MINUTES

PROFESSIONAL STANDARDS COMMISSION Remote Meeting via TEAMS Platform

April 14, 2022

The Georgia Professional Standards Commission (PSC) met on Thursday, April 14, 2021.

Members Present

Jimmy AtkinsKedrione HarrisJane RookardDr. Steve BarkerDr. Karla HullDr. Brandon SeiglerJeanine BunnNathan LewisBrian SirmansAbigail CogginDr. Franklin PerryDr. Jennifer WadeDaniel DooleyDr. Holley RobertsCarol Williams

Derek Easterling

Members Absent

Beth Townsend Dr. Karla Hull Jordan Frobos Nathan Lewis

I. <u>CALL TO ORDER/ROLL CALL</u>

Chair Sirmans called the meeting to order at 4:01 p.m. and Commissioners answered roll call for attendance.

II. <u>VISITORS</u>

Chair Sirmans welcomed the visitors.

III. ADOPTION OF AGENDA

Chair Sirmans called for approval of the agenda.

MOTION: (Dr. Holley Roberts / Jane Rookard) To approve the agenda.

PSC ACTION: Approved

IV. APPROVAL OF MINUTES

Chair Sirmans called for approval of the March 10, 2022 minutes.

PSC ACTION: Approved

Chair Sirmans called for approval of the March 30, 2022 minutes.

PSC ACTION: Approved

V. EXECUTIVE SECRETARY'S REPORT

At our last meeting, you initiated rules that, if adopted, will remove the Program Admission Assessment and minimum GPA requirement. These changes will help potential educators who show promise to enter our profession. As I shared at last month's meeting, these changes were proposed to you after close examination of

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what we as an agency can do within our purview to support the educator pipeline. The proposed rule amendments were posted for public comment on April 6, 2022, for a 30 day period, which ends on May 5, 2022. So far we have received 7 public comment responses, all in full support of the proposed admission requirements removal. Two were from teachers, four from district level personnel, and one from Richard Woods, GaDOE's State School Superintendent.

All public comments will be sent to you prior to our May 10, 2022, meeting. I did want to share a few with you.

"It will help future teachers, such as myself be able to conquer our dreams of becoming a teacher. The Gace PAA has delayed my ability of being certified. I know there is a major shortage of teachers in Georgia and I believe once the removal of this required test is approved there will be more teachers. This is a wonderful decision. Thank you for contributing to my career of me becoming a teacher!"

In Superintendent Woods' letter to me to express his full support of this policy change, he included, "We should be making it easier for individuals to answer the call to teach – rather than placing roadblocks in their path. These changes will support qualified teacher candidates as they pursue the knowledge and skills necessary to become Georgia educators, while removing barriers – including excessive monetary costs placed on teacher candidates. The proposed changes would ultimately allow our schools to have more qualified, prepared teachers in the classroom. I appreciate the work and partnership of the Commission to improve teacher recruitment and retention in Georgia."

We have had a few questions sent to us outside the public comment. Two centered on if we were considering removing the GACE content assessment. While we believe GaPSC-approved program providers, rather than the state agency, are in the best position to make admission decisions, we do believe our focus should be on what new teachers, leaders, and other school personnel know and are able to do upon completion of a program. This assurance of quality is what their certification represents. The GACE content assessment helps provide this assurance. We did receive 2 remarks which were also outside the public comment, where individuals expressed concerns. One was about a potential educators not being able to pass the content assessment without passing the Program Admissions Assessment and the other concern was opening the door to the pipeline too wide thus diminishing quality. To both concerns, we trust our state-approved program providers to admit the candidates they feel will be successful in their preparation programs, not GaPSC. We also trust our program providers and hold them accountable to prepare effective educators who will make a positive impact on all P-12 learners in Georgia's classrooms.

The feedback we have received formally and others have shared with me informally has been overwhelmingly positive to remove the state-approved admission requirements. We look forward to bringing these proposed rule changes back to you in May for your adoption consideration. We appreciate you taking this bold step to continue to open the educator pipeline.

April Birthdays – Kedrione Harris

Today is Dr. Karla Hull's last meeting. Karla has done excellent work on our Educator Preparation/Certification committee and in her service as Vice Chair of that committee. We have certainly benefitted from her vast experience and leadership in preparing educators. Karla, we will you. Karla, would you like to say a few words. And now I am going to turn it over to our Chair who will share with you who our next Vice Chair will be.

VI. CHAIR REPORT

I am happy to announce that the Professional Standards Commission is the recipient of the Champions' Award from the 2021-2022 Campaign for the Georgia State Charitable Contribution Program in the category of 1-100 employees. Charitable Contributions award for raising \$1.860.00 in donations. This money will go to various Georgia charities.

Dr. Karla Hull and I were sworn in at the same time. Our first meeting was in September 2019. We both also share a love for Valdosta State University which is my alma mater and where Dr. Hull serves as the Dean of the Dewar College of Education & Human Services. We will all certainly miss her and I wish her a wonderful retirement.

I am happy to announce that Dr. Jennifer Wade, will serve as Vice Chair of the Educator Preparation/Certification committee. Dr. Wade has served on the committee since September 2019 when she was sworn in as Commissioner. We all look forward to her serving in this leadership role.

VII. COMMITTEE REPORTS

A. Ethics and Professional Conduct -- Recommendations and Actions on Cases

Commission Chair, Dr. Franklin Perry, gave a preliminary review of the Cases.

1. Dr. Perry reported that the Committee reviewed 73 *Probable Cause* cases during April 14, 2022, meeting and brought the following recommendations on behalf of the committee:

CASE	STANDARDS VIOLATED	RECOMMENDATION	EERC RECOMMENDATION
20-5-1562	1,4,5a7,8	Deny	Accept
20-8-201	1,4,5a7	NPC	Accept
21-10-410	1,4,5a7	NPC	Accept
21-10-442	1,5a7	Reprimand	Accept
22-1-798	1,4,5a7	Reprimand	Accept
22-1-806	1, 5a7	Reprimand	Accept
22-1-813	5a2,5a7	NPC	Accept
22-2-947	1,5a7	Reprimand	Accept
22-2-994	1,5a7	Reprimand	Accept
22-2-997	4,5a2,5a7	Reprimand	Accept
22-3-1079	1,5a7	Reprimand	Accept
22-3-1083	1, 5a7	Reprimand	Accept
20-4-1450	1,4,5a7,8,9	Revoke	Accept
20-5-1546	1,5a7	NPC	Accept
20-5-1572	4,5a2,5a5, 5a7,8 9	Revoke	Accept

	STANDARDS		EERC
CASE	VIOLATED	RECOMMENDATION	RECOMMENDATION
	1,4,5a2,5a7, 8,9,		
20-6-1705	9(pre2018),	Revoke	Accept
	10(pre 2018)		
20-6-1706	1,4, 5a2, 5a7, 8,9	Revoke	Accept
20-7-41	1,4,5a7,8,9	Revoke	Accept
20-7-62	1,4,5a7,8,9	Revoke	Accept
20-7-66	1,4,5a7,8,9	Revoke	Accept
20-7-70	1,4,5a7,8,9	Extend pending criminal outcome	Accept
20-7-75	1,4.5a7,8,9	Revoke	Accept
20-10-341	1,4,5a7,8,9	Reprimand	Accept
20-10-346	1,4,5a7,8,9	Revoke	Accept
20-10-364	4,5a2,5a7,8,9	Revoke	Accept
20-11-439	4,5a7,8,9	Revoke	Accept
20-11-440	4, 5a2,5a5,8,9	Revoke	Accept
20-12-551	4,5a2,5a5,8,9	Reprimand	Accept
21-3-879	5a2,5a5,8,9	NPC	Accept
21-5-1181	2, 3, 9 5a7	Revoke	Accept
21-6-1280	4,5a7,8,9	Revoke	Accept
21-7-98	9, 10	NPC	Accept
21-8-166	5, 9, 5a7	NPC	Accept
21-9-292	1,4,5a7,8,9	Reprimand	Accept
21-9-298	2, 9, 5a7	Suspension 45 days	Accept
21-9-342	1,5a7	NPC	Accept
21-9-351	9, 5a7	Suspension 90 days	Accept
21-12-628	2, 4, 9, 5a7	Suspension 5 days	Accept
21-12-692	1,2,9	Extend pending criminal outcome	Accept
21-12-693	2, 9	Suspension 5 days	Accept
21-12-720	1, 2, 9	Extend pending criminal outcome	Accept
21-12-721	1, 2, 9	Suspension 10 days	Accept
21-12-722	2, 9	Suspension 10 days	Accept
21-12-723	1, 2, 9	Extend pending criminal outcome	Accept
21-12-724	2, 9	Suspension 1 year	Accept
22-1-745	2, 9	Suspension 10 days	Accept
22-1-748	2,9,5a7	Suspension 2 years	Accept
22-1-749	2,9,5a7	Voluntary Surrender	Accept
22-1-751	4,9	Suspension 90 days	Accept
22-1-753	4, 5, 9	Suspension 10 days	Accept
22-1-758	3, 9	Suspension 1 year	Accept
22-1-763	1, 2, & 9	Suspension 10 days	Accept
22-1-765	4, 5, 9	Revoke	Accept
22-1-766	3, 9	Reprimand	Accept
22-1-771	1,9	Extend pending criminal outcome	Accept
22-1-773	9	Suspension 20 days	Accept

CASE	STANDARDS VIOLATED	RECOMMENDATION	EERC RECOMMENDATION
22-1-775	1, 9	Extend pending criminal outcome	Accept
22-1-829	2 & 9	Suspension 5 days	Accept
22-1-836	1, 2, 9,	Extend pending criminal outcome	Accept
22-1-846	2, 9	Suspension 10 days	Accept
22-1-868	4,5a7,8,9	Reprimand	Accept
22-1-870	4, 9	Warning	Accept
22-1-878	2, 9	Suspension 20 days	Accept
22-2-880	9	Suspension 90 days	Accept
22-2-896	1, 2, 9	Extend pending criminal outcome	Accept
22-2-902	2, 9	Suspension 5 days	Accept
22-2-908	9	Suspension 90 days	Accept
22-2-909	9	Suspension 20 days	Accept
22-2-913	3,9	Suspension 1 year	Accept
22-2-933	2, 4, 9	Suspension 20 days	Accept
22-2-962	2, 9	Suspension 20 days	Accept
22-2-969	6, 9	Reprimand	Accept
22-2-1013	1,4,5a76,8,9	Reprimand	Accept

2. Dr. Perry reported that the Educator Ethics Review Committee reviewed 3 *Petitions Issues* and brought the following recommendations on behalf of the Committee:

CASE	PREVIOUS SANCTION	EERC RECOMMENDATION
22-1-811	Revocation	Grant
22-3-1141	Revocation	Grant
22-3-1142	Revocation	Grant

3. Dr. Perry reported that the Educator Ethics Review Committee reviewed 22 *Settlement Agreements* and brought the following recommendations on behalf of the Committee:

CASE	<u>SANCTION</u>	EERC RECOMMENDATION	
20-3-1379	Reprimand	Accept	
20-3-1386	Reprimand	Accept	
20-5-1594	Reprimand	Accept	
21-8-193	Reprimand	Accept	
21-8-194	Reprimand	Accept	
21-8-198	Suspension 1 year	Accept	
21-10-481	Reprimand	Accept	
21-10-484	Reprimand	Accept	
21-11-522	Suspension 5 days	Accept	
21-11-523	Suspension 10 days	Accept	
21-11-524	Suspension 10 days	Accept	

CASE	SANCTION	EERC RECOMMENDATION	
21-11-568	Reprimand	Accept	
21-11-589	Suspension 5 days	Accept	
21-11-590	Reprimand	Accept	
21-12-624	Reprimand	Accept	
21-12-674	Suspension 20 days	Accept	
21-12-691	Suspension 5 days	Accept	
21-12-713	Suspension 1 year	Accept	
22-1-739	Reprimand	Accept	
22-1-785	Reprimand	Accept	
22-1-817	Suspension 5 days	Accept	
22-1-820	Reprimand	Accept	

4. Dr. Perry reported that the Educator Ethics Review Committee reviewed 29 *Negotiated Settlement Agreements* and brought the following recommendations on behalf of the Committee:

CASE	NEGOTIATED SANCTION	EERC RECOMMEND	
18-8-134	Warning	Accept	
18-9-372	Reprimand	Accept	
18-11-668	Voluntary Surrender	Accept	
19-2-1070	Warning	Accept	
19-6-1814	Warning	Accept	
19-7-38	Warning	Accept	
19-7-94	Warning	Accept	
19-9-376	Warning	Accept	
19-9-405	Reprimand	Accept	
19-10-596	Warning	Accept	
19-11-700	Reprimand	Accept	
19-11-768	NPC	Accept	
20-1-995	Reprimand	Accept	
20-2-1185	Suspension 90 days	Accept	
20-2-1234	Suspension 10 days	Accept	
20-3-1346	Suspension 2 years	Accept	
20-3-1392	NPC	Accept	
20-5-1500	Suspension 1 year	Accept	
20-5-1508	Suspension 45 days	Accept	
20-5-1512	Reprimand	Accept	
20-9-280	Reprimand	Accept	
21-1-570	Reprimand	Accept	
21-1-571	Reprimand	Accept	
21-2-769	Reprimand Accept		
21-4-997	Reprimand	Accept	
21-4-1007	Suspension 20 days	Accept	

CASE	CASE NEGOTIATED SANCTION EERC RE	
21-8-224	NPC	Accept
21-9-344	Warning Accept	
21-10-397	Suspension 4 days	Accept

5. OTHER BUSINESS

The Educator Ethics Review Committee recommended approval of the *Other Business Report* as follows:

CASE	FINDINGS OF FACTS	EERC RECOMMENDATION
PCE 21-3-827	Probable Cause Determination	Revoke
PCE 22-1-869	Additional complaint	Investigate
20-7-46	Failure to respond.	Hold New App
20-7-69	Failure to respond.	Hold New App
20-10-336	Failed to provide requested docs.	Hold New App
20-10-337	Failed to provide requested docs.	Hold New App
20-10-352	Failure to respond.	Hold New App
20-10-357	Failure to respond.	Hold New App
20-10-402	Failure to respond.	Hold New App
20-10-404	Failed to provide requested docs.	Hold New App
20-11-493	Failure to respond.	Hold New App
20-12-547	Failure to respond.	Hold New App
21-5-1046	Failure to respond.	Hold New App
21-5-1052	Failed to provide requested docs.	Hold New App
21-10-432	Failed to provide requested docs.	Hold New App
21-11-607	Failure to respond.	Hold New App
21-12-620	Failure to respond.	Hold New App
21-12-621	Failure to respond.	Hold New App

6. The Educator Ethics Review Committee recommended approval of the *Preliminary Investigative Determination Report* consisting of 134 new complaints received during the months of March and April 2022.

7. **VOLUNTARY SURRENDERS**

The Educator Ethics Review Committee recommended approval of the 4 *Voluntary Surrenders* listed below in which an Educator/Applicant voluntarily accepted a sanction of Revocation prior to the submission of an investigative case summary for a Probable Cause Determination.

CASE	STANDARDS VIOLATED	SANCTION	EERC RECOMMENDATION
17-12-759	2, 4, 10, 5a7	Voluntary Surrender	Accept
22-1-749	2, 9	Voluntary Surrender	Accept
22-1-752	2, 9	Voluntary Surrender	Accept
22-2-954	2, 9	Voluntary Surrender	Accept

8. <u>EXTENSIONS – PRELIMINARY INVESTIGATIVE DETERMINATIONS</u>

The Educator Ethics Review Committee recommended approval of the 56 *Extensions - Preliminary Investigative Determinations* consisting of the following:

22-3-1092	22-3-1099	22-3-1110	22-3-1119	22-3-1137	22-3-1202	22-4-1222	22-4-1240
22-3-1093	22-3-1100	22-3-1111	22-3-1120	22-3-1138	22-3-1203	22-4-1223	22-4-1241
22-3-1094	22-3-1101	22-3-1113	22-3-1121	22-3-1139	22-3-1204	22-4-1224	22-4-1242
22-3-1095	22-3-1102	22-3-1114	22-3-1122	22-3-1198	22-3-1205	22-4-1229	22-4-1243
22-3-1096	22-3-1103	22-3-1115	22-3-1123	22-3-1199	22-3-1206	22-4-1230	22-4-1244
22-3-1097	22-3-1107	22-3-1117	22-3-1124	22-3-1200	22-3-1208	22-4-1231	22-4-1245
22-3-1098	22-3-1108	22-3-1118	22-3-1125	22-3-1201	22-3-1209	22-4-1232	22-4-1246

9. EXTENSIONS - INVESTIGATIONS

The Educator Ethics Review Committee recommended granting an *Investigative Extension* to the following 245 cases:

WRITTEN COMPLAINT EXTENSIONS							
20-2-1179	20-12-553	21-3-928	21-6-1298	21-10-395	21-12-640	22-1-742	22-2-891
20-3-1387	20-12-558	21-4-966	21-6-1316	21-10-406	21-12-646	22-1-744	22-2-892
20-5-1556	21-1-605	21-4-969	21-6-1317	21-10-411	21-12-648	22-1-760	22-2-903
20-5-1567	21-1-619	21-4-994	21-6-1325	21-10-415	21-12-651	22-1-761	
20-5-1578	21-1-646	21-4-1012	21-6-1326	21-10-418	21-12-653	22-1-762	
20-5-1585	21-1-832	21-4-1031	21-6-1333	21-10-419	21-12-657	22-1-771	
20-6-1675	21-2-661	21-4-1032	21-6-1341	21-10-424	21-12-659	22-1-775	
20-6-1695	21-2-663	21-4-1034	21-8-213	21-10-440	21-12-661	22-1-787	
20-7-46	21-2-670	21-5-1039	21-8-215	21-10-444	21-12-663	22-1-791	
20-7-69	21-2-677	21-5-1053	21-8-237	21-10-445	21-12-664	22-1-792	
20-7-94	21-2-686	21-5-1065	21-9-253	21-10-447	21-12-666	22-1-796	
20-7-99	21-2-695	21-5-1087	21-9-274	21-10-448	21-12-667	22-1-797	
20-7-100	21-2-698	21-5-1101	21-9-283	21-10-450	21-12-680	22-1-800	
20-7-104	21-2-745	21-5-1106	21-9-289	21-10-461	21-12-681	22-1-804	
20-8-117	21-2-748	21-5-1111	21-9-290	21-10-466	21-12-685	22-1-807	
20-8-119	21-2-751	21-5-1112	21-9-293	21-11-528	21-12-686	22-1-810	
20-8-178	21-2-756	21-5-1113	21-9-295	21-11-545	21-12-687	22-1-812	
20-8-180	21-2-771	21-5-1114	21-9-308	21-11-557	21-12-688	22-1-815	
20-8-183	21-3-785	21-5-1117	21-9-318	21-11-558	21-12-692	22-1-819	
20-8-195	21-3-786	21-5-1124	21-9-319	21-11-563	21-12-694	22-1-836	
20-9-259	21-3-794	21-5-1135	21-9-320	21-11-564	21-12-716	22-1-839	
20-10-323	21-3-795	21-5-1174	21-9-321	21-11-565	21-12-717	22-1-840	
20-10-352	21-3-808	21-5-1185	21-9-358	21-11-571	21-12-719	22-1-841	
20-10-357	21-3-822	21-5-1188	21-9-365	21-11-576	21-12-720	22-1-843	
20-10-360	21-3-832	21-6-1203	21-9-366	21-11-579	21-12-723	22-1-847	
20-10-402	21-3-883	21-6-1216	21-9-368	21-11-596	22-1-732	22-1-850	
20-10-404	21-3-887	21-6-1235	21-9-369	21-12-614	22-1-735	22-1-859	
20-11-418	21-3-892	21-6-1236	21-10-375	21-12-618	22-1-736	22-2-884	
20-11-479	21-3-903	21-6-1241	21-10-384	21-12-625	22-1-737	22-2-885	

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20-11-493	21-3-904	21-6-1292	21-10-391	21-12-626	22-1-738	22-2-886
20-12-541	21-3-920	21-6-1295	21-10-392	21-12-634	22-1-740	22-2-889

10. APPLICATIONS FOR CERTIFICATION REPORT

The Educator Ethics Review Committee recommended to approve a no probable cause determination on 28 cases reflected on the *Applications for Certification Report*.

11. FINAL DECISIONS BY OPERATION OF LAW

The Commission reviewed the report, which advised of 18 cases now closed without an appeal for a hearing before an Administrative Law Judge.

12. FINAL DECISIONS RENDERED BY AN ADMINISTRATIVE LAW JUDGE

The Educator Ethics Review Committee recommended to accept the ALJ's sanction on the following:

CASE	ORIGINAL SANCTION	<u>ALI SANCTION</u>	EERC RECOMMENDATION	
18-9-297	Suspension 1 year	NPC	Accept	
18-10-592	Revocation	Reprimand	Accept	

Chair Sirmans called for approval of the Educator Ethics Review Committee report as present by Dr. Franklin Perry.

PSC ACTION: Approved

Abstentions: Dr. Franklin Perry-PCE 21-8-166; 22-2-908, Dr. Steve Barker-PID 22-2-999, PCE 22-2-933, Clearance 22-2-1012, Derek Easterling-PID 22-2-1009; 22-2-1010; 22-2-1011; 22-3-1045; 22-3-1046; 22-3-1062; 22-3-1063; 22-3-1064; 22-3-1075; 22-3-1114; 22-3-1162; 22-3-1163; 22-3-1164; 22-3-1165, PCE 22-1-758; 22-1-773; 21-12-693, NCO 19-9-405; 21-10-397, OB 22-1-869, Jeanine Bunn-PID 22-2-977; 22-2-1003; 22-3-1065; 22-3-1066; 22-3-1095; 22-3-1096; 22-3-1168; 22-3-1173, PCE 22-1-745, NCO 20-2-1185; 20-3-1346, Jimmy Atkins-NCO 21-9-344, Dr. Holley Roberts-PID 22-2-1017, Abigail Coggin, NCO 18-8-134, Jane Rookard, NCO 19-6-1814; 20-5-1500, Beth Townsend NCO 18-11-668, Clearance 22-3-1076

B. Educator Preparation Standing Committee

Committee Chair, Dr. Holley Roberts, presented the report of the Educator Preparation Standing Committee.

- 1. Bibb County School System result of satisfactory progress indicated in the November 15, 2021, progress report, the Committee recommends the removal of the following areas for improvement (AFIs) for the EPP and the Teacher Support and Coaching Endorsement.
 - Standard 2.2
 - Standard 3.3
 - Standard 3.3 (Teacher Support and Coaching Endorsement)
 - Standard 3.4
 - Standard 4.1

As a result of incremental progress indicated in the November 15, 2021, progress report, the Committee recommends the following AFIs remain for the EPP, and the Teacher Support and Coaching Endorsement.

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- Standard 4.1 (Teacher Support and Coaching Endorsement)
- Standard 4.3
- Standard 4.4

As a result of unsatisfactory progress indicated in the November 15, 2021, progress report, the stipulations in Standards 5.1 and 5.3 remain. In addition, the AFIs remain for the following programs.

Gifted In-Field Endorsement

- Standard 1.1
- Standard 1.2
- Standard 1.3

Reading Endorsement

- Standard 1.1
- Standard 1.3

Teacher Support and Coaching Endorsement

- Standard 1.1
- Standard 1.2

The Committee recommends the submission of a progress report due October 13, 2022, addressing all remaining stipulations and AFIs.

- 2. Wesleyan College As a result of satisfactory progress indicated in the January 13, 2022, progress report, the Committee recommends the removal of the AFI in Standard 5.1 cited during the Fall 2020 Continuing Approval Review for the EPP.
- 3. Okefenokee RESA The Committee recommends Developmental Approval for the Dyslexia Endorsement.
- 4. Gwinnett County Public Schools The Committee recommends Developmental Approval for the Computer Science Endorsement.
- 5. Northeast Georgia RESA The Committee recommends Developmental Approval for the Dyslexia Endorsement.
- 6. Georgia College and State University The Committee recommends Developmental Approval for the Online Teaching Endorsement.

Chair Sirmans called for approval of the Educator Preparation/Certification Committee report as present by Dr. Holley Robinson.

PSC ACTION: Approved

VIII. ADJOURNMENT

Our next Commission meeting will be held on Thursday, May 12th. This meeting will be held at 10 am at our offices at 200 Piedmont Avenue, Suite 1716, West tower, if Commissioners are able to attend in-person. You will receive an email from Renee next week to check your availability. The Educator Ethics Review committee

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and Educator Preparation and Certification committee meeting will meet on Wednesday, May 11th, at 4:00 pm virtually. Log in information will be posted on our website closer to the date of the meeting. If there are no objections, this meeting is adjourned at 4:28 pm.

PSC ACTION: Approved