

IDAHO PROFESSIONAL STANDARDS COMMISSION

# 2023-2024 Annual Report



IDAHO DEPARTMENT OF EDUCATION  
IDAHO PROFESSIONAL STANDARDS COMMISSION

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**TABLE OF CONTENTS**

Introduction ..... 3

PSC Operation ..... 6

Educator Ethics ..... 7

Ethics Data - July 1, 2019 through June 30, 2024 ..... 9

Recommendations ..... 14

## INTRODUCTION

The 1972 state legislature established the Professional Standards Commission (PSC). This legislative action combined the Idaho 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 PSC was created in the Department of Education and consists of 18 constituency members appointed or reappointed for terms of three (3) years, representing the following:

Certificated elementary or secondary classroom teachers (5)

Teacher of exceptional children (1)

Pupil service staff (1)

Elementary school principal (1)

Secondary school principal (1)

Special education director (1)

School superintendent (1)

School board member (1)

Higher education letters and sciences faculty member (1)

Community colleges and education departments of public institutions of higher education (2)

Education departments of private institutions of higher education (1)

Department of Education staff (1)

Division of Career Technical Education staff (1)

Section 33-1252, Idaho Code

### 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, preK-12 student achievement, and improved professional practice.

## **Statutory Responsibilities of the PSC**

(1) The professional standards commission may conduct investigations on any signed allegation of unethical conduct of any teacher brought by:

(a) An individual with a substantial interest in the matter, except a student in an Idaho public school; or

(b) A local board of trustees.

Section 33-1209, Idaho Code

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.

Section 33-1254, Idaho Code

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.

Section 33-1258, Idaho Code

## PSC Membership for the 2023-2024 Academic Year

Name	Agency	Representing
Angela Gillman, Chair	Idaho Falls School District #091	Classroom Teachers
Ramona Lee, Vice Chair	West Ada School District #002	Special Education Administrators
Vanessa Anthony-Stevens	University of Idaho	Public Teacher Education
Stephanie Brodwater	Post Falls School District #273	Classroom Teachers
Ryan Cantrell	Department of Education	Department of Education
Tate Castleton	Homedale School District #370	Elementary School Principals
Kristi Enger	Division of Career Technical Education	Division of Career Technical Education
Lance Harrison	Preston School District #201	School Superintendents
Katie Horner	Buhl School District #412	Classroom Teachers
Stacey Jensen	Pocatello School District #025	Classroom Teachers
Katie Mathias	Boise State University	Public Teacher Education
Amy McBride	Twin Falls School District #411	Secondary School Principals
Jamee Nixon	Northwest Nazarene University	Colleges of Letters and Sciences
Marci Nuxoll	Mountain View School District #244	Teachers of Exceptional Children
Karen Pyron	Butte County School District #111	School Boards
Melissa Rose	Lakeland School District #272	Pupil Service Staff
Lori Sanchez	Northwest Nazarene University	Private Teacher Education
Jonelle Warnock	Boise School District #001	Classroom Teachers

## **PSC OPERATION**

During the 2023-2024 academic year, the PSC met five (5) times, in September, December, February, April, and June. December and February meetings were held virtually.

The PSC's three (3) committees perform specific duties.

### **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.

### **Executive Committee – Educator Ethics**

- 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 consider whether to recommend that the PSC find probable cause that the alleged inappropriate conduct occurred.
- Review courses related to disciplinary action remediation.

### **Recommendations Committee**

- Execute projects as requested by the State Board of Education, Department of Education, or the PSC Administrator.
- Consider recommendations from education stakeholders regarding educator ethics and educator certification and preparation.
- Recommend rule and policy changes regarding educator standards, educator certification, and endorsement requirements to the full Commission for consideration by the State Board of Education.

## EDUCATOR ETHICS

In accordance with Sections 33-1208 and 33-1209, Idaho Code, the PSC has the responsibility for suspending, revoking, issuing letters of reprimand, or placing reasonable conditions on any certificate for educator misconduct.

During the 2023-2024 academic year, the PSC received 95 written complaints of alleged educator ethical misconduct, of which 51 cases were opened.

In addition, 38 cases were closed during the 2023-2024 academic year. Six (6) of the 38 closed cases involved educators employed as administrators; those cases are identified by an asterisk (\*) following the case number. The data below represents the 38 closed cases.

### 2023-2024 Closed Cases

Case Number	Category of Ethics Violation	Probable Cause Found	Disciplinary Action
22302	Application Discrepancy	Yes	Suspension
22307	Breach of Contract	Yes	Letter of Reprimand
22305	Breach of Contract	No	None
22330	Breach of Contract	No	None
22406	Breach of Contract	No	None
22415	Breach of Contract	No	None
22237	Felony (Other)	Yes	Revocation (Permanent)
22301	Felony (Violent)	Yes	Revocation (Permanent)
22238*	Inappropriate Conduct	Yes	Letter of Reprimand
22240	Inappropriate Conduct	Yes	Letter of Reprimand
22313	Inappropriate Conduct	Yes	Suspension
22400*	Inappropriate Conduct	No	None
22403	Inappropriate Conduct	No	None
22404*	Inappropriate Conduct	No	None
22311	Inappropriate Conduct with Student	Yes	Suspension
22314	Inappropriate Conduct with Student	Yes	Revocation
22321	Inappropriate Conduct with Student	Yes	Suspension
22331	Inappropriate Conduct with Student	Yes	Letter of Reprimand
22332	Inappropriate Conduct with Student	Yes	Letter of Reprimand
22334	Inappropriate Conduct with Student	Yes	Suspension
22104*	Inappropriate Conduct with Student	No	None
22319	Inappropriate Conduct with Student	No	None
22320	Inappropriate Conduct with Student	No	None
22405	Inappropriate Conduct with Student	No	None
22411*	Inappropriate Conduct with Student	No	None
22323	Miscellaneous	No	None
22407	Miscellaneous	No	None

### 2023-2024 Closed Cases, Continued

Case Number	Category of Ethics Violation	Probable Cause Found	Disciplinary Action
22241	Sexual Misconduct NOT with a Student	Yes	Revocation (Permanent)
22325	Sexual Misconduct NOT with a Student	Yes	Revocation (Permanent)
22303	Sexual Misconduct with a Student	Yes	Revocation (Permanent)
22315	Sexual Misconduct with a Student	Yes	Revocation (Permanent)
22322	Sexual Misconduct with a Student	Yes	Revocation (Permanent)
22327	Sexual Misconduct with a Student	Yes	Revocation (Permanent)
22329	Sexual Misconduct with a Student	Yes	Revocation (Permanent)
22246	Theft-Fraud	Yes	Suspension
22317	Theft-Fraud	Yes	Suspension
22318*	Theft-Fraud	No	None
22324	Theft-Fraud	No	None

During the 2023-224 Academic year, the PSC finalized disciplinary action in 22 of the 38 cases that were closed.

### 2023-2024 Closed Cases Resulting in Disciplinary Action, by Category of Ethical Violation

Category of Ethics Violation	Number of Cases Closed	Percentage of Cases Closed
Application Discrepancy	1	4.55%
Breach of Contract	1	4.55%
Felony (Other)	1	4.55%
Felony (Violent)	1	4.55%
Inappropriate Conduct	3	13.64%
Inappropriate Conduct with a Student	6	27.27%
Sexual Misconduct NOT with a Student	2	9.09%
Sexual Misconduct with a Student	5	22.73%
Theft-Fraud	2	9.09%

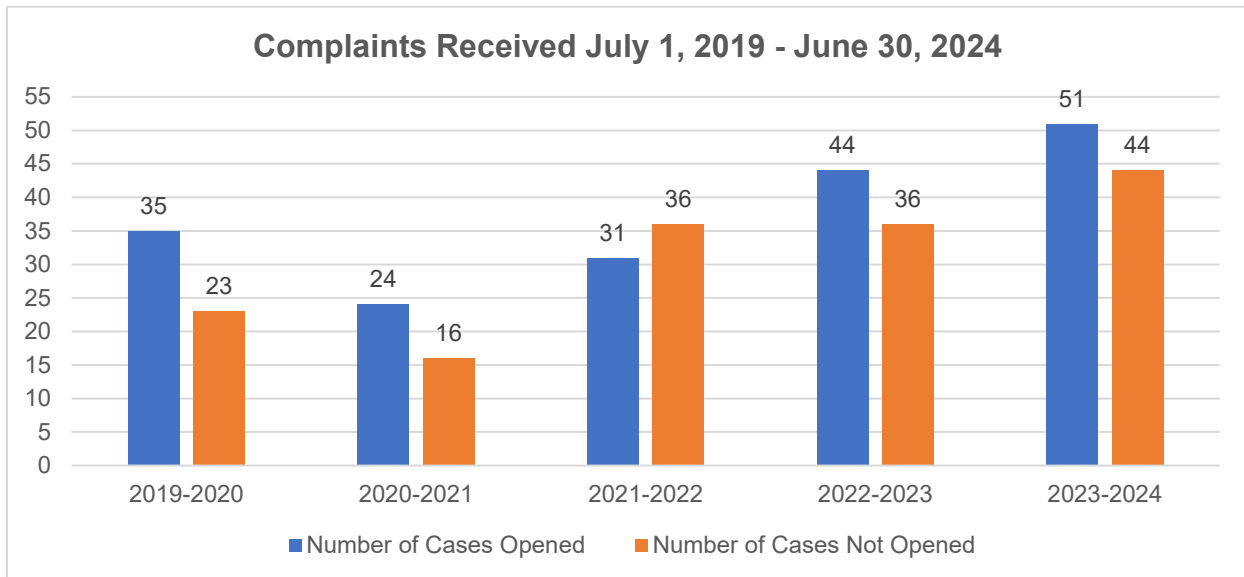
### 2023-2024 Closed Cases Resulting in Disciplinary Action, by Type of Disciplinary Action

Category of Discipline	Number of Cases Closed	Percentage of Cases Closed
Letter of Reprimand	5	22.73%
Revocation	1	4.55%
Revocation (permanent)	9	40.91%
Suspension	7	31.82%

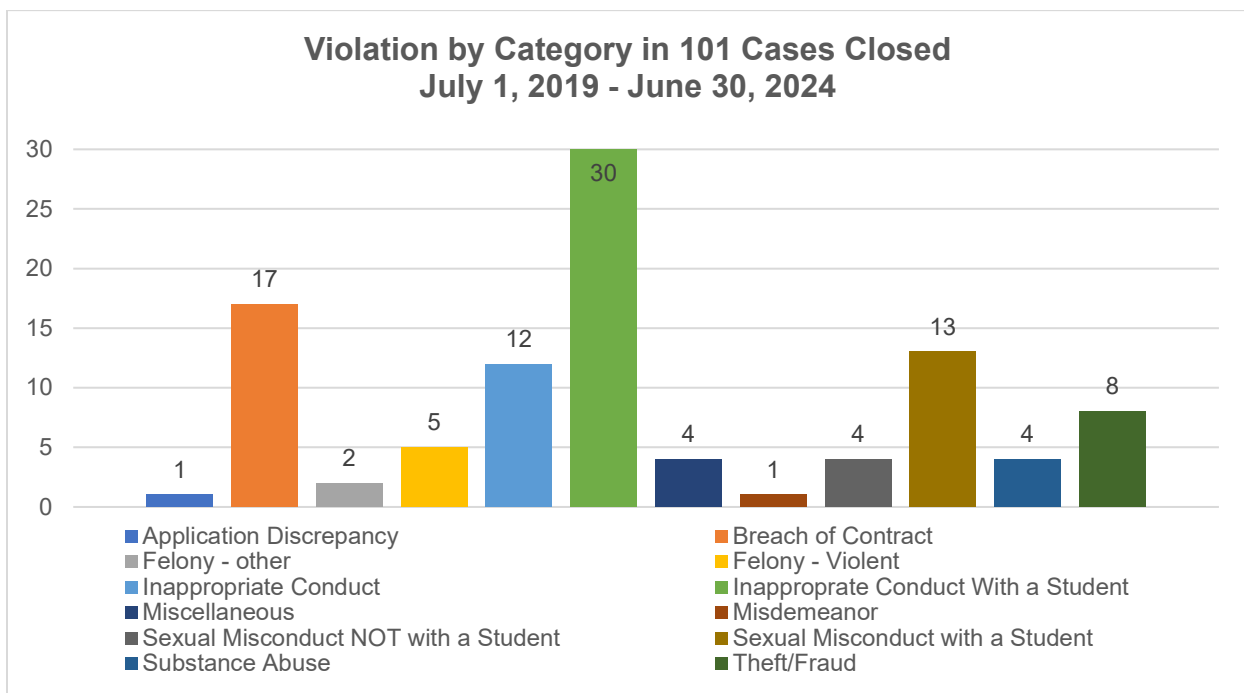


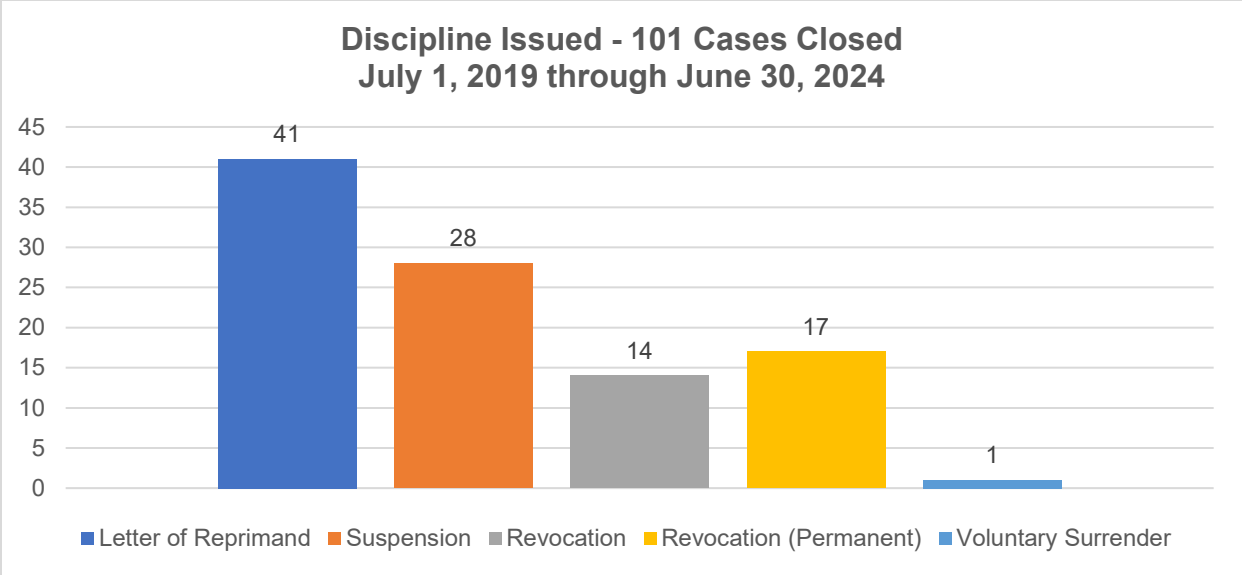
## ETHICS DATA - JULY 1, 2019 THROUGH JUNE 30, 2024

The Department of Education received 340 educator ethics complaints between July 1, 2019, and June 30, 2024. Of those complaints, 185 cases were opened to determine probable cause for violations of the Code of Ethics for Idaho Professional Educators.

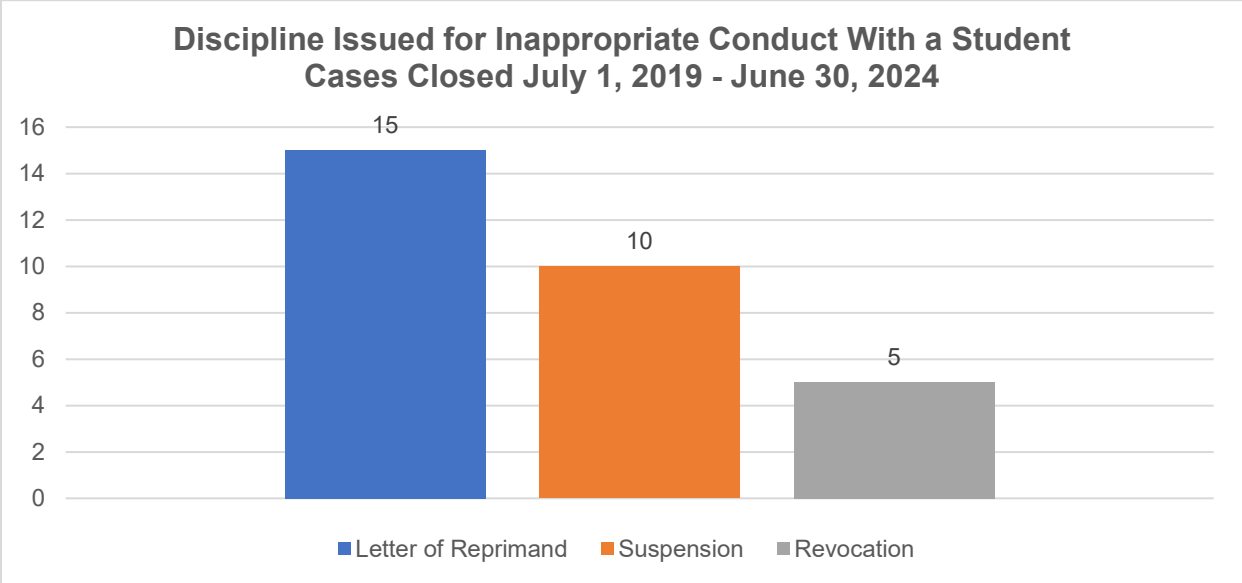


Between July 1, 2019 and June 30, 2024, the PSC determined that 101 opened cases were found to have probable cause, resulting in educator discipline issued between July 1, 2019 and June 30, 2024. The charts that follow describe the violation categories and resulting discipline.

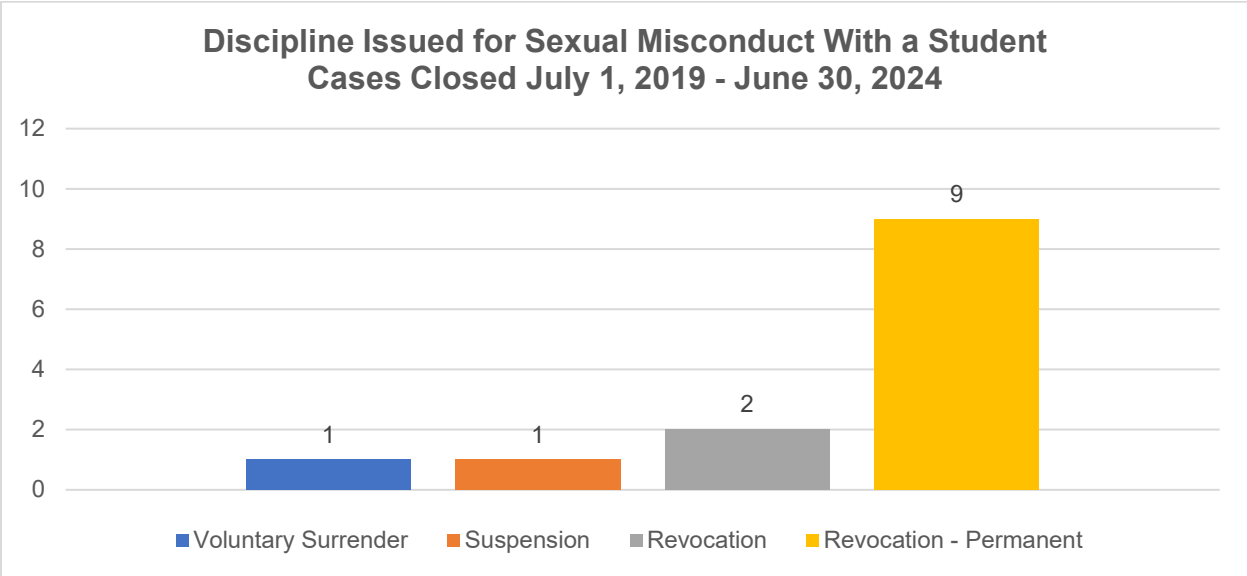
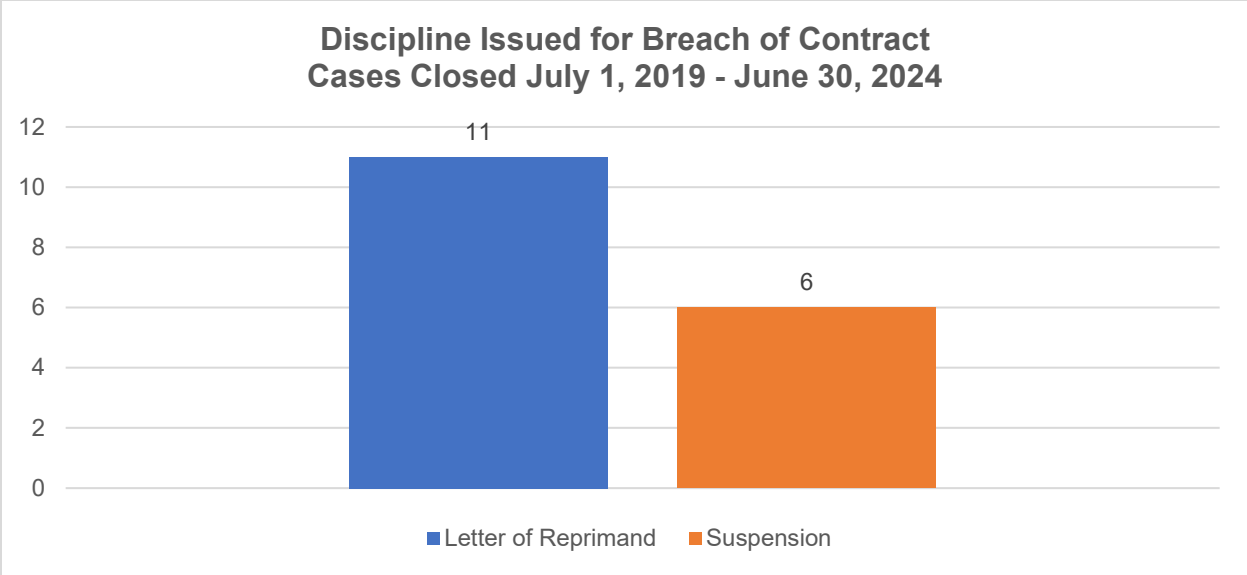


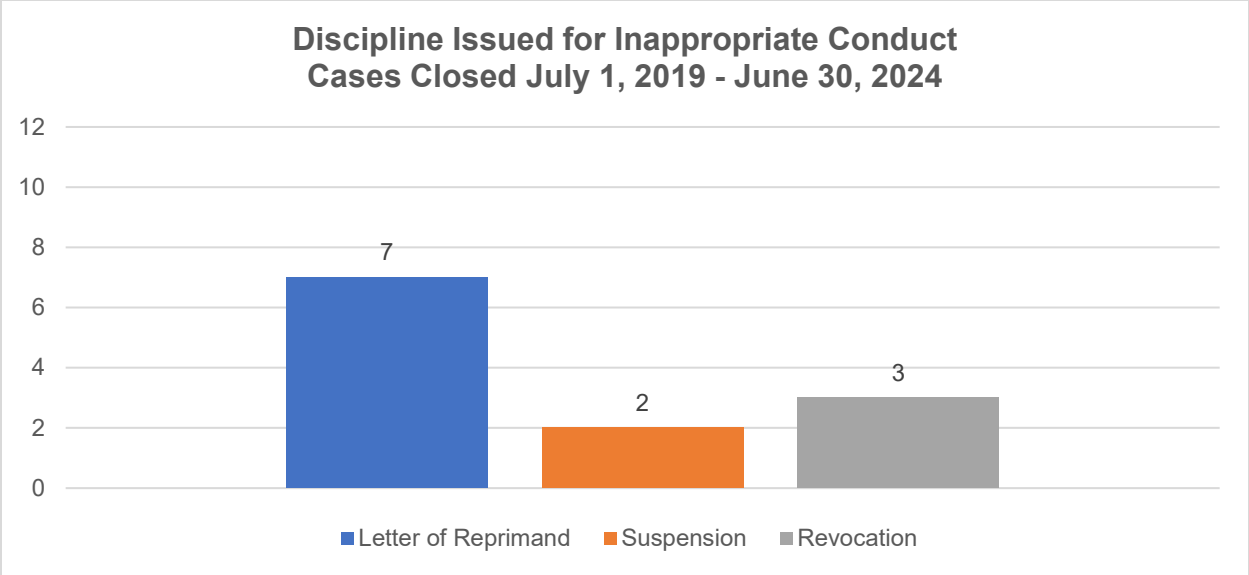


The following charts show the top five (5) ethics violation categories in cases closed between July 1, 2019 – June 30, 2024, and their resulting discipline. The top five (5) ethics violation categories in cases closed between July 1, 2019 – June 30, 2024, are Inappropriate Conduct With a Student, Breach of Contract, Sexual Misconduct with Student, Inappropriate Conduct and Theft/Fraud.

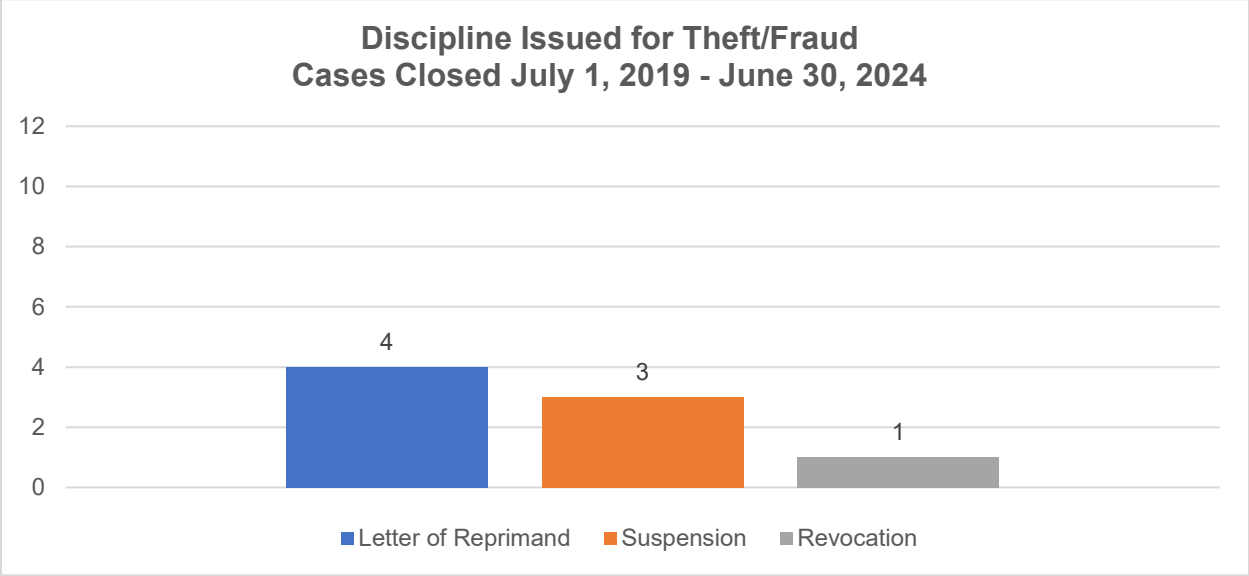


Violations of Inappropriate Conduct with a Student included striking, grabbing, inappropriate texting/emailing, swearing, and inappropriate comments of a sexual or political nature.



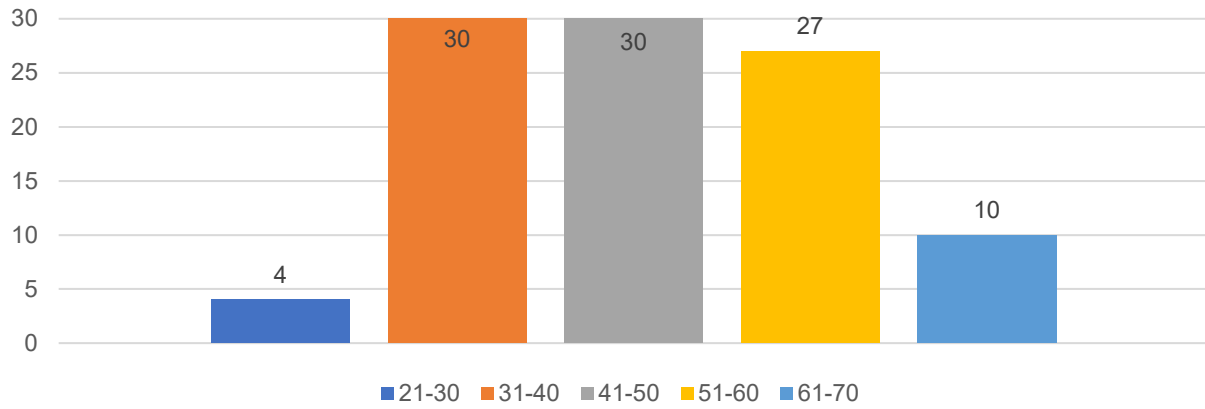


Violations of Inappropriate Conduct included inappropriate relationships with subordinate staff members, viewing or possessing inappropriate images/websites, inappropriate sexual comments to coworkers, and emailing confidential student information.



Violations of Theft/Fraud included stealing from colleagues, falsifying reporting data, and falsifying documents for employment and licensure.

**Educator Age at Time of Ethics Violation:  
Cases Closed with Discipline  
July 1, 2019 - June 30, 2024**



## RECOMMENDATIONS

During the 2023-2024 academic year, the PSC Recommendations Committee discussed various subjects of interest in the areas of educator preparation, educator certification, and educator ethics. The following recommendations were made by the PSC to the State Board of Education for approval:

### Paraprofessional Assessment

Recommended the Boise School District's Paraprofessional Alternative Assessment

Recommended an amended qualifying score of 457 on the Educational Testing Service Paraprofessional exam

### Content, Pedagogy, and Performance Assessment

Recommended Praxis II 7001 Elementary Education Teaching Reading, Mathematics, Social Studies, and Science to replace Praxis II 5001 Elementary Education Multiple Subject and Praxis II 7811 Elementary Education Content Knowledge for Teaching

### **Other discussions and work of the Recommendations Committee included:**

*New Program Approval Guide* work session

*PSC Manual* amendments discussion and approval

PSC nominee review

Educator ethics resources discussion

Request for the Office of the Board to provide clarification to Idaho universities preparing Directors of Special Education, regarding preparation requirements

Recommendation to distribute *Breach of Contract Guidance Document for Administrators and Boards* to public Districts and Charters

Draft *Breach of Contract Guidance Document for Educators* for approval in September 2024