



**APPROVED MINUTES OF THE IDAHO PROFESSIONAL STANDARDS COMMISSION (PSC)**

700 W State Street, Boise; JRW West Conference Room

**THURSDAY, JUNE 15, 2023**

**Commission Chair Marianne Sletteland called the meeting to order at 9:02 a.m.**

Commission Members Present: Vanessa Anthony-Stevens, Stephanie Brodwater, Ryan Cantrell, Tate Castleton, Kristi Enger, Angela Gillman, Lance Harrison, Katie Horner, Stacey Jensen, Ramona Lee, Amy McBride, Jamee Nixon, Karen Pyron, MeLissa Rose, Lori Sanchez, Marianne Sletteland, Emma Wood

Commission Members Absent: None

1. Agenda Review/Approval

**M/S (Lee/Harming)**

I move to approve the June 15-16, 2023, agenda, removing case number 22205.

Voice Vote. **Motion Carries**

2. April 13-14, 2023, Minutes Review/Revision/Approval

**M/S (Pyron/Enger)**

I move to approve the minutes from the April 13-14, 2023, meeting of the Professional Standards Commission as written.

Voice Vote. **Motion Carries**

Marianne Sletteland shared that the Committee Preference survey has been emailed to all PSC members returning for the 23-24 school year. Sletteland requested that all members take a 15-minute break to complete the survey and take a few moments to discuss who may be interested in nominations for Chair and Vice Chair.

3. 23-24 Chair/Vice Chair Nominations

Chair Marianne Sletteland opened nominations for the positions of PSC Chair and Vice Chair for the 2023-2024 school year.

**M/S(Pyron/Harrison)**

I nominate Angela Gillman for the position of Chair.

**M/S(Harrison/Wood)**

I nominate Karen Pyron for the position of Vice Chair.

**M/S(Harming/Rose)**

I nominate Ramona Lee for the position of Vice Chair.

The vote for Chair and Vice Chair will be held on Friday, June 16, by ballot.

4. Consideration of Final Orders/Stipulation Adoptions

Deputy Attorney General Jim Rice presented the following cases to the Commission for consideration:

### Case # 22245 M/S (Brodwater/Harming)

In case number 22245, concerning the certificate of Justen Mills, I move that the Professional Standards Commission accept the proposed stipulation as written and enter the accompanying consent order, which will be effective once signed.

Roll call: Anthony-Stevens - yes, Brodwater - yes, Cantrell - yes, Castleton - yes, Enger - yes, Gillman - yes, Harming - recuse, Harrison - recuse, Horner - recuse, Jensen - yes, Lee - recuse, McBride - yes, Nixon - recuse, Pyron - yes, Rose – recuse, Sanchez - yes, Sletteland - yes, Wood – yes. **Motion Carries**

### Case # 22304 M/S (Pyron/Gillman)

In case number 22304, concerning the certificate of Jillian Ray, I move that the Professional Standards Commission accept the proposed stipulation as written and enter the accompanying consent order, which will be effective once signed.

Roll call: Anthony-Stevens - yes, Brodwater - yes, Cantrell - yes, Castleton - yes, Enger - yes, Gillman - yes, Harming - recuse, Harrison - recuse, Horner - recuse, Jensen - yes, Lee - recuse, McBride - yes, Nixon - recuse, Pyron - yes, Rose – recuse, Sanchez - yes, Sletteland - yes, Wood – yes. **Motion Carries**

#### 5. *ProEthica*® Presentation, Lisa Colón-Durham – Information Item

Lisa Colón Durham from Educational Testing Service (ETS) provided a presentation on educator ethics and *ProEthica*® professional development available through ETS. Annette Schwab commented that she found the modules to be well-done. Katie Horner asked if *ProEthica*® could be something an administrator would purchase to facilitate a group think with the educators. Colón Durham responded that it would be better suited to each teacher completing a module and then coming together as a group after each module for more robust discussion. Vanessa Anthony Stevens asked if Colón Durham knew of any specific, real life situations where this training was impactful. Colón Durham responded that the professional development product is new. Emma Wood asked whether there's capability to use diagnostics to determine whether a group is more or less aligned in their understanding of how to address a specific ethical dilemma. Colón Durham will check whether the capability exists. Karen Pyron mentioned that all education stakeholders need to be exposed to this sort of training.

Cina Lackey mentioned that establishing more robust resources for educators is the beginning of a larger conversation about how to inform everyone in K-12, from the school board members to the paraprofessionals to the bus drivers.

Annette Schwab asked whether the PSC could review a *ProEthica*® scenario, and Colón Durham presented a scenario from module 5.

Lance Harrison asked about the disposition of the ETS Paraprofessional exam. Colón Durham is on the paraprofessional exam redesign committee, and she assured the group that the assessment will be able to be administered at the district level.

#### 6. Ethics in Education Presentation, Luke Schroeder – Information Item

Luke Schroeder, superintendent of Kimberly School District, provided an overview of the program that Schroeder facilitates with an ethics team at Kimberly School District. The presentation Schroeder provided is one that is provided to all staff members, regardless of certification.

Schroeder had heard an educator ethics presentation from Dr. Troy Hutchings several years ago, and he had a couple big takeaways from the presentation. Educators who violate don't go into education with the aim of violating; they make a series of bad decisions. Also, education is one of the only professions with a fiduciary responsibility that has minimal ethics training.

The Kimberly ethics team, comprised of district staff, discusses ethical dilemmas, and team members create opportunities for staff within their buildings to have regular discussions about ethics. The team also drafts policy for Board approval and presents policies to the staff. They serve as a district resource. Ethics are discussed continuously at Kimberly, not just in response to someone being found in violation of the

Code of Ethics. Schroeder has been working with Hutchings and others to develop an ethics tool kit for school districts.

Kimberly's staff training is pivoting to defensible decision making rather than focusing on 'the heinous crime.'

7. Committee Work Upon Adjournment of Full Commission

Commission Chair Marianne Sletteland adjourned the full Commission meeting at 11:40 a.m. for committee work.

## **FRIDAY, JUNE 16, 2023**

### **Commission Chair Marianne Sletteland called the meeting to order at 9:01 a.m.**

Commission Members Present: Vanessa Anthony-Stevens, Stephanie Brodwater, Tate Castleton, Kristi Enger, Angela Gillman, Lance Harrison, Katie Horner, Stacey Jensen, Ramona Lee, Amy McBride, Jamee Nixon, Karen Pyron, MeLissa Rose, Lori Sanchez, Marianne Sletteland, Emma Wood

Commission Members Absent: Ryan Cantrell

1. Consideration of Final Orders/Stipulation Adoptions, continued  
No final orders/stipulation adoptions were considered.
2. Administrative Report (APPENDIX A)  
Cina Lackey, PSC Administrator, provided the Administrative Report and issued certificates of service to departing PSC members Marianne Sletteland, Chanel Harming, and Emma Wood.
3. State Board of Education Report (APPENDIX B)  
Katie Shoup, Educator Effectiveness Program Manager, provided the State Board of Education Report.  
Rural and Underserved Educator Incentive Program: application window for cohort 2 is open. Educators who are moving to new education agencies need to reapply to the program.  
Provider Review Standards: were reviewed in the joint committee yesterday; a motion is forthcoming. The joint committee also reviewed a draft program approval process.  
Shoup introduced the Board Office's Chief Policy & Government Affairs officer, Jenn Thompson. Thompson provided the commission with a brief summary of her experience in education and invited members to contact her with questions.
4. Chair and Vice Chair Election  
A ballot vote was held to elect the Chair and Vice Chair of the Professional Standards Commission for the 23-24 school year. Angela Gillman was elected to the position of Chair, and Ramona Lee was elected to the position of Vice Chair.
5. Committee Reports
  - a. Marianne Sletteland provided the Operations Committee Report (APPENDIX C).  
PSC Coordinator Helen Henderson presented the proposed FY24 PSC Budget.

**M/S (Harrison/Gillman)**

I move to approve the FY24 PSC budget with the amendment to reduce the insurance line item from \$2,200 to \$1,200.

Voice Vote. **Motion Carries**

b. Executive Committee Report (APPENDIX D)

Chanel Harming provided the Executive Committee Report.

Karen Pyron asked for an explanation of a 'letter of caution.' Deputy Attorney General Jim Rice replied that the letter was provided to a local education agency to recommend that they revisit their district policies for the purposes of clarification.

c. Joint Committee Report (APPENDIX E)

Karen Pyron, Kristi Enger, and Cina Lackey provided the Joint Committee Report.

**M/S (Enger/Brodwater)**

I move to recommend the Idaho Standards for Educator Preparation Providers to the State Board of Education for approval.

Voice Vote. **Motion Carries**

6. Member Reports – Information Item

Chanel Harming provided a report from the Indian Education Committee. The Indian Education Summit occurred on June 12-13, with over 130 attendees. Highlights included data collection, place-based curricula, and indigenous practitioners and researchers of STEM. The summit also included the opening of the special collections vault at the Nez Perce National Historical Park Visitors Center. Next year's summit focuses on the 1924 Indian Citizenship Act.

Angela Gillman provided an update from the Idaho Education Association (IEA). The National Representative Assembly occurs in July, and she and Marianne Sletteland will be among those representing Idaho. The IEA Summer Institute is scheduled to occur July 27 – 29 in Lewiston, and the 2024 summer institute will occur in Pocatello. The IEA offers dyslexia training, and a popular education law class is upcoming. The IEA is discussing dues payment through bank EFT, rather than payroll deduction. Local associations are developing back to school activities to welcome educators.

Katie Horner added that she helped facilitate an IEA SPARKS retreat in Lava Hot Springs. The SPARKS retreat is like summer camp for teachers in their first 3 years; the retreat offers training and provides space for early career educators to discuss challenges and to build peer mentor relationships.

Ramona Lee provided a report from the Idaho Association of Special Education Administrators. The largest concern is staff shortages in every area, from special education teachers to bus drivers. The applicant pool for each position is small.

Lance Harrison added that school superintendents also list hiring for all positions as a primary concern. Also, annual Legislative changes are a challenge to roll out in a timely manner.

Karen Pyron provided an update from the Idaho School Boards Association (ISBA) The ISBA summer policy release was just provided to school boards, which updates school boards on policy amendments resulting from the 2023 legislative session. Board action is necessary to adopt these revised policies. School board members are currently working through literacy training. Annette Schwab's presentation during the Anderson, Julian & Hull Education Law Conference spiked conversation about the perceived seriousness of breach of contract. A letter of reprimand is not perceived by many administrators as a deterrent for educators. ISBA is putting resolutions in order for the ISBA Annual Convention in November; transition to attendance-based funding is a concern.

Angela Gillman asked whether any educator has received more than one breach of contract letter or reprimand. Annette Schwab replied that she is not aware that any educator has received more than one.

Educators are required to place on every application in every state that they've had disciplinary action taken against them.

MeLissa Rose asked Pyron if any of the concerned administrators had an idea of what appropriate discipline should be for breach of contract. There are many times in which breach of contract is not a safety issue for kids, so it's different from many other types of complaints. Ramona Lee added that an understanding of the local policy for breach of contract can be a factor; many staff members don't act in accordance with local policy when an educator states they intend to breach their contract.

7. Travel Reimbursement Reminder – Information Item

Chair Marianne Sletteland reminded Commission members to fill out their travel reimbursement forms and submit the form and any receipts to PSC Coordinator Helen Henderson at their earliest opportunity. Hard copy travel reimbursement forms can be found by the conference room door.

Also, Sletteland reminded Commission members who fly to PSC meetings to confirm with Henderson whether they need a flight scheduled for the upcoming meeting September 21-22, 2023.

8. Adjourn

**M/S (Gillman/Wood)**

Meeting adjourned at 11:00 a.m.



## APPENDIX A

### Administrative Report

700 W State Street, Boise; JRW West Conference Room

June 16, 2023

#### IDAPA Changes 08.02.03 - Rules Governing Thoroughness

##### 1) Financial Literacy – updated information

- Applicable to CTE as well as SDE

##### 2) Career Exploration – Middle Level

- All staff teaching a career exploration course must have participated in a career exploration professional development course approved by the State Board of Education. For additional information on the PD course requirement contact: Jenni Bradford, Senior Program Quality Manager at [jenni.bradford@cte.idaho.gov](mailto:jenni.bradford@cte.idaho.gov) or call (208)429-5543.
- CTE: [https://cte.idaho.gov/Resource\\_Catalog/Program\\_Areas/Middle\\_School/hb-269-faq.pdf](https://cte.idaho.gov/Resource_Catalog/Program_Areas/Middle_School/hb-269-faq.pdf)
- SDE: <https://www.sde.idaho.gov/cert-psc/shared/manuals/2023-2024-SDE-Assignment-Credential-Manual.xlsx>
  - SDE assignment code can be used (20005 Secondary - Miscellaneous/Exploratory)

##### 3) Computational Thinking and Digital Literacy – Elementary and Middle Level

- <https://adminrules.idaho.gov/rules/current/08/080203.pdf>
- SDE Content folks are working on navigating this to provide guidance.

#### Educator Preparation Standards, Review Process, New Providers/Programs

- Office of the State Board of Education & PSC Collaboration

#### NASDTEC Conference Summary

- Teacher Shortage – Grow your own, Apprenticeship Programs, Residency Programs, etc.
- Multiple Measures – IDEAS: Can't pass praxis - issue a three-year interim and use successful evaluations to demonstrate competency
- 5 Shifts – 1) Create Pathways to Careers in Education, 2) Provide Educators with More Resources, 3) Increase Pay, 4) Support Wellness, 5) Promote the Profession.
- Ethics – The Model Code of Ethics for Educators updated
  - [https://www.nasdtec.net/page/MCEE\\_Doc](https://www.nasdtec.net/page/MCEE_Doc)



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## **APPENDIX B**

### **Board Office Report to PSC**

### **June 16, 2023**

#### **Items:**

- 1) Rural and Underserved Educator Incentive Program Update
- 2) Draft Educator Preparation Provider Review Process Update
  - Draft Idaho Standards for Educator Preparation Providers
- 3) Introduction:
  - OSBE - Chief Policy and Government Affairs Officer: Jenn Thompson
    - Responsibilities: State Board of Education Policy, State Education Laws, Education Related Administrative Rules, Strategic Planning, Higher Education Research Council Information, State Board Meeting Information, Governor's Task Force for Improving Education



## APPENDIX C

### Operations Committee Meeting

650 W State Street, Boise; Lewis and Clark Conference Room, Second Floor

**June 15, 2023**

Members present: Marianne Sletteland, Chanel Harming, Kristi Enger, Karen Pyron, Angela Gillman

Members absent: none

Committee brought to order at 8:01 a.m.

1. Agenda and Minutes Review/Discussion – Information Item

**Agenda Motion for Full PSC:** I move to approve the June 15-16, 2023, agenda as written.

**Minutes Motion for full PSC:** I move to approve the minutes of the April 13-14, 2023, meeting of the Professional Standards Commission as written.

**OR**

I move to approve the minutes of the April 13-14, 2023, meeting of the Professional Standards Commission with the following amendments (list amendments).

2. FY23 Income and Expenditures Report – Information Item

**April 2023**

Revenue from certification fees: \$43,360

Expenditures, including salaries and benefits: \$53,522

Transactions balanced; expenditures exceeded revenue by \$10,162

**May 2023**

Revenue from certification fees: \$74,495

Expenditures, including salaries and benefits: \$40,934

Transactions balanced; revenue exceeded expenditures by \$33,561

As of June 1, 2023, 38% of PSC Spending Authority remains. The Certification and Professional Standards division is anticipating that June expenditures will include \$6,000 - \$8,000 in computer upgrades, NASDTEC conference attendance expenses, and the CAEP dues payment.

Effective the September 2023 meeting, the income and expenditure report will be included in the Administrative Report given by the PSC Administrator.

3. FY24 Budget Proposal - Action Item

**Motion for Full PSC:** I move to approve the FY24 PSC budget as presented.

**OR, IF AMENDMENTS RECOMMENDED:**

I move to approve the FY24 PSC budget with the following amendments (list amendments):

PSC Coordinator Helen Henderson reviewed the proposed FY 24 PSC budget. This budget not only covers operating expenses for the Professional Standards Commission, but it covers operating expenses for the SDE's Certification and Professional Standards Division.



- **PSC Meeting/Travel/Meals - \$28,000**  
Small decrease. About \$8,500 for each in person meeting, remaining funds to pay for substitute reimbursement for virtual meetings, and PSC meeting-related expenses.
- **PSC initiatives - \$10,000**  
New line item to cover expenses for educator ethics resources
- **Communication - \$15,500**  
No change from FY23. Includes cell data, postal service, zoom, and telephone costs
- **Staff Development - \$2,000**  
This line item was zeroed out in FY21; increased to \$2,000 in FY24 to provide opportunities for certification staff to pursue professional development.
- **Administrative Services - \$5,500**  
No change from FY23. Includes monthly print charges, document management services, credential paper, law books, business cards
- **Computer Services and Supplies \$500**  
Combines Computer Services and Computer Supplies line items, \$250 decrease from FY23. Includes monitors, keyboards, mice, and PC headsets.
- **NASTDEC\* Annual Conference - \$7500**  
No change from FY23. 2024 Conference is in Pittsburgh. The director and a coordinator normally attend.  
\* National Association of State Directors of Teacher Education and Certification
- **NASTDEC Professional Practices Institute (PPI) – 11,000**  
\$7500 increase from FY23. FY23 conference was in Boise, no travel expenses. FY24 Conference is in Rhode Island this October. Director, ethics specialist, and DAG normally attend. We'd also like to send the Executive committee chair.
- **Staff Travel – Other**  
\$1500 increase from FY23. Allows the ability for staff to provide on-site technical assistance to a district or charter when requested.
- **Administrative/Office Supplies - \$6,500**  
No change from FY23. Includes expenses such as envelopes, toner, telephone headsets.
- **Insurance - \$2,200**  
No change from FY23; this cost fluctuates based on a state-wide allocation. According to the SDE's accounting director, budgeted amount can be reduced by \$1,000.
- **Rentals & Operating Leases - \$12,100**  
No change from FY23.
- **Payroll/Accounting - \$3,000**  
No change from FY23.
- **Executive: Investigations/Hearings/Trainings - \$4,000**  
No change from FY23. Dependent upon the ethics cases that come in each year.
- **Executive: Contract Investigative Services - \$5,000**  
No change from FY23. Dependent upon the ethics cases that come in each year. Currently no contracted investigator; priority to find one.
- **Executive: NASTDEC dues - \$4,500**  
No change from FY23.
- **Standards: EPP Reviews and Standards Reviews - \$8,000**  
Combines Standards Reviews and EPP Reviews line items, \$4,400 increase from FY23. We anticipate a more accurate estimate for FY25 once review processes and schedules are established.

- **CAEP Partnership Dues - \$5,250**  
No change from FY23; should be billed any minute!
- **Computer Equipment - \$4,000**  
\$4,000 increase from FY23. Two PC upgrades are scheduled for FY24 at an anticipated cost of \$2,00 each.
- **Office Equipment - \$450**  
\$400 increase from FY23. Includes expenses such as certificate printer.

#### Discussion

When a line item's funds aren't used (e.g., executive committee line items for investigations and contract services) the funds are absorbed into the certification division's cash balance. The funds must be budgeted in case there is a need to use them. The funds are not held over for the next year's budget. While there may be a cash balance of certification fees, there is no authority to spend it unless the spending authority is granted by the legislature.

#### **Certification fees**

- Operational costs for PSC and the Certification and Professional Standards division.
- Salary and benefits for certification and professional standards division staff

#### 4. PSC Discussion

PSC appointments/reappointments from the April 25-26, 2023, meeting of the Idaho State Board of Education:

- School superintendent - Lance Harrison, Preston School District (reappointment)
- Classroom teacher - Jonelle Warnock, Boise School District (appointment)
- Special education administrator – Ramona Lee, West Ada School District (reappointment)
- Public teacher education – Katie Mathias, Boise State University (appointment)

Open position effective June 30, 2023: Classroom teacher, exceptional children (Sletteland)

- Call for nominations given to education stakeholders in May
- Because nominations were requested so close to the end of the school year, the position may or may not be filled before the 2023-2024 school year starts.

#### Virtual Meeting Times

- Committee workload is the main consideration for virtual meetings. Not all committees have consistent work throughout the year
- Recommendation to hold necessary committee meetings on Thursday and the full commission meeting on Friday to ensure that committees with full workloads can complete their work without being rushed.
  - Amendment to the PSC manual to reflect this option

#### Service Awards

- Will be presented during the Administrative Report

#### Operations Committee Discussion

- Practice several years back was for PSC staff to call chair to review the agenda prior to the meeting.
- The purpose of the Operations Committee meeting is to review and discuss agenda and action items and to confirm meeting protocol
- Two Operations Committee members stated their preference to hold regular Operations Committee meetings



## APPENDIX D

### Executive Committee Meeting

650 W State Street, Boise; Lewis & Clark Conference Room, Second Floor

June 15, 2023

Members present: Ryan Cantrell, Chanel Harming, Lance Harrison, Katie Horner, Ramona Lee, Jamee Nixon, MeLissa Rose

Staff present: Annette Schwab and Jim Rice

**M/S (MR/RL): Under Idaho Code 74-206 (1)(d), to move the Executive Committee into Executive Session to consider investigatory records exempt from disclosure under Chapter 1 of Title 74, Idaho Code. (12:30 PM)** Cantrell – Yes, Harming – Yes, Harrison – Yes, Horner – Yes, Lee –Yes, Nixon – Yes, Rose – Yes

**M/S (RL/KH): The Executive Committee of the Professional Standards Commission was called into Open Session, after entering Executive Session to consider investigatory records exempt from the disclosure under Chapter 1 of Title 74 Idaho Code. (3:44 PM)** Cantrell – Yes, Harming – Yes, Harrison – Yes, Horner – Yes, Lee –Yes, Nixon – Yes, Rose – Yes

**M/S (CH/RC): In case number 21919, I move that the Executive Committee find that the submission does not meet the stipulation requirements for reinstatement.** Motion carried by majority.

**M/S (CH/RL): In case number 22104, I move that the Executive Committee hold this case to gather additional information.** Motion carried by majority.

**M/S (CH/RC): In case number 22226, I move that the Executive Committee not find probable cause.** Motion carried by majority.

**M/S (CH/KH): In case number 22238, I move that the Executive Committee find probable cause and recommend a letter of reprimand with conditions.** Motion carried by majority.

**M/S (CH/MR): In case number 22240, I move that the Executive Committee find probable cause and recommend a 1-year suspension with conditions.** Motion carried by majority.

**M/S (CH/JN): In case number 22306, I move that the Executive Committee not find probable cause.** Motion carried by majority.

**M/S (CH/MR): In case number 22307, I move that the Executive Committee find probable cause and recommend a letter of reprimand with conditions.** Motion carried by majority.

**M/S (CH/RL): In case number 22308, I move that the Executive Committee not find probable cause.** Motion carried by majority.

**M/S (CH/RL): In case number 22309, I move that the Executive Committee not find probable cause. Motion carried by majority.**

**M/S (CH/JN): In case number 22310, I move that the Executive Committee not find probable cause. Motion carried by majority.**

**M/S (CH/RL): In case number 22311, I move that the Executive Committee find probable cause and recommend revocation.**

**M/S (CH/JN): In case number 22312, I move that the Executive Committee not find probable cause. Motion carried by majority.**

**M/S (CH/LH): In case number 22313, I move that the Executive Committee find probable cause and recommend a 2-year suspension with conditions. Motion carried by majority.**

**M/S (CH/KH): In case number 22314, I move that the Executive Committee hold this case until trial is completed . Motion carried by majority.**

**M/S (CH/MR): In case number 22315, I move that the Executive Committee find probable cause and recommend permanent revocation.**

Additionally, the Executive Committee requested the Chief Certification Officer send a letter of caution regarding their district policies to a school board, in relation to evidence they viewed as part of a complaint involving one or more educators in their district.



**APPENDIX E**

**Joint Committee Meeting**

**Recruitment, Retention, and Authorizations Committee and Standards Committee**

700 W State Street, Boise; JRW West Conference Room

**June 15, 2023**

Members present: Vanessa Anthony Stevens, Stephanie Brodwater, Tate Castleton, Kristi Enger, Angela Gillman, Stacey Jensen, Amy McBride, Karen Pyron, Lori Sanchez, Marianne Sletteland, Emma Wood

Members absent: none

Committee called to order at 12:03 pm by PSC Administrator Cina Lackey.

1. Emergency Provisional Approval and Alternative Authorization Issuance Report – Information Item

- PSC Staff submitted fourteen (14) Emergency Provisional applications to be reviewed April 25, 2023, at the meeting of the State Board of Education. Fourteen (14) were approved.
- PSC Staff submitted four (4) Emergency Provisional applications to be reviewed June 14, 2023 at the meeting of the State Board of Education. Four (4) were approved.
- Between April 17 and June 14, 2023, PSC Staff approved 16 completed Alternative Authorizations.

<b>Alternative Authorization Type</b>	<b>Applications Approved</b>
Content Specialist	4
Teacher to New Certificate	0
Teacher to New Endorsement	9
Pupil Service Staff	2
CTE-Content Specialist	1
CTE – Teacher to New Certificate	0
CTE – Teacher to New Endorsement	0
<b>Totals</b>	<b>16</b>

2. Educator Preparation Provider Review Standards – Action Item

Katie Shoup presented the final draft of Idaho Standards for Educator Preparation Providers. Vanessa Anthony Stevens asked what other organizations have provided input into this document. Shoup replied that Indian Education, IASA, IEA, ISBA, IACTE, and PSC have been involved in the work. Anthony Stevens asked if other states were consulted in this work. Shoup and Lori Sanchez both responded that other states’ frameworks were reviewed and considered.

**M/S (Brodwater/Sanchez)**

**Motion to full PSC:** I move to recommend the Idaho Standards for Educator Preparation Providers to the State Board of Education for approval.

### 3. Code of Ethics Resources – Work Session

Cina Lackey, PSC Administrator, facilitated a discussion about educator ethics resources with the end goal of a Suite of Ethics PD options and resources for anyone who works in any capacity in preK-12. PSC guest speakers Lisa Colón Durham and Luke Schroeder joined the conversation.

Discussion topics included:

- Do mentor teachers have a firm understanding of the code of ethics?
- Are administrators provided with the appropriate tools during their preparation to create a culture of open communication about educator ethics?
- How does the SDE create ongoing PD opportunities around educator ethics?
- Can ethics training can be a part of a district’s onboarding process.
- Can LEAs implement ethics training on an ongoing bases for all educators, including veteran educators?
- Can the SDE can create a space for a Suite of Ethics PD options and resources.
- The PBIS (Positive behavior interventions and support) is a great model of implementation and support.
- Ethics training as an option to earn credit for renewal.
- The module video from *ProEthica*® was impactful. Examples LEA can take to staff meetings would helpful to show how educator behavior can elevate or diminish the profession.
- Creating a culture where it is acceptable to have open discussions about educator ethics
- The Idaho Superintendents’ Network and ISBA could be a good avenue for providing ethical culture training.
- Providing awareness about the seriousness of breach of contract.
- Teachers can end up on the slippery slope toward an ethical violation due to lack of a support system.
- *ProEthica*® has alignment to the Idaho Code of Ethics for Professional Educators and also aligns to the National Association of State Directors of Teacher Education and Certification’s Model Code of Ethics for Educators.

Where to start:

- Start collecting scenarios and which principles the scenarios are aligned, perhaps via a form to collect scenarios from PSC members.
- The PSC webpage redesign is planned to display each of the principals of the code of ethics and examples of each principal.

### 4. Educator Preparation Provider Documents – Work Session

Katie Shoup, Educator Effectiveness Program Manager from the Office of the State Board, provided a draft Guide for New Program Approval for State Board Approved Educator Preparation Providers for feedback. The committee broke into two groups and discussed the document. Each group provided written feedback to Shoup.