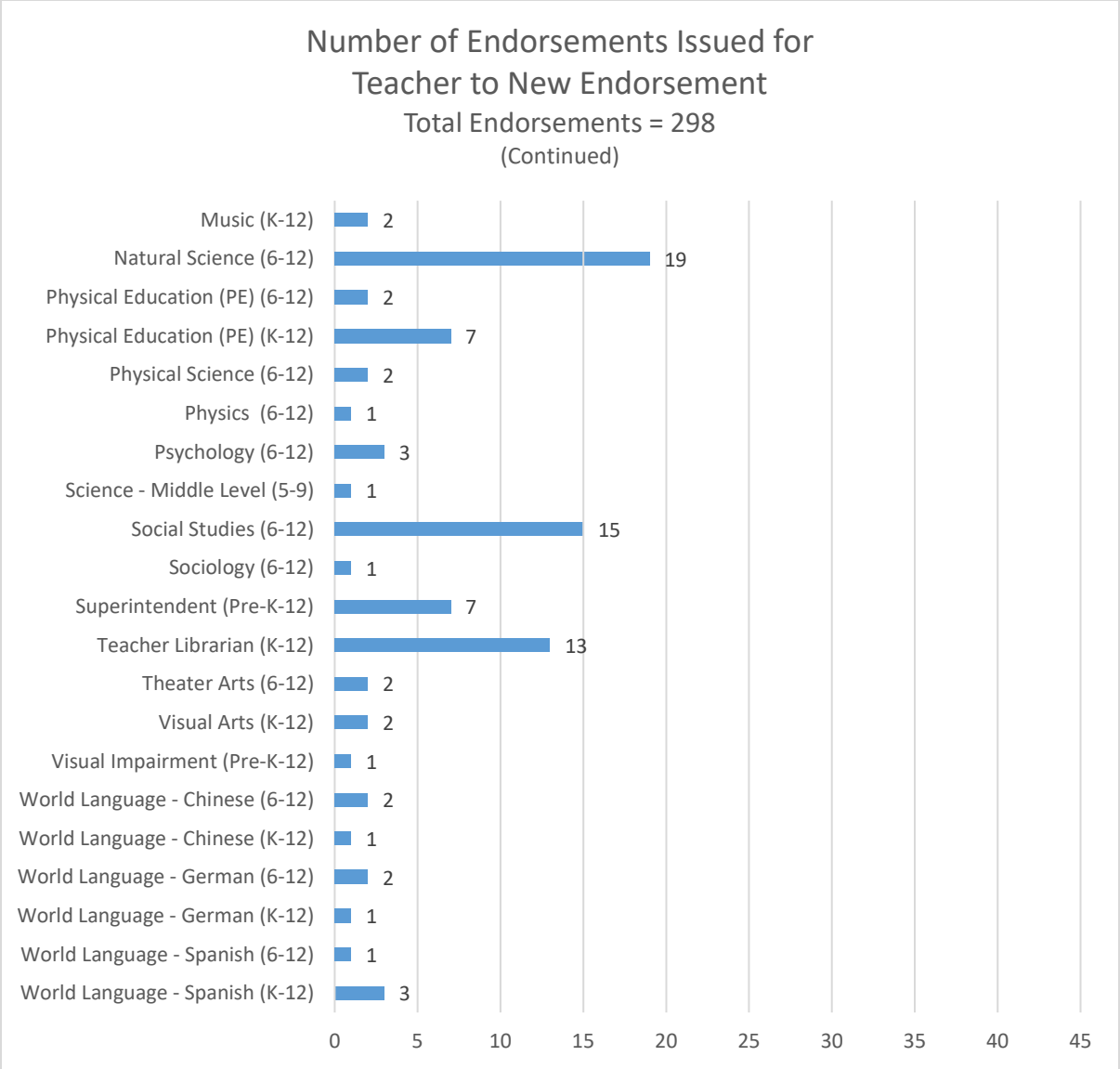
There were 12 Career-Technical Teacher to New Certificate authorizations with 14 total endorsements issued during the 2020-2021 school year.



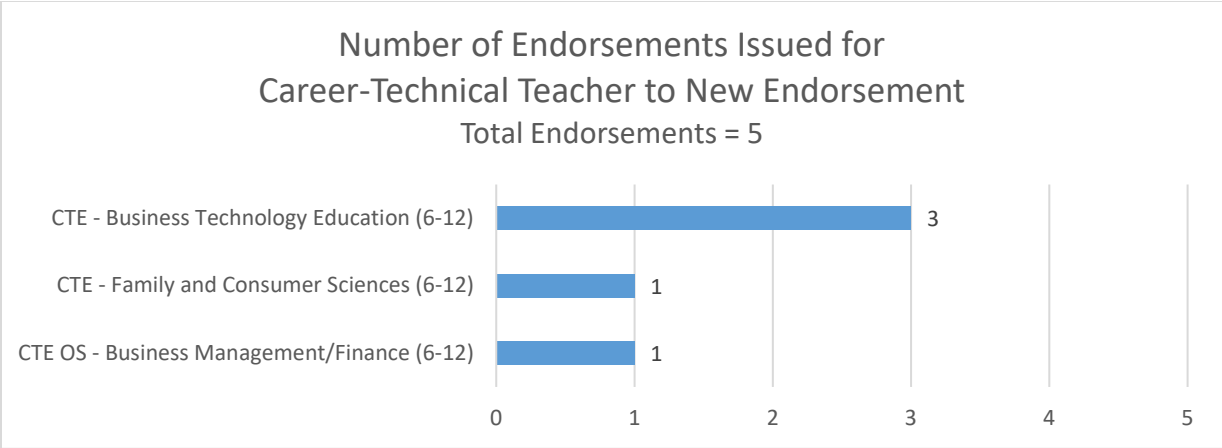
## REQUESTS FOR TEACHER TO NEW ENDORSEMENT AUTHORIZATIONS

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 288 Teacher to New Endorsement authorizations with 298 total endorsements issued during the 2020-2021 school year.





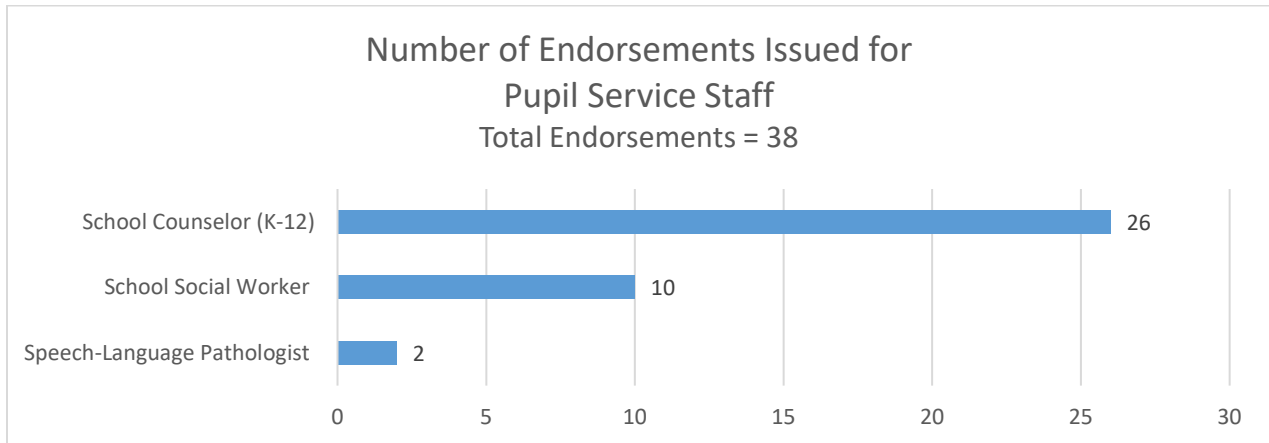
There were 4 Career-Technical Teacher to New Endorsement authorizations with 5 total endorsements issued during the 2020-2021 school year.



## REQUESTS FOR PUPIL SERVICE STAFF AUTHORIZATIONS

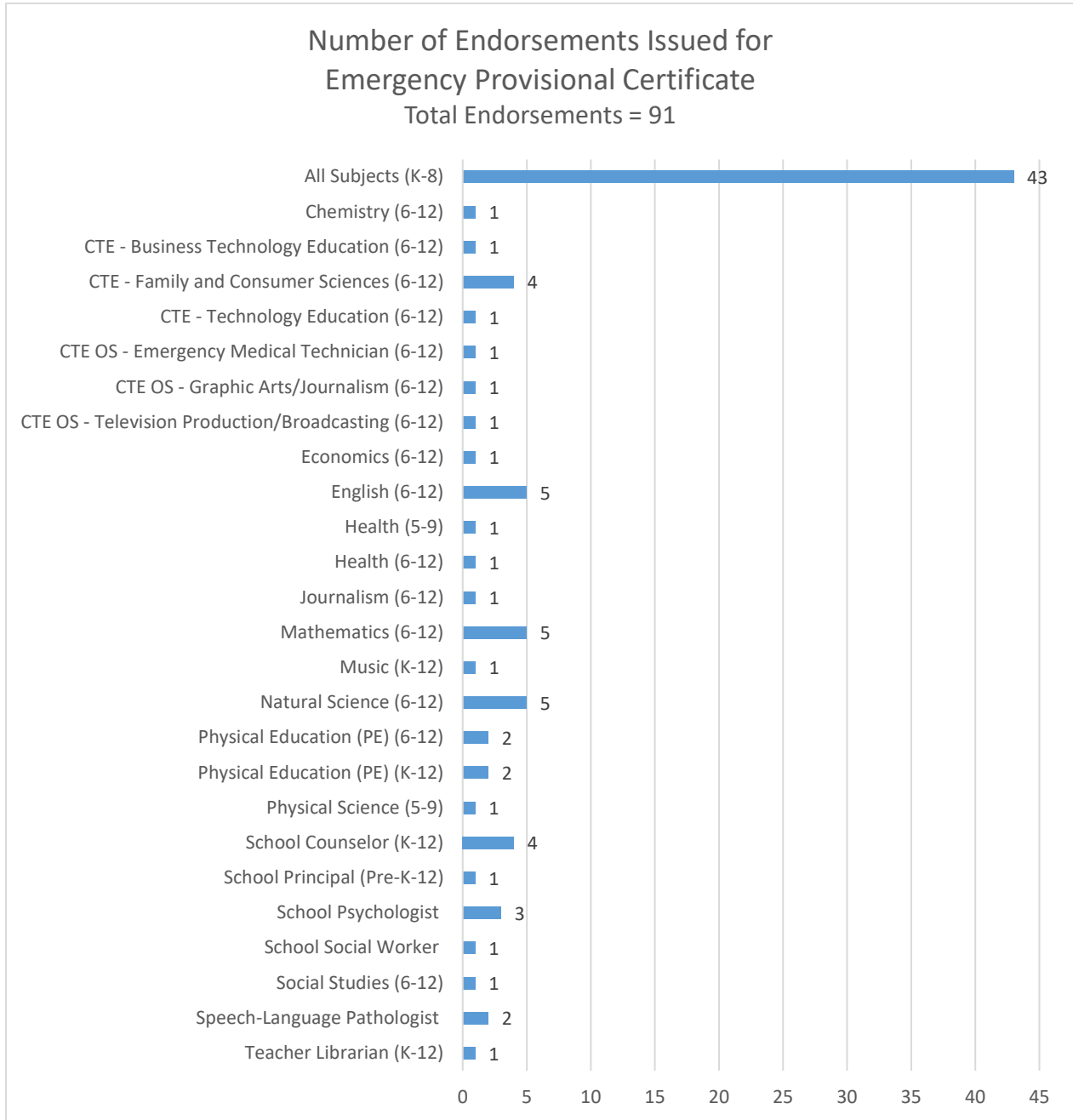
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The purpose of this authorization is to allow an Idaho school district/charter to hire a candidate who does not hold a valid Idaho credential to serve in an assignment that requires the Pupil Service Staff Certificate. The authorization allows the candidate to serve in the assignment while working toward obtaining the Pupil Service Staff Certificate and the applicable endorsement. There were 38 Pupil Service Staff authorizations with 38 total endorsements issued during the 2020-2021 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 85 Emergency Provisional Certificates with 91 total endorsements issued during the 2020-2021 school year.



## EXECUTIVE COMMITTEE ACTIVITIES

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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 2020-2021, the PSC received thirty-nine (39) written complaints of alleged educator ethical misconduct, of which twenty-four (24) cases were opened. Additionally, thirty-six (36) cases were closed during 2020-2021. Ten (10) of the thirty-six (36) closed cases involved educators who were employed as administrators. The data below represents the cases that were closed.

### *2020-2021 Closed Ethics Cases*

<b>Case Number</b>	<b>Category of Ethics Violation</b>	<b>Probable Cause Found</b>	<b>Disciplinary Action</b>
21901	Miscellaneous	Yes	Suspension
21914	Inappropriate Conduct with Student	Yes	Suspension
21917	Inappropriate Conduct with Student	Yes	Suspension
21927	Breach of Contract	Yes	Letter of Reprimand
21929	Substance Abuse	Yes	Suspension
21931	Felony (Violent)	Yes	Revocation
21932	Felony (Other)	Yes	Revocation
22001	Inappropriate Conduct with Student	Yes	Letter of Reprimand
22003	Inappropriate Conduct	Yes	Revocation
22004	Sexual Misconduct with a Student	Yes	Revocation (Permanent)
22005	Inappropriate Conduct with Student	Yes	Letter of Reprimand
22006	Inappropriate Conduct with Student	Yes	Letter of Reprimand
22009	Breach of contract	No	
22011	Inappropriate Conduct with Student	Yes	Letter of Reprimand
22012	Breach of contract	Yes	Suspension
22013	Breach of contract	Yes	Suspension
22015	Felony (Violent)	Yes	Revocation (Permanent)
22016	Substance Abuse	Yes	Letter of Reprimand
22017	Inappropriate Conduct with Student	Yes	Letter of Reprimand
22018	Theft-Fraud	No	
22019	Inappropriate Conduct with Student	Yes	Letter of Reprimand
22020	Theft-Fraud	No	

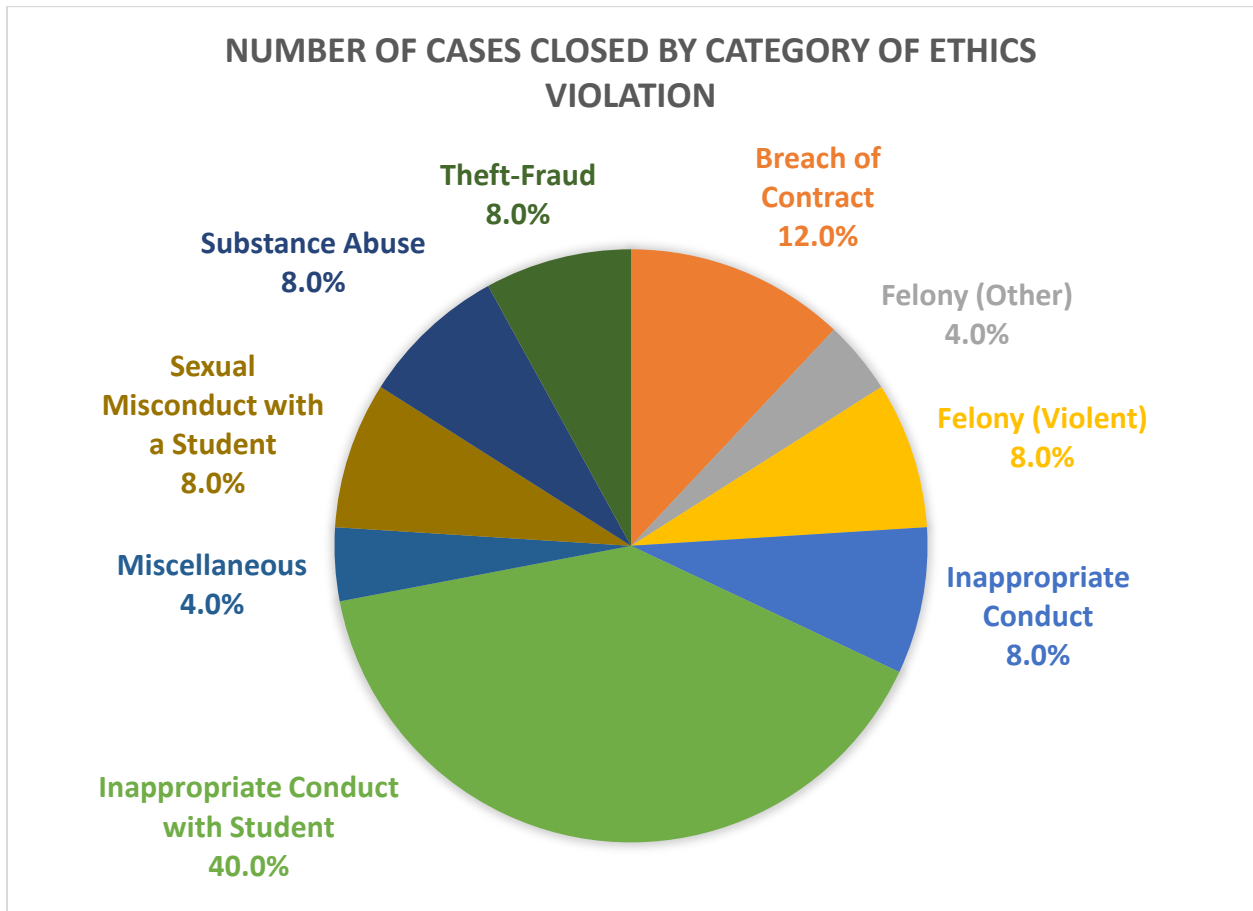
<b>Case Number</b>	<b>Category of Ethics Violation</b>	<b>Probable Cause Found</b>	<b>Disciplinary Action</b>
22021	Miscellaneous	No	
22022	Miscellaneous	No	
22023	Inappropriate Conduct	No	
22025	Theft-Fraud	Yes	Letter of Reprimand
22026	Theft-Fraud	No	
22028	Inappropriate Conduct with Student	No	
22029	Inappropriate Conduct with Student	Yes	Letter of Reprimand
22030	Theft-Fraud	Yes	Letter of Reprimand
22031	Inappropriate Conduct	Yes	Letter of Reprimand
22032	Theft-Fraud	No	
22033	Sexual Misconduct with a Student	Yes	Revocation
22100	Inappropriate Conduct with Student	Yes	Letter of Reprimand
22101	Breach of Contract	No	
22102	Breach of Contract	No	



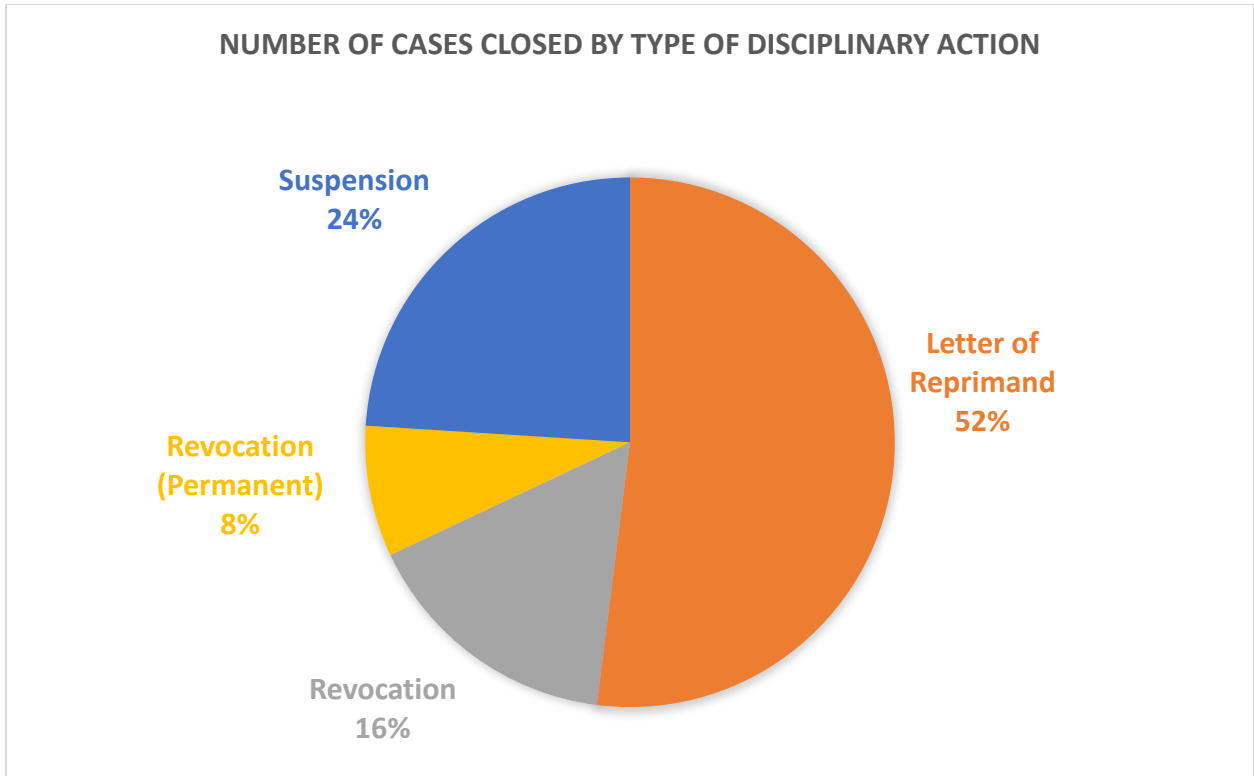
**2020-2021 Aggregate Data of Closed Ethics Cases Where Probable Cause Was Found**

During 2020-2021 the PSC closed thirty-six (36) cases and finalized disciplinary action in twenty-five (25) 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	3	12%
Felony (Other)	1	4%
Felony (Violent)	2	8%
Inappropriate Conduct	2	8%
Inappropriate Conduct with Student	10	40%
Miscellaneous	1	4%
Misdemeanor	-	0%
Sexual Misconduct Not with a Student	-	0%
Sexual Misconduct with a Student	2	8%
Substance Abuse	2	8%
Theft-Fraud	2	8%



Type of Disciplinary Action	Number of Cases Closed	Percent of Cases Closed
Conditioned Certificate	-	0%
Letter of Reprimand	13	52%
Revocation	4	16%
Revocation (Permanent)	2	8%
Suspension	6	24%
Voluntary Surrender	-	0%



## STANDARDS COMMITTEE ACTIVITIES

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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

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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.

Upon the written request of the House and Senate Education Committees in March 2020, a full review of all educator preparation standards and endorsements was conducted, and the full review was completed April 2021. 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. The work of the Educator Standards Working Group is anticipated to culminate in a rulemaking action for consideration by the House and Senate Education Committees in 2022.

### EDUCATOR PREPARATION PROGRAM REVIEWS

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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 2020-2021 school year:

- **University of Idaho**

A full unit State Team Review was conducted virtually November 8-10, 2020. The State Review Team report was subsequently submitted to the PSC at its June 17-18, 2021, meeting. The report was considered, and the PSC recommended the Board accept the

recommendations in the State Review Team report and the Board conditionally approve Career Technical Education Foundation Standards.

The Board, at its August 2021, meeting, accepted the recommendations in the State Review Team Report and conditionally approved Career Technical Foundation Standards. Conditionally approved programs are subject to a focused revisit within three years following the on-site visit to determine if specific standards are met.

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

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## EDUCATOR PREPARATION NEW PROGRAM PROPOSAL REVIEWS

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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 2020-2021 school year, for recommendation to the State Board of Education for conditional approval:

- **Northwest Nazarene University**
  - Master of Education, Exceptional Child
  - Teacher Leader – Instructional Specialist
  - Teacher Leader – Special Education
  
- **University of Idaho**
  - Master of Arts in Teaching
  - Computer Science (5-9 or 6-12)

**APPENDIX – FISCAL YEAR 2021 BUDGET EXPENDITURES**

<b>Revenue</b>	<b>Estimated</b>	<b>Actual Revenue</b>	<b>Variance</b>
Cert Application Fees	\$600,000	\$677,650	\$77,650
<b>Personnel</b>	<b>Budget</b>	<b>Actual Expenditures</b>	<b>Variance</b>
Salaries & Benefits	\$447,700	\$467,789	(\$20,089)
<b>Expenses (Spending Authority)</b>	<b>Budget</b>	<b>Actual Expenditures</b>	<b>Variance</b>
<b>Operating Expenses</b>			
PSC Meeting/Travel/Meals	\$21,000	\$3,510	\$17,490
PSC PD & Training	\$-	\$-	\$-
Communication	\$9,000	\$12,601	(\$3,601)
Staff Development	\$-	\$-	\$-
Repairs & Maintenance Services and Supplies	\$50	\$-	\$50
Administrative Services	\$3,000	\$5,465	(\$2,465)
Computer Services	\$250	\$-	\$250
Staff Travel - NAAC	\$2,500	\$-	\$2,500
Staff Travel - NASDTEC Annual Conference	\$5,000	\$4,550	\$450
Staff Travel - NASDTEC PPI	\$3,500	\$-	\$3,500
Staff Travel - NASDTEC Taws	\$3,000	\$-	\$3,000
Staff Travel - Other	\$1,500	\$-	\$1,500
Administrative/Office Supplies	\$5,000	\$4,967	\$33
Computer Supplies	\$250	\$463	(\$213)
Insurance	\$1,700	\$1,602	\$98
Rentals & Operating Leases	\$12,500	\$11,428	\$1,072
Payroll/Accounting	\$2,000	\$2,447	(\$447)
<b>Committee Work Expenses</b>			
Executive - Investigations/Hearings/Trainings	\$4,500	\$-	\$4,500
Executive - Contract Investigative Services	\$5,000	\$-	\$5,000
Executive - NASDTEC Dues	\$4,500	\$-	\$4,500
Standards - Standard Reviews	\$10,000	\$70	\$9,930
Standards - EPP Reviews and Focused Visits	\$10,000	\$560	\$9,440
Standards - CAEP Partnership Dues	\$5,250	\$3,900	\$1,350
<b>Capital Expenses</b>			
Computer Equipment	\$2,800	\$1,566	\$1,234
Office Equipment	\$-	\$-	\$-
<b>Total Expenses (Spending Authority)</b>	<b>\$112,300</b>	<b>\$53,128</b>	<b>\$59,172</b>
<b>All Expenditures (Personnel + Expenses)</b>	<b>\$560,000</b>	<b>\$520,917</b>	
<b>Revenue Less All Expenditures</b>	<b>\$40,000</b>	<b>\$156,733</b>	