



**30th
ANNUAL**

**Certification
and Program
Officials
Conference**



NAVIGATING INSIGHTS AND TRENDS FROM EDUCATOR ETHICS DATA

Commission Responsibility

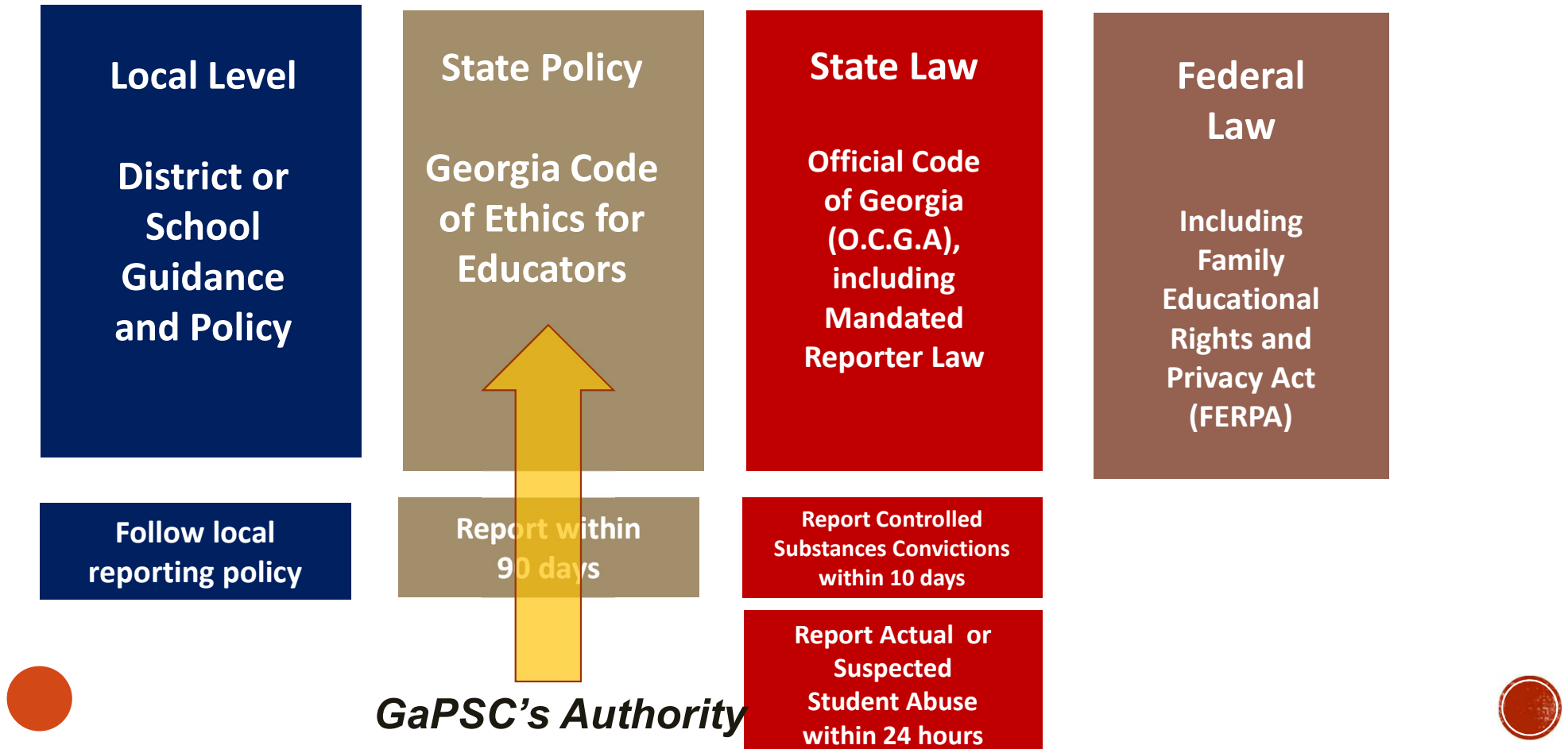
Georgia Code 20-2-981.1

It shall be the duty of the commission to **adopt standards of performance and a code of ethics for educators...** which are generally accepted by educators of this state.

The standards of performance and code of ethics adopted by the commission shall be limited to **professional performance and professional ethics...**which does not include one's personal life as long as it does not impact one's professional live.



Reporting: Guidelines, Policy, and Law



THE GEORGIA CODE OF ETHICS FOR EDUCATORS (COE)

- ☐ Defines the professional behavior of educators in Georgia and serves as a guide to ethical conduct.
- ☐ Contains 10 standards that represent the conduct generally accepted by the education profession.
- ☐ Defines unethical conduct justifying disciplinary sanction and provides guidance for protecting the health, safety, and general welfare of students and educators, and assures the citizens of Georgia a degree of accountability within the education profession.



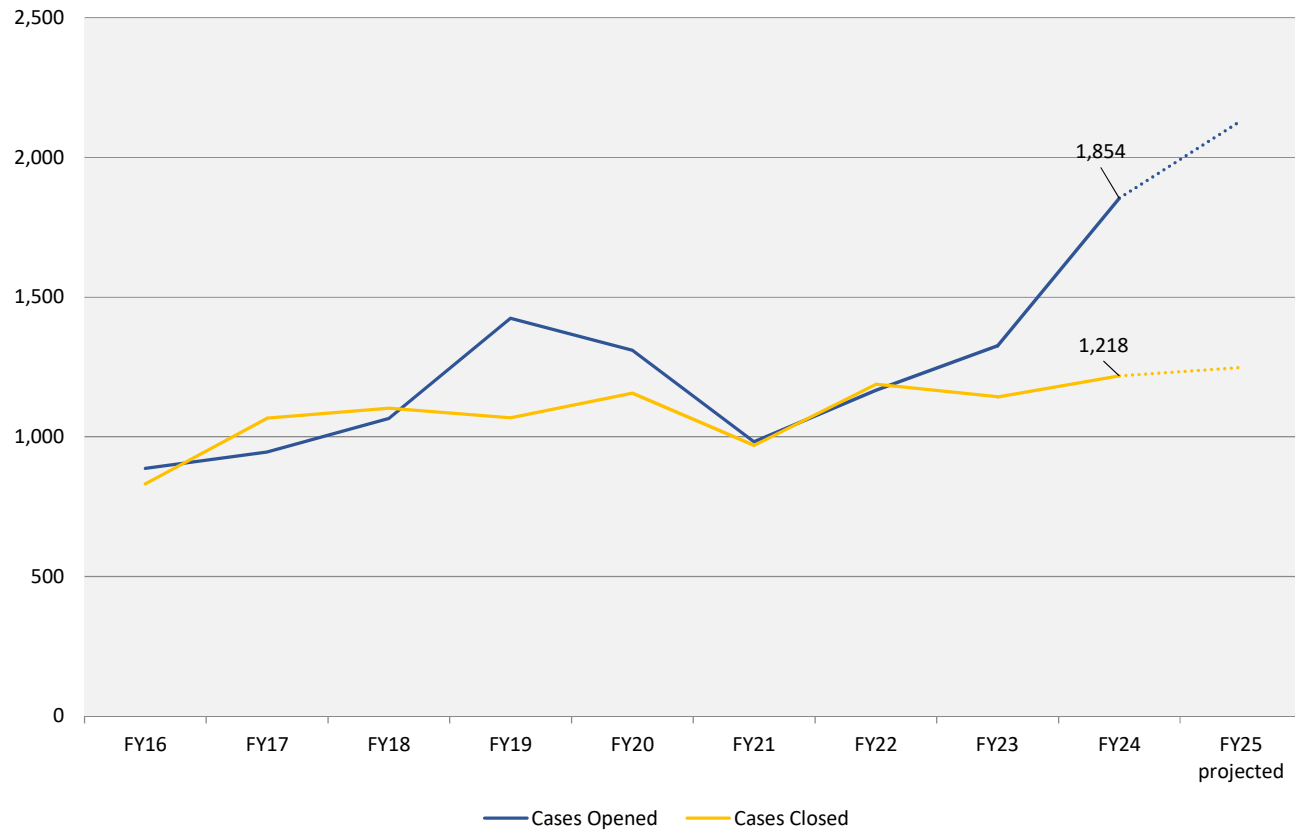


**Georgia Professional
Standards Commission**
Protecting Georgia's Higher Standard of Learning

**What needs to be reported and
when?**



Cases Opened / Closed



Cases Opened by Type



	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY23	FY24
Applications Cases Opened	492	526	500	821	709	572	658	788	1,221
Complaint Cases Opened	395	419	566	603	600	410	508	537	633
Total Cases Opened	887	945	1,066	1,424	1,309	982	1,166	1,325	1,854



Application Cases



Stem from new applicants or educators applying for renewal/upgrade checking “yes” on a Personal Affirmation Question (PAQ).

Consists of 9 PAQs that must be answered to ensure the candidates do not pose a danger to Georgia’s students.

4 Video Series on gapsc.com on Understanding Personal Affirmation Questions (PAQs)

- What are PAQs?
- How Do I Submit PAQs?
- Should I Check YES on PAQs?
- What Happens if I Answer YES on PAQs?



Complaint Cases

Must report to the PSC the following within 90 days of the date of becoming aware of:

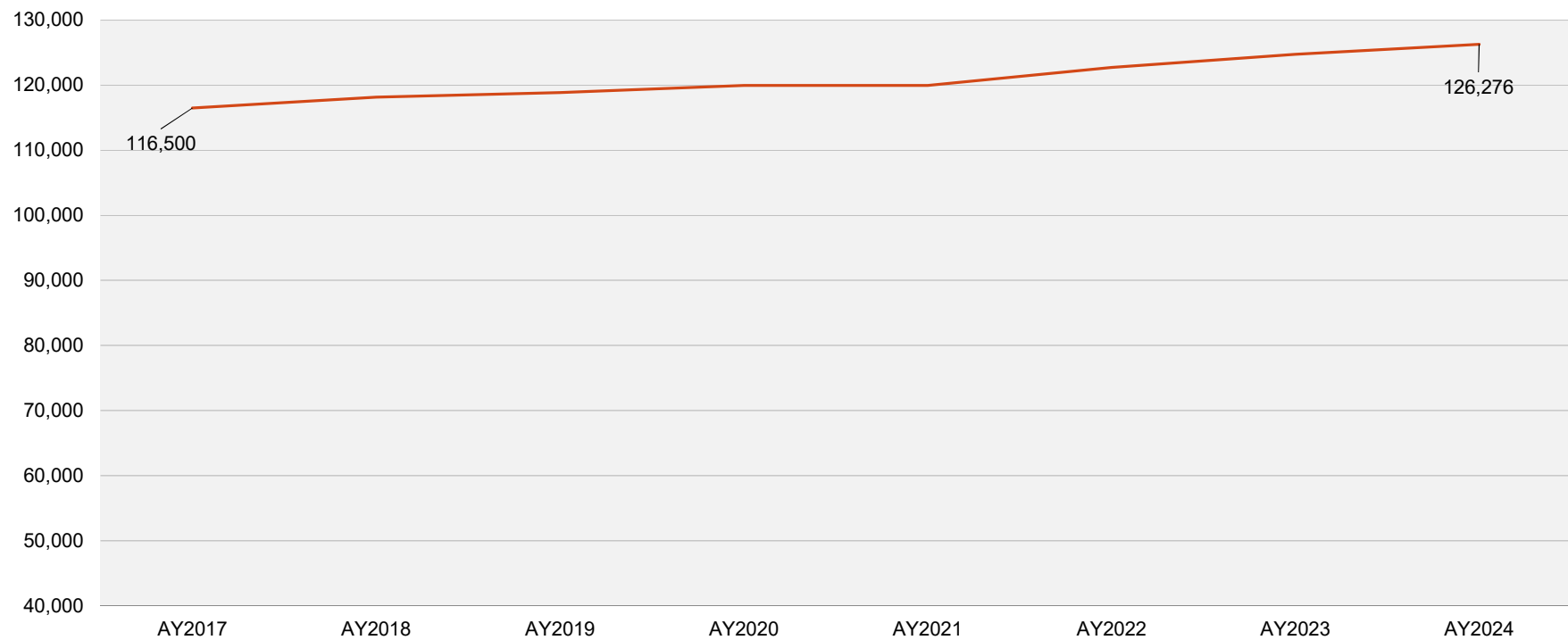
- ☐ Any actual or alleged breach of the Code of Ethics unless law or local procedure require reporting sooner.
- ☐ Any alleged or proven violation of state or federal law unless law or local procedure require reporting sooner.
- ☐ Convictions of Violation of the Georgia Controlled Substance Act (VGCSA) must be reported by the educator within 10 days of the conviction. Failure to do so can result in a revocation.

If it needs to be reported, report it.



The Teacher Workforce

Teachers - Working Individuals





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What types of cases are we seeing?



Ethics Cases by Standard

Standard	2019	2020	2021	2022	2023	2024
Standard 9: Professional Conduct	27%	27%	26%	28%	31%	31%
Standard 1: Legal Compliance	13%	12%	12%	12%	13%	14%
Standard 4: Honesty	15%	13%	11%	13%	12%	12%
Standard 2: Conduct With Students	10%	11%	10%	9%	10%	10%
Standard 8: Required Reports	9%	6%	5%	8%	7%	8%
Standard 3: Alcohol or Drugs	2%	2%	2%	2%	3%	3%
Standard 5: Public Funds and Property	2%	1%	2%	2%	2%	2%
Standard 10: Testing	0%	1%	1%	1%	1%	0%
Standard 7: Confidential Information	0%	1%	0%	1%	0%	1%
Standard 6: Remunerative Conduct	0%	0%	0%	0%	0%	0%
Grand Total	81%	73%	69%	74%	80%	82%

The remaining percent of cases represents violations not covered by the Code of Ethics (sanction of license by another state or licensing agency, other good and sufficient cause, etc.)



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What is GaPSC's investigative process?



Reviewing Complaints

Yes answers on PAQs automatically open a case.

Written complaints are reviewed by staff and a recommendation is made to the Commission:

- ❑ No Probable Cause (NPC)
 - ❑ Investigate
 - ❑ Remand
- ❑ No Jurisdiction



Investigative Process

Interview Complainant - Gather supporting facts to the original complaint



Collect Evidence

Evidence is anything that can provide relevant information or something that can be used to validate other information.

- Are recordings available?
- Are there any records related to the allegation?
- Are there any witnesses?
- Are there any prior incidents? Check with previous schools.

Interview Witnesses – Verify written statements

Interview the Accused – Always given an opportunity to respond to the allegations





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What are potential GaPSC sanctions?



Potential Sanctions

- ☐ Warning
- ☐ Reprimand
- ☐ Suspension-1 day to 3 years
- ☐ Revocation
- ☐ Denial
- ☐ Sanctions are permanent and remain on the certificate
- ☐ Suspensions and higher are reported to national database



Enforcing Sanctions

The superintendent and the superintendent's designee for certification shall be responsible for assuring that an individual whose certificate has been revoked, denied, or suspended is **not employed or serving in any capacity** in their district.


Both the superintendent and the superintendent's designee must hold GAPSC certification.



Open Case Lookup

If you have access to gapsc.org – you can determine if an educator has an open ethics case

The answers to many certification questions may be found in the [Human Resource Personnel Quick Reference Guide](#).



TPMS Lookup	EPP Survey Support	Upgrade Reviews	CE
MYCERTS	UNSAT	ExpressLane	LOOKUP
CAPSLOOKUP	Ethics Lookup	TeachGeorgia	HIQ
In-field.NET	Employer Surveys	PAAR	PRS
PRS-II	PRS-III	FRLL	FRLL Review
ISA Form	Site Visitor Info	PROBE	PROBE-II
PROBE-III	EPCC Agenda	ERP Agenda	WebDMS Manager



CERTIFICATION QUICK LOOK UP

Enter either educator's Social Security Number or Certification ID below.

Social Security Number:

OR

Certification ID:

Enter an SSN or a Certificate ID.

View Record

Clear



Lookup another record

The following information comes directly from our database and is current as of 11/27/2024 1:46:44 PM.
If you have any questions or feel there are inaccuracies, please contact us as soon as possible.

[Redacted]

SSN: [Redacted]

Certification ID [Redacted]

[Print Clearance Certificate](#) [Print Paraprofessional Certificate](#)

Ethics History			
Case Number	Final Outcome	Effective Date	Expiration Date
[Redacted]	Open Ethics Case		

VLP Status: Lawful Presence has been validated.

Exceptional Children Course: NO





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Prevention Resources



2024-25 COE POWERPOINT



https://www.gapsc.com/Ethics/Ethics_Resources.aspx





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Protecting Georgia's Higher Standard of Learning

The Georgia Code of Ethics for Educators

PARAPROFESSIONAL Ethics Modules



**Developed by RESAs and
available at all RESAs**

Resources

- ☐ The Georgia Code of Ethics for Educators (505-6-.01)
- ☐ The Georgia Code of Ethics for Educators PowerPoint (2022-23)
- ☐ Suggested Guidelines for Ethical Use of Social Media and Ethical Remote Learning
- ☐ GaPSC Webcast Series
 - ☐ Educator Ethics
 - ☐ What is the Investigative Process?



Available at:

https://www.gapsc.com/Ethics/Ethics_Resources.aspx



GaPSC Video Series

Available Now at www.gapsc.com



- Instructional videos are currently posted, focusing on:
 - Personal Affirmation Questions (PAQs)
 - Code of Ethics Standards 1-6
 - About MyPSC (registering, resetting passwords, changing names, checking applications)
- Additional videos coming soon!



Resources (continued)

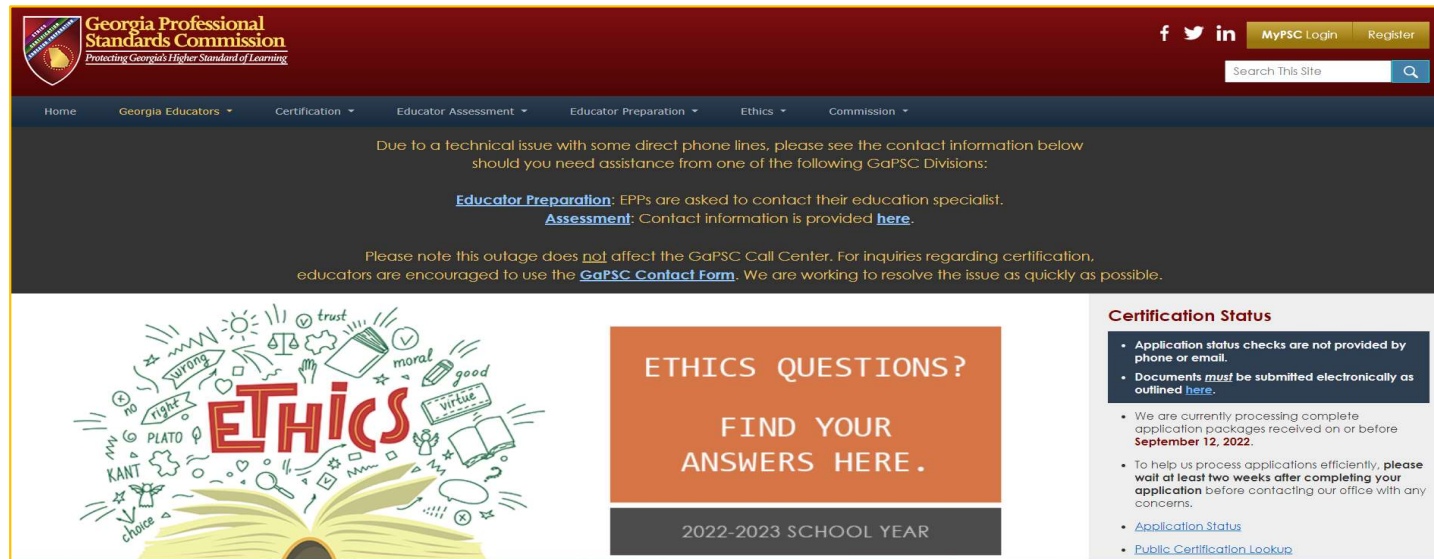
https://www.gapsc.com/Ethics/Ethics_Resources.aspx

- **Standards of the Code of Ethics**

- [Establishing an Ethical School Culture](#)
- [Standard 1 - Legal Compliance](#)
- [Standard 2 - Conduct with Students](#)
- [Standard 3 - Alcohol or Drugs](#)
- [Standard 4 - Honesty](#)
- [Standard 5 - Public Funds and Property](#)
- [Standard 6 - Remunerative Conduct](#)
- [Standard 7 - Confidential Information](#)
- [Standard 8 - Required Reports](#)
- [Standard 9 - Professional Conduct](#)
- [Standard 10 - Testing](#)



<https://www.gapsc.com>



GaPSC's website is an important source of information.

If additional assistance is needed, contact information is available at www.gapsc.com/ethics/contact



QUESTIONS AND ANSWERS

