

MINUTES

PROFESSIONAL STANDARDS COMMISSION

Remote Meeting via ZOOM Webinar

April 10, 2025

The Georgia Professional Standards Commission (PSC) met on Thursday, April 10, 2025.

Members Present

Jeanine Bunn

Abigail Coggin

Kedrione Harris

Mark Kauffman

Nathan Lewis

Dr. Franklin Perry

Dr. Holley Roberts

Jane Rookard

Dr. Brandon Seigler

Brian Sirmans

Dr. Jennifer Wade

Carol Williams

Dr. Judi Wilson

Vonda Woodall

Members Absent

Jimmy Atkins

Dr. Brandon Seigler

I. CALL TO ORDER/ROLL CALL

Chair Sirmans called the meeting to order at 4:03 p.m. and Commissioners answered roll call for attendance.

II. VISITORS

Chair Sirmans welcomed the visitors.

III. ADOPTION OF AGENDA

Chair Sirmans called for approval of the agenda.

MOTION: (Jane Rookard / Kedrione Harris) To approve the agenda.

PSC ACTION: Approved

IV. APPROVAL OF MINUTES

Chair Sirmans called for approval of the March 13, 2025, minutes.

PSC ACTION: Approved

V. EXECUTIVE SECRETARY'S REPORT

Dr. Joseph Barrow gave the following report:

We have navigated through the legislative session with Sine Die happening, and the FY 25 legislative session being completed, on April 4. The FY 2026 budget did yield some good results. While our general budget was completely flat when compared to the previous year, we did receive funding for two new Ethics investigator positions. We are extremely thankful for these slots due to the increased volume of cases we are required to review.

We continue to track pieces of legislation that might impact the GaPSC. Of note, House Bill 307 and SB 93

6/24/2025

Page 2

addressed literacy issues. We worked with the sponsors of this legislation and our friendly amendments were accepted. Senate resolution SR 237 will impact the work of our agency. The GaPSC is being “urged” to work with other agencies and educational associations to develop a plan to positively impact the recruitment and retention of teachers/educators. As the named agency, we will be working with USG, TCSG, SDOE, GOSA, DECAL, GSFC, TRS, and the major educational associations (PAGE, GAEL, GSSA, GSBA) to develop a strategic plan and strategies to bring back for legislative consideration.

As promised, I did share the summary report of the Environmental Scan with the staff on March 21, with an agency-wide presentation, and with the Commission on March 28. I am very pleased we had almost a 90% return rate with the survey. As the data pointed out, we have a very healthy organization and many things we can all be proud of and celebrate. The positive work environment is rated at 91% as effective or highly effective. Leadership and Management support was ranked 86% effective or highly effective. Our work culture and employee satisfaction came in with 97% of our staff ranking the environment at 8, 9, or 10. We also were able to identify some growth areas for the agency. The importance of technology and system modernization was highlighted. We see the need for more interdepartmental communication and looking at workload and training as factors to consider for growth. Going forward, we will use this data to help shape our future practice.

In the same context of growth and improvement Chairman Sirmans, Asst. Director of Ethics and Lead Investigator David Pumphrey, and I met with representatives from the Attorney General’s this past week to review our current procedures and protocols with regards to ethics cases and their timely resolution. We reviewed our current plan and are looking at possible considerations that will improve our efficiency and effectiveness. Some of the items that were discussed are merely operational procedures, some may require a rule revision, and there may even be potential to propose creation of new legislation. We will keep the Commission updated as the process unfolds.

We wanted to share with the Commission that we held our first official AI Guidance Development Committee meeting on April 3 and is expected to conclude June 9th, with the goal of publishing guidance before the 25-26 academic year begins. The purpose of the guidance is to help districts and EPPs in helping their educators navigate the AI complexities in a responsible way to avoid educator missteps. The assembled group is exceptional with representatives from around the state and nation. We have educators (teacher and principals) from the secondary environment, we have USG representatives, we have district office representatives (Superintendent, BOE member, HR Director, C&I) technology experts from local systems, RESAs, and national representatives from educational agencies and consulting firms. Again, our purpose is to develop guidance for Ethical Use of AI practice for educators. We will continue to keep you posted as the process develops.

The Teacher Pipeline Summit will be held later this month, on April 23rd, at Georgia College and State University in Milledgeville. With support from the Governor’s Office of Planning and Budget, the Summit seeks to address the challenges impacting Georgia’s teacher pipeline. The purpose of the Summit is to engage stakeholders from around the state in identifying actionable tactics that will inform a cohesive state-wide plan aimed at elevating the teaching profession and recruiting more educators, particularly more educators from Georgia’s Historically Black Colleges and Universities (HBCUs). I know that some of you have registered to attend, and we look forward to seeing you there. Please let us know if you would like more information about the Summit.

Educator Preparation Division staff recently completed a series of training courses for Approval Reviewers.

6/24/2025

Page 3

They trained 48 new reviewers, 10 new lead reviewers who will chair review teams, and they provided refresher training for 45 individuals who previously served as reviewers. These volunteers represent RESAs, and public and private colleges and universities from across the state, as well as several school districts. We appreciate their willingness to participate in upcoming approval reviews. Our staff will offer another training course to a second cohort of new reviewers, new leads, and those needing refresher training in August.

VI. OVERVIEW OF GACE STANDARD SETTING

Anne Marie Fenton introduced Eric Steinhauer, Clyde Reese, Jerry DeLuca, and Eric Steinhauer from Evaluation Systems. They gave a PowerPoint presentation on the Overview of the GACE Standard Setting.

VII. COMMITTEE REPORTS

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

The Educator Ethics Committee Report will be presented by Chair Kedrione Harris.

The recommendation for Preliminary Investigation Determination Cases 25-3-1492 through 25-3-1496 was to Remand to the Georgia Department of Education in error at the EERC on April 9, 2025. The cases should have been remanded to the School District Board of Education as these were companion cases. This was a clerical error. We will need to vote on the recommendations for these cases first. I will hand over the microphone to Chair Sirmans for a vote.

MOTION: (Dr. Judi Wilson / Vonda Woodall) To remand Preliminary Investigation Determination Cases 25-3-1492 through 25-3-1496 from the Georgia Department of Education to the School District Board of Education.

PSC ACTION: Approved

Chair Kedrione Harris of the Educator Ethics Review Committee (EERC), gave a preliminary review of the cases.

1. Chair Harris reported that the Committee reviewed 59 ***Probable Cause*** cases during April 9, 2025, meeting and brought the following recommendations on behalf of the committee:

<u>CASE</u>	<u>STANDARDS VIOLATED</u>	<u>RECOMMENDATION</u>	<u>EERC RECOMMENDATION</u>
24-12-997	5a5, 5a6	Remand	Accept
25-1-1075	1, 4	Remand	Accept
25-1-1266	1,5a6	NPC	Accept
24-3-1637	1,4,5a6,8,9	Revoke	Accept
24-3-1648	1,4,5a6,8,9	Revoke	Accept
24-3-1723	2, 9	Reprimand	Accept
24-3-1724	2, 9	Reprimand	Accept
24-3-1734	2, 9	Reprimand	Accept
24-4-1962	1,4,5a6,8,9	NPC	Accept

6/24/2025

Page 4

<u>CASE</u>	<u>STANDARDS VIOLATED</u>	<u>RECOMMENDATION</u>	<u>EERC RECOMMENDATION</u>
24-6-2273	1, 4, 5, 9	Suspension 1 yr	Accept
24-6-2305	2, 3, 9	Suspension 1 yr	Accept
24-6-2333	2, 9	Reprimand	Accept
24-6-2417	8, 9	Suspension 90 days	Accept
24-6-2439	1, 4, 9	Suspension 30 days	Accept
24-6-2440	9	Reprimand	Accept
24-7-114	1	CCE	Accept
24-8-166	1,4,5,9	Revoke	Accept
24-8-282	9	Suspension 90 days	Accept
24-9-385	1,4,5a6,8,9	NPC	Accept
24-10-634	2, 9	Suspension 30 days	Accept
24-11-735	2,4,9	Suspension 1 yr	Accept
24-11-761	9	NPC	Accept
24-11-762	9	NPC	Accept
24-11-862	2, 9	Suspension 1 yr	Accept
24-11-886	2, 9	Suspension 90 days	Accept
24-12-909	1, 2, 9	Revoke	Accept
24-12-945	1, 2, 4, 9	CCE	Accept
24-12-962	2,4,9	NFA	Accept
24-12-990	4,9	Suspension 90 days	Accept
25-1-1058	1, 9	NPC	Accept
25-1-1061	3,4,5,9	Suspension 1 yr	Accept
25-1-1072	1,3,9	CCE	Accept
25-1-1074	4, 9	Suspension 90 days	Accept
25-1-1081	2, 9	Suspension 90 days	Accept
25-1-1085	3,9	Suspension 1 yr	Accept
25-1-1086	2, 4, 9	NPC	Accept
25-1-1087	2, 4, 9	NPC	Accept
25-1-1088	2, 4, 9	NPC	Accept
25-1-1089	1, 2, 9, 5a7	CCE	Accept
25-1-1090	9	Suspension 90 days	Accept
25-1-1091	2, 9	NPC	Accept
25-1-1110	1,9	NPC	Accept
25-1-1117	4, 9	Revoke	Accept
25-1-1122	3,9	Suspension 1 yr	Accept
25-1-1131	8, 9	NPC	Accept
25-1-1133	2, 9	NPC	Accept
25-1-1136	9	Suspension 90 days	Accept
25-1-1142	2, 9	Suspension 5 days	Accept
25-1-1143	2, 9	Suspension 5 days	Accept
25-1-1147	8, 9	NFA	Accept
25-1-1155	8, 9	NFA	Accept
25-1-1156	4,5a2,8,9	Suspension 20 days	Accept
25-1-1157	8, 9	NFA	Accept

6/24/2025

Page 5

<u>CASE</u>	<u>STANDARDS VIOLATED</u>	<u>RECOMMENDATION</u>	<u>EERC RECOMMENDATION</u>
25-1-1158	8, 9	NFA	Accept
25-1-1164	2,8,9	NPC	Accept
25-1-1172	4, 8, 5a7	Reprimand	Accept
25-1-1184	1, 4, 9	CCE	Accept
25-1-1233	1,4,5a6,8,9	Suspension 20 days	Accept
25-1-1268	1,4,5a6,8,9	Reprimand	Accept

2. Chair Harris reported that the Educator Ethics Review Committee reviewed 1 *Petition Issue* and brought the following recommendation on behalf of the Committee:

<u>CASE</u>	<u>PREVIOUS SANCTION</u>	<u>EERC RECOMMENDATION</u>
25-3-1517	Denial - 02/13/2025	Grant

3. Chair Harris reported that the Educator Ethics Review Committee reviewed 12 *Settlement Agreements* and brought the following recommendations on behalf of the Committee:

<u>CASE</u>	<u>SANCTION</u>	<u>EERC RECOMMENDATION</u>
24-4-1909	Suspension 30 days	Accept
24-5-2214	Sus 10 days	Accept
24-7-98	Reprimand	Accept
24-10-555	Suspension 90 days	Accept
24-10-677	Reprimand	Accept
24-11-699	Suspension 20 days	Accept
24-11-812	Reprimand	Accept
24-11-875	Suspension 10 days	Accept
24-12-902	Suspension 30 days	Accept
24-12-917	Suspension 1 year	Accept
24-12-929	Reprimand	Accept
24-12-973	Suspension 20 days	Accept

4. Chair Harris reported that the Educator Ethics Review Committee reviewed 9 *Negotiated Settlement Agreements* and brought the following recommendations on behalf of the Committee:

<u>CASE</u>	<u>NEGOTIATED SANCTION</u>	<u>EERC RECOMMENDATION</u>
18-8-171	Reprimand	Accept
19-2-1000	NFA	Accept
20-9-286	NFA	Accept
23-3-1160	NFA	Accept
23-6-1715	Suspension 90 days	Accept
24-3-1713	Suspension 90 days	Accept

6/24/2025

Page 6

<u>CASE</u>	<u>NEGOTIATED SANCTION</u>	<u>EERC RECOMMENDATION</u>
24-3-1774	Reprimand	Accept
24-8-187	Suspension 10 days	Accept
24-9-487	Suspension 20 days	Accept

5. OTHER BUSINESS

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

<u>CASE</u>	<u>FINDINGS OF FACTS</u>	<u>EERC RECOMMENDATION</u>
NCO 24-10-541	NPC	Accept
23-12-1174	Failed to provide requested documents.	NPC
25-1-1193	Supplemental complaint	Investigate

6. The Educator Ethics Review Committee recommended approval of the *Preliminary Investigative Determination Report* consisting of 122 new complaints received during the months of March and April 2025.

7. VOLUNTARY SURRENDERS

The Educator Ethics Review Committee recommended approval of 2 *Voluntary Surrenders* listed below in which an Educator/Applicant voluntarily accepted a sanction of Revocation or Denial prior to the submission of an investigative case summary for a Probable Cause Determination.

<u>CASE</u>	<u>STANDARDS VIOLATED</u>	<u>SANCTION</u>	<u>EERC RECOMMENDATION</u>
23-5-1568	1, 2, 8, 9	Voluntary Surrender	Accept
25-1-1113	1, 9	Voluntary Surrender	Accept

8. EXTENSIONS – PRELIMINARY INVESTIGATIVE DETERMINATIONS

The Educator Ethics Review Committee recommended approval of the 115 *Extensions - Preliminary Investigative Determinations* consisting of the following:

25-3-1537	25-3-1553	25-3-1585	25-3-1604	25-3-1619	25-3-1636	25-3-1651	25-4-1695
25-3-1538	25-3-1554	25-3-1586	25-3-1605	25-3-1620	25-3-1637	25-3-1652	25-4-1696
25-3-1539	25-3-1555	25-3-1587	25-3-1606	25-3-1621	25-3-1638	25-4-1654	25-4-1697
25-3-1540	25-3-1556	25-3-1588	25-3-1607	25-3-1622	25-3-1639	25-4-1675	25-4-1698
25-3-1541	25-3-1564	25-3-1589	25-3-1608	25-3-1623	25-3-1640	25-4-1676	25-4-1699
25-3-1542	25-3-1568	25-3-1591	25-3-1609	25-3-1624	25-3-1641	25-4-1677	25-4-1700
25-3-1543	25-3-1573	25-3-1592	25-3-1610	25-3-1625	25-3-1642	25-4-1679	25-4-1701
25-3-1544	25-3-1574	25-3-1593	25-3-1611	25-3-1626	25-3-1643	25-4-1682	25-4-1702
25-3-1545	25-3-1575	25-3-1594	25-3-1612	25-3-1629	25-3-1644	25-4-1685	25-4-1703
25-3-1546	25-3-1576	25-3-1595	25-3-1613	25-3-1630	25-3-1645	25-4-1686	25-4-1704
25-3-1548	25-3-1578	25-3-1596	25-3-1614	25-3-1631	25-3-1646	25-4-1687	
25-3-1549	25-3-1581	25-3-1597	25-3-1615	25-3-1632	25-3-1647	25-4-1691	
25-3-1550	25-3-1582	25-3-1598	25-3-1616	25-3-1633	25-3-1648	25-4-1692	

6/24/2025

Page 7

25-3-1551	25-3-1583	25-3-1600	25-3-1617	25-3-1634	25-3-1649	25-4-1693	
25-3-1552	25-3-1584	25-3-1603	25-3-1618	25-3-1635	25-3-1650	25-4-1694	

9. **EXTENSIONS - INVESTIGATIONS**

The Educator Ethics Review Committee recommended granting an *Investigative Extension* to the following 321 cases:

WRITTEN COMPLAINT EXTENSIONS							
22-5-1513	24-5-2027	24-6-2340	24-8-223	24-9-482	24-11-698	24-11-869	25-1-1149
23-2-1039	24-5-2028	24-6-2348	24-8-236	24-9-490	24-11-704	24-11-870	25-1-1150
23-2-1090	24-5-2029	24-6-2349	24-8-239	24-9-493	24-11-705	24-11-878	25-1-1160
23-3-1191	24-5-2037	24-6-2350	24-8-241	24-9-496	24-11-711	24-11-881	25-1-1208
23-4-1308	24-5-2045	24-6-2351	24-8-243	24-9-504	24-11-712	24-11-889	25-1-1209
23-4-1320	24-5-2057	24-6-2355	24-8-252	24-9-507	24-11-715	24-11-892	25-1-1210
23-5-1593	24-5-2064	24-6-2371	24-8-272	24-9-510	24-11-720	24-11-893	25-1-1211
24-1-1254	24-5-2065	24-6-2374	24-8-276	24-10-526	24-11-722	24-11-894	25-1-1214
24-1-1377	24-5-2080	24-6-2398	24-8-277	24-10-528	24-11-729	24-12-904	25-1-1218
24-2-1420	24-5-2092	24-6-2405	24-8-278	24-10-532	24-11-734	24-12-919	25-1-1222
24-2-1577	24-5-2096	24-6-2419	24-8-279	24-10-535	24-11-740	24-12-920	25-1-1225
24-3-1621	24-5-2100	24-6-2421	24-8-283	24-10-544	24-11-758	24-12-925	25-1-1231
24-3-1625	24-5-2113	24-6-2429	24-8-287	24-10-545	24-11-759	24-12-930	25-1-1237
24-3-1663	24-5-2125	24-6-2430	24-8-294	24-10-558	24-11-769	24-12-931	25-1-1238
24-3-1664	24-5-2129	24-6-2437	24-8-296	24-10-559	24-11-770	24-12-932	25-1-1239
24-3-1671	24-5-2140	24-7-8	24-8-301	24-10-563	24-11-771	24-12-935	25-1-1240
24-3-1687	24-5-2142	24-7-9	24-8-304	24-10-565	24-11-778	24-12-937	25-1-1244
24-3-1695	24-5-2144	24-7-31	24-8-306	24-10-574	24-11-784	24-12-943	25-1-1245
24-3-1696	24-5-2155	24-7-36	24-8-315	24-10-575	24-11-794	24-12-946	25-1-1246
24-3-1711	24-5-2169	24-7-52	24-8-316	24-10-588	24-11-796	24-12-948	25-1-1251
24-3-1712	24-5-2180	24-7-56	24-8-317	24-10-594	24-11-800	24-12-963	25-1-1253
24-3-1728	24-5-2183	24-7-57	24-8-319	24-10-597	24-11-802	24-12-966	25-1-1256
24-4-1809	24-5-2190	24-7-58	24-8-322	24-10-613	24-11-803	24-12-969	25-1-1257
24-4-1814	24-5-2199	24-7-66	24-8-326	24-10-617	24-11-804	24-12-977	25-1-1259
24-4-1816	24-5-2213	24-7-69	24-8-341	24-10-621	24-11-807	24-12-984	25-1-1260
24-4-1822	24-5-2218	24-7-71	24-8-349	24-10-623	24-11-809	24-12-1003	25-1-1261
24-4-1844	24-5-2220	24-7-80	24-9-361	24-10-624	24-11-811	24-12-1008	25-1-1262
24-4-1853	24-5-2223	24-7-82	24-9-366	24-10-632	24-11-815	24-12-1012	25-1-1267
24-4-1867	24-5-2236	24-7-97	24-9-367	24-10-638	24-11-817	24-12-1013	25-1-1269
24-4-1891	24-6-2246	24-7-106	24-9-370	24-10-640	24-11-825	24-12-1014	25-2-1294
24-4-1898	24-6-2262	24-7-107	24-9-371	24-10-641	24-11-826	24-12-1020	25-2-1301
24-4-1916	24-6-2263	24-7-115	24-9-372	24-10-648	24-11-829	24-12-1021	25-2-1306
24-4-1937	24-6-2280	24-7-120	24-9-384	24-10-649	24-11-832	24-12-1024	25-2-1308
24-4-1948	24-6-2281	24-7-128	24-9-402	24-10-657	24-11-842	24-12-1025	25-2-1310
24-4-1953	24-6-2284	24-7-134	24-9-418	24-10-666	24-11-848	24-12-1029	
24-5-1983	24-6-2290	24-7-142	24-9-425	24-10-668	24-11-851	24-12-1036	
24-5-2002	24-6-2299	24-7-151	24-9-429	24-10-673	24-11-852	25-1-1042	
24-5-2003	24-6-2313	24-8-161	24-9-433	24-10-674	24-11-854	25-1-1043	
24-5-2016	24-6-2318	24-8-162	24-9-450	24-10-680	24-11-858	25-1-1044	

WRITTEN COMPLAINT EXTENSIONS							
24-5-2017	24-6-2332	24-8-213	24-9-479	24-10-681	24-11-867	25-1-1048	
24-5-2022	24-6-2339	24-8-219	24-9-480	24-11-693	24-11-868	25-1-1051	

10. **APPLICATIONS FOR CERTIFICATION REPORT**

The Educator Ethics Review Committee recommended to approve a no probable cause determination on 22 cases reflected on the *Applications for Certification Report*.

11. **FINAL DECISIONS BY OPERATION OF LAW**

The Commission reviewed the report, which advised of 21 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:

<u>CASE</u>	<u>ORIGINAL SANCTION</u>	<u>ALJ SANCTION</u>	<u>EERC RECOMMENDATION</u>
24-1-1247	Denial	Denial	Accept

Chair Sirmans called for approval of the Educator Ethics Review Committee report as presented by Chair Kedrione Harris with the exception of Preliminary Investigation Determination Cases 25-3-1492 and 25-3-1496.

PSC ACTION: Approved

Abstentions: Vonda Woodall-PCE case 25-1-1133, 25-1-1122, Dr. Jennifer Wade-PID case 25-3-1512, Dr. Franklin Perry-PID cases 25-3-1523, 25-3-1524, 25-3-1525, Jimmy Atkins-PCE case 24-4-1962, Jane Rookard-PID case 25-2-1362, Abigail Coggin-Other Business Item-NCO 24-10-541.

Preliminary Investigation Determination Cases 25-3-1492 and 25-3-1496

Chair Sirmans called for approval of Preliminary Investigation Determination Cases 25-3-1492 and 25-3-1496.

MOTION: (Dr. Judi Wilson / Vonda Woodall) To remand Preliminary Investigation Determination Cases 25-3-1492 through 25-3-1496 from the Georgia Department of Education to the School District Board of Education.

PSC ACTION: Approved

B. Educator Preparation Standing Committee

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

Savannah-Chatham County Public Schools – The committee recommends the February 12, 2025, Progress Report is satisfactory in addressing the area for improvement (AFI) in Standard 1.2 cited during the Fall 2022 First Continuing Approval Review. The Committee recommends the AFI in Standard 1.2 be removed for the Georgia Teacher Academy for Preparation & Pedagogy (GaTAPP) program.

6/24/2025

Page 9

Chair Sirmans called for approval of the Educator Preparation and Certification Committee report as presented by Chair, Dr. Holley Roberts

.
PSC ACTION: Approved

VIII. ADJOURNMENT

Our next Commission meeting will be held on Thursday, May 8, 2025, at 4 pm. We will meet remotely and the information will be posted on our website under Commission Information. The Educator Ethics Review Committee will meet at 4:30 pm and the Educator Preparation and Certification Committee will meet at 4:00 pm on Wednesday, May 7, 2025. Chair Sirmans called for the meeting to be adjourned at 4:51 p.m.

PSC ACTION: Approved