



**Georgia Professional  
Standards Commission**  
*Protecting Georgia's Higher Standard of Learning*

# 2019 GaPSC Georgia Ethics Symposium



*Building School Cultures that Foster  
Professional Decision-Making,  
with a Special Focus on Use of Social Media*

**Tuesday, August 27, 2019, 1:00pm-4:00pm  
Wednesday, August 28, 2019, 8:30am-4:00pm**

**Held at Middle Georgia State University, Macon, GA**



# Georgia Ethics Symposium

Building School Cultures that Foster Professional Decision-Making,  
 with a Special Focus on Use of Social Media  
**August 27-28, 2019**

## AGENDA

**Day One: August 27, 2019 • 1:00 p.m. - 4:00 p.m.**

**12:00 p.m. – 1:00 p.m.                      Check In    Pre-Function Area**

**1:00 p.m. – 2:10 p.m.                      Greetings & Opening Presentation                      Room 211 A,B,C**

***State of the State in Ethics***

Dr. Paul Shaw, Division Director, Ethics  
 Georgia Professional Standards Commission (GaPSC)

***Appropriate Use of Technology/Social Media: A Guide on the Side***

Anne Marie Fenton, Director, Rules Management and Educator Assessment, GaPSC,  
 and Chair, National Council for the Advancement of Educator Ethics (NCAEE)  
 Dr. Phillip S. Rogers, Executive Director  
 National Association of State Directors of Teacher Education and Certification (NASDTEC)

**2:10 p.m. – 2:20 p.m.                      Home Office Connection**

### STRAND ONE (Target Audience - P12):

**A Focus on Investigations; Electronic Communication; Ethics and TKES/LKES**

**2:20 p.m. – 3:00 p.m.                      Session I    Room 211 A,B,C**

***Session Title:***

Conducting Investigations

***Session Description:***

A school district's approach to conducting internal investigations. This session will define an investigation and its overall purpose. The presentation will serve as guide or resource for school districts responsible for conducting investigations.

***Presenter:***

Edwin Aaron, Executive Director of Personnel, Bibb County School District

**3:00 p.m. – 3:20 p.m.**

**Session II**

**Room 211 A,B,C**

**Session Title:**

Responding to Electronic Communication & Social Media

**Session Description:**

Participants will learn how to document issues involving social media and electronic communications. Topics will include digital grooming, identifying and evaluating digital evidence, school district social media policies, and when to involve outside agencies.

**Presenter:**

David Pumphrey, Chief Investigator, Ethics Division, GaPSC

**3:20 p.m. – 4:00 p.m.**

**Session III**

**Room 211 A,B,C**

**Session Title:**

TKES/LKES: Our Ethical Responsibility

**Session Description:**

We are all aware of the legal requirements. Did you know implementation of TKES and LKES with fidelity is more than just the legal? Explore the ethical implications and walk away with a fresh perspective!

**Presenters:**

Cindy Saxon, Associate Superintendent, Teacher Leader Support and Development,  
Office of Teaching and Learning, Georgia Department of Education (GaDOE)

Keisla Tisdell, Program Manager, TLSD Data, Teacher Leader Support and Development,  
Office of Teaching and Learning, GaDOE

Melinda Moe, Program Manager, Teacher Leader Support and Development,  
Office of Teaching and Learning, GaDOE

**STRAND TWO (Target Audience - EPPs of Initial Teaching Programs):**

**Ethics and Pre-service Certificates Holders**

**2:20 p.m. – 4:00 p.m.**

**Room 238 A & B**

**Session Title:**

Pre-service Certificates and Candidates: Ethics Navigation from Application to Completion

**Session Description:**

Designed especially for Educator Preparation Providers (EPPs), this session will focus on avoiding issues with candidates' pre-service certificates. Incorrect applications, answering personal affirmation questions on the application, avoiding ethics violations of pre-service certificate holders, and avoiding lack of originality issues are among the topics discussed.

**Presenters:**

John Grant, Ethics Investigator, Ethics Division, GaPSC

Melina Ljuljanovic, Certification Evaluator, Certification Division, GaPSC

Dr. Laura Smith, Associate Dean and Director, College of Education,  
University of West Georgia



**STRAND THREE (Target Audience - All EPPs and P-12):**

**Instructing in Conduct and Ethics**

**2:20 p.m. – 4:00 p.m.**

**Room 212**

**Session Title:**

Providing an Intentional Focus on Ethics: Instructional Strategies

**Session Description:**

Join this informative discussion of how EPPs and P-12 are providing instruction in not only the Georgia Code of Ethics for Educators, but also ethical principles to guide decision-making, including appropriate use of social media.

**Presenters:**

Anne Marie Fenton, Director, Rules Management and Educator Assessment, GaPSC

Dr. Phillip S. Rogers, Executive Director,

National Association of State Directors of Teacher Education and Certification (NASDTEC)

Dr. Brian Hibbs, Associate Professor of Education, School of Education,

Dalton State College

Dr. Eugene Asola, Interim Department Head /Undergraduate Coordinator,

Dewar College of Education and Human Services, Kinesiology and Physical Education

Services, Valdosta State University

Jessica Feder, 5th Grade Reading & Writing, Baker Elementary School,

Cobb County School District

**Please complete today's electronic evaluation sent to your email.  
Thank you for your participation!**





# Georgia Ethics Symposium

Building School Cultures that Foster Professional Decision-Making,  
with a Special Focus on Use of Social Media

August 27-28, 2019

## AGENDA

**Day Two: August 28, 2019 • 8:30 a.m. - 4:00 p.m.**

**7:30 a.m. - 8:30 a.m.                      Check In                                      Pre-Function Area**

**8:30 a.m. – 9:00 a.m.                      Greetings and Opening Session                      Room 21 A,B,C**

**Welcome:**

Paul Shaw, Division Director, Ethics  
Georgia Professional Standards Commission (GaPSC)

Anne Marie Fenton, Director, Rules Management and Educator Assessment, GaPSC, and  
Chair, National Council for the Advancement of Educator Ethics (NCAEE)

**9:00 a.m. – 10:45 a.m.                      General Session                                      Room 211 A,B,C**

**Speaker Introduction:**

Dr. J. Fidel Turner, Jr., Dean, Professor, Counselor Education, School of Education,  
Clark Atlanta University

**Keynote Presenter and Panel Facilitator:**

Joe Jamieson, OCT, Deputy Registrar, Ontario College of Teachers

**Presentation Title:**

Social Media and 21st Century Teaching

**Panel Topic:**

Social Media Policy and Practice: Lessons Learned

**Panelists:**

Erin Roberson, Director of Human Resources, Fayette County Public Schools  
William Sperin, Technology Director, White County Schools  
Dr. Bettina Polite Tate, CTAE Program Manager,  
Savannah-Chatham County Public School System

**10:45 a.m. – 11:00 a.m.                      Home Office Connection**

11:00 a.m. – 11:50 a.m.

Concurrent Sessions

Session Rooms

**Concurrent Session 1A: Room 211 A,B,C**

**Session Title:**

Professional Advisory on the Use of Electronic Communication and Social Media

**Session Description:**

In this interactive session, Joe will expand on the advice provided to Ontario Certified Teachers (OCTs) regarding the responsible and appropriate use of social media and electronic communication. Participants will have the opportunity to reflect on real-life scenarios and the inherent implications and discuss how different behaviors could have led to different outcomes.

**Presenter:**

Joe Jamieson, OCT, Deputy Registrar, Ontario College of Teachers

**Concurrent Session 1B: Room 212 (repeated at 3:00 p.m.)**

**Session Title:**

Ethical Leadership: Attainable or Fantasy?

**Session Description:**

This session will focus on practical and relevant methods and strategic purposeful behaviors of the leader of any organization to create a climate and culture that will be noticeable and tangible to all in the organization. Key examples will be given with the back drop of the ethics standards as the guide.

**Presenters:**

Dr. John Zauner, Executive Director, Georgia School Superintendents Association (GSSA)  
Dr. Keith Porter, Professional Development Director, GSSA

**Concurrent Session 1C: Room 237 (repeated at 3:00 p.m.)**

**Session Title:**

Promoting an Ethical School Culture

**Session Description:**

Having a school culture that emphasizes ethical behavior can not only reduce the frequency of organizational misbehavior but lead to shared ownership of the school's mission and vision. Leaders set the tone in defining, building, and sustaining an ethical school culture. During this session, participants will understand the importance of a positive, ethical school culture and will leave with actionable steps in defining, building and sustaining one at their school sites.

**Presenters:**

Brittany Cunningham, Principal Coach, Atlanta Public Schools  
LaTonya Jones, Principal, Chapel Hill Elementary School, Douglas County School System

**Concurrent Session 1D: Room 238 A & B (repeated at 3:00 p.m.)**

**Session Title:**

The Good, the Bad, and the Ugly: Educators Ethical use of Social Media

**Session Description:**

Educators must walk a fine line when engaging in social media. We can highlight the positive, learn from colleagues, and connect with the community, but if not used ethically

we might also be the subject of a personal investigation. Today's session will highlight good ways to use social media in education. However, in order to avoid the bad or even the ugly being shared, we will focus on ways to protect ourselves and not end up in the news or unemployed.

**Presenters:**

Dr. Benji Morrell, Principal, Pickett's Mill Elementary School, Cobb County School District  
Hollie G. Sisk, Director of the Instructional Resources Center, College of Education,  
Georgia Southern University  
Dr. Bettina Polite Tate, CTAE Program Manager,  
Savannah-Chatham County Public School System

**Concurrent Session 1E: Room 227 – Board Room**

**Session Title:**

No Good Deed Goes Unpunished: Ethical Pitfalls in Special Education

**Session Description:**

The federal guidelines set out in IDEA and Section 504 require educators to navigate a complicated system of legal and procedural requirements that can be difficult to understand; often, educators strive to accommodate the requests of families with special education students, even when the requests may not align with those guidelines. This session will apply the guidelines set out in IDEA, Section 504, and the Code of Ethics to help attendees identify situations where they may be at risk of an ethical and legal violation and how to balance those requirements with meeting student needs.

**Presenters:**

Faye Maison, Attorney, Harben, Hartley & Hawkins, LLP  
Gordina Porter, Exceptional Students Program Director, Dougherty County School System

**11:50 a.m. – 1:45 p.m.**

**Luncheon Session**

**Room 211 A,B,C**

**Announcement: Troops to Teachers in Georgia**

Bradley Golub, Program Recruiter, Georgia Troops to Teachers Grant Program, GaPSC

**Announcement: NASDTEC Clearinghouse's Benefits to School Districts**

Dr. Phillip S. Rogers, Executive Director, NASDTEC

**Luncheon Session Topic:**

Social Media: Stories from the Field

**Panel Facilitator:**

Phillip R. Tremble, Director of Human Resources, Bulloch County Schools

**Panelists:**

Meghan Frick, Director of Communications, Georgia Department of Education (GaDOE)  
Jennifer Caracciolo, Director of Public Information and Communications,  
Forsyth County Schools  
Dr. Virgil Cole, Superintendent, Glynn County School System

**1:45 p.m. – 2:00 p.m.**

**Home Office Connection**



**2:00 p.m. – 2:50 p.m.**

**Plenary Session**

**Room 211 A,B,C**

**Speaker Introduction:**

Buddy Costley, Executive Director,  
Georgia Association of Educational Leaders (GAEL)

**Plenary Speaker:**

Dr. Curtis L. Jones, Jr., 2019 National Superintendent of the Year, and  
Superintendent, Bibb County School District

**Plenary Presentation:**

Leadership and Envisioning and Guiding School Cultures

**2:50pm – 3:00 p.m. Break**

**3:00 p.m. – 3:50 p.m.**

**Concurrent Sessions**

**Session Rooms**

**Concurrent Session 2A: Room 211 A,B,C**

**Session Title:**

Ethical Pitfalls: Round Table Discussion

**Session Description:**

Join this round table discussion centered on what P-12 and EPPs face with regard to conduct/ethics and how to address. GaPSC Ethics Staff will guide the dialogue aimed at prevention and reporting, including whom to contact and when. Advice on local policy and/or guidance in development will be provided. Bring all your questions.

**Facilitators:**

David Pumphrey, Chief Investigator, Ethics Division, GaPSC  
Gina Ahlberg, Lead Investigator, Ethics Division, GaPSC  
John Grant, Ethics Investigator, Ethics Division, GaPSC

**Concurrent Session 2B: Room 212 (repeat from 11:00 a.m.)**

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