
**PROFESSIONAL STANDARDS
COMMISSION**

ANNUAL REPORT

2019-2020



Table of Contents

Table of Contents	2
Introduction	3
Internal Operation of the Commission	6
Alternative Authorizations	7
Requests for Content Specialist Authorizations	8
Requests for Teacher to New Certificate Authorizations	10
Requests for Teacher to New Endorsement Authorizations.....	11
Requests for Pupil Service Staff Authorizations	13
Requests for Emergency Provisional Certificate	14
Executive Committee Activities	16
Standards Committee Activities	20
Educator Preparation Standards Reviews	20
Educator Preparation Program Reviews	21
Educator Preparation New Program Proposal Reviews	22
Appendix – Fiscal Year 2020 Budget Expenditures	23

INTRODUCTION

The 1972 state legislature established the Professional Standards Commission (PSC). This legislative action combined the Professional Practices Commission, established by the state legislature in 1969, with the Professional Standards Board, an advisory board appointed by the State Board of Education. The Commission consists of 18 constituency members appointed or reappointed for terms of three years:

- Secondary or Elementary Classroom Teacher (5)
- Exceptional Child Teacher (1)
- School Counselor (1)
- Elementary School Principal (1)
- Secondary School Principal (1)
- Special Education Director (1)
- School Superintendent (1)
- School Board Member (1)
- Public Higher Education Faculty Member (2)
- Private Higher Education Faculty Member (1)
- Public Higher Education Letters and Sciences Faculty Member (1)
- State Career & Technical Education Staff Member (1)
- State Department of Education Staff Member (1)

For further detail regarding the establishment and membership of the Professional Standards Commission, see Idaho Code §33-1252.

PSC Vision

The PSC will continue to provide leadership for professional standards and accountability in Idaho's schools. We will handle that responsibility with respect and in a timely fashion. We will nurture positive relationships and collaborative efforts with a wide range of stakeholders. We will be a dynamic force and a powerful voice advocating on behalf of Idaho's children.

PSC Mission

The PSC makes recommendations to the State Board of Education and renders decisions that provide Idaho with competent, qualified, ethical educators dedicated to rigorous standards, pre-K-12 student achievement, and improved professional practice.

Statutory Responsibilities of the Professional Standards Commission

The professional standards commission may conduct investigations on any signed allegation of unethical conduct of any teacher brought by:

An individual with a substantial interest in the matter, except a student in an Idaho public school; or

A local board of trustees.

Idaho Code §33-1209

The commission shall have authority to adopt recognized professional codes and standards of ethics, conduct and professional practices which shall be applicable to teachers in the public schools of the state, and submit the same to the state board of education for its consideration and approval. Upon their approval by the state board of education, the professional codes and standards shall be published by the board.

Idaho Code §33-1254

The commission may make recommendations to the state board of education in such areas as teacher education, teacher certification and teaching standards, and such recommendations to the state board of education or to boards of trustees of school districts as, in its judgment, will promote improvement of professional practices and competence of the teaching profession of this state, it being the intent of this act to continually improve the quality of education in the public schools of this state.

Idaho Code §33-1258

Professional Standards Commission Membership

During the 2019-2020 academic year, the PSC met five times: September, November, January, April, and June. The following individuals served as members of the PSC:

Name	Agency	Member Representation
Clara Allred	Twin Falls	Special Education Administrator
Iris Chimburas	Lapwai School District #341	Elementary Classroom Teacher
Steve Copmann	Cassia County School District #151	Secondary School Principal
Kathy Davis, Chair	St. Maries School District #41	Secondary Classroom Teacher
Kristi Enger	Idaho Career & Technical Education	Career & Technical Education
Mary Flores	Lewis Clark State College	Public Higher Education – Letters and Sciences
Mark Gorton	Lakeland School District #272	Secondary Classroom Teacher
Mark Haynal	Lewis Clark State College	Public Higher Education
Marjean Lewis	Idaho Falls	School Superintendent
Charlotte McKinney	Mountain View School District #244	Secondary Classroom Teacher
Peter McPherson	Idaho State Department of Education	Department of Education
Terah Moore	College of Idaho	Private Higher Education
Karen Pyron	Butte County School District #111	Idaho School Boards Association
Elisa Saffle	Bonneville School District #93	Elementary School Principal
Marianne Sletteland	Moscow School District #281	Exceptional Child Teacher
Jennifer Snow	Boise State University	Public Higher Education
Topher Wallaert	Mountain Home School District #193	Elementary Classroom Teacher
Mike Wilkinson, Vice Chair	Twin Falls School District #411	School Counselor

Lisa Colón Durham served as administrator for the PSC from July 1, 2019 to June 30, 2020.

INTERNAL OPERATION OF THE COMMISSION

The PSC has four standing committees with specific duties:

1. Authorizations Committee

- Reviews and makes recommendations to the PSC regarding:
 - Approval of alternative authorizations to teach, serve as an administrator, or provide pupil service staff services.
 - *Alternative Authorization – Content Specialist:* Allows a candidate who does not hold a valid Idaho credential to serve in an assignment while they work toward obtaining the applicable certificate/endorsement.
 - *Alternative Authorization – Pupil Service Staff:* Allows a candidate who does not hold a valid Idaho credential to service in an assignment that requires the Pupil Service Staff Certificate while they work toward obtaining the applicable endorsement.
 - *Alternative Authorization – Teacher to New:* Allows a candidate who already holds a valid Idaho credential to serve in an assignment while they work toward obtaining the applicable certificate/endorsement.
 - *Emergency Provisional Certificate:* Allows a candidate who does not hold a valid Idaho credential to serve in an assignment for one year that requires certification/endorsement in an emergency situation.
 - Policies and procedures for alternative authorizations;
 - The development and publishing of certification reports as needed.

2. Budget Committee

- Develops a yearly budget.
- Monitors and makes recommended revisions to the annual budget.

3. Executive Committee

- Reviews, maintains, and revises the Code of Ethics for Idaho Professional Educators as needed.
- Determines if there is probable cause to pursue discipline against a certificated educator for alleged unethical conduct.

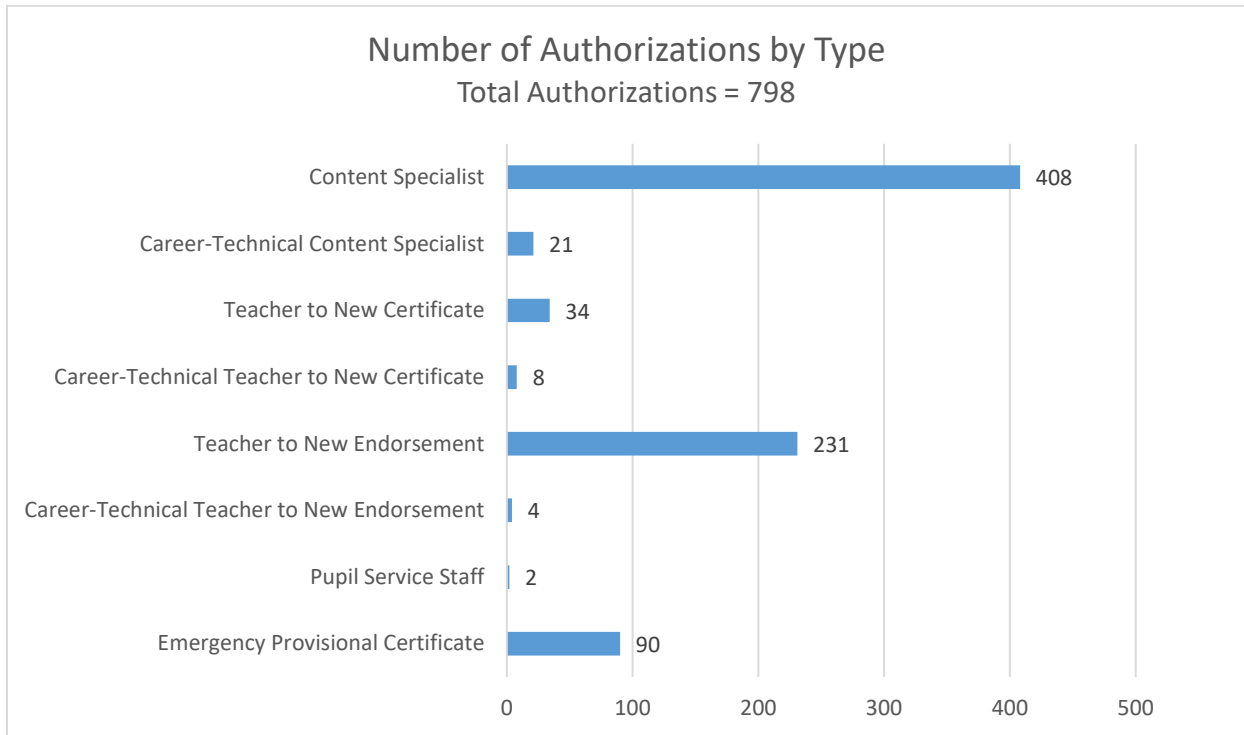
4. Standards Committee

- Develops recommendations for preservice educator standards for consideration by the State Board of Education.
- Develops, maintains, and implements review processes for educator preparation programs for consideration by the State Board of Education including:
 - Annual review of approximately 20 percent of state educator preparation standards, certificates and endorsements;
 - Coordination of national recognition and national program accreditation (Council for the Accreditation of Educator Preparation or CAEP) with state program review to assure graduates of the program meet state preparation standards;
- Develops and provides recommendations to the PSC for educator assessment(s) and qualifying scores for consideration by the State Board of Education.
- Develops and provides recommendations to the PSC for educator certificate and endorsement requirements for consideration by the State Board of Education.

ALTERNATIVE AUTHORIZATIONS

Local school districts, including charter schools or other educational agencies, may request approval of an alternative authorization for an individual to fill a certificated position when he/she does not presently hold an appropriate Idaho educator certificate/endorsement. The individual must have a plan that leads to certification in the assigned area.

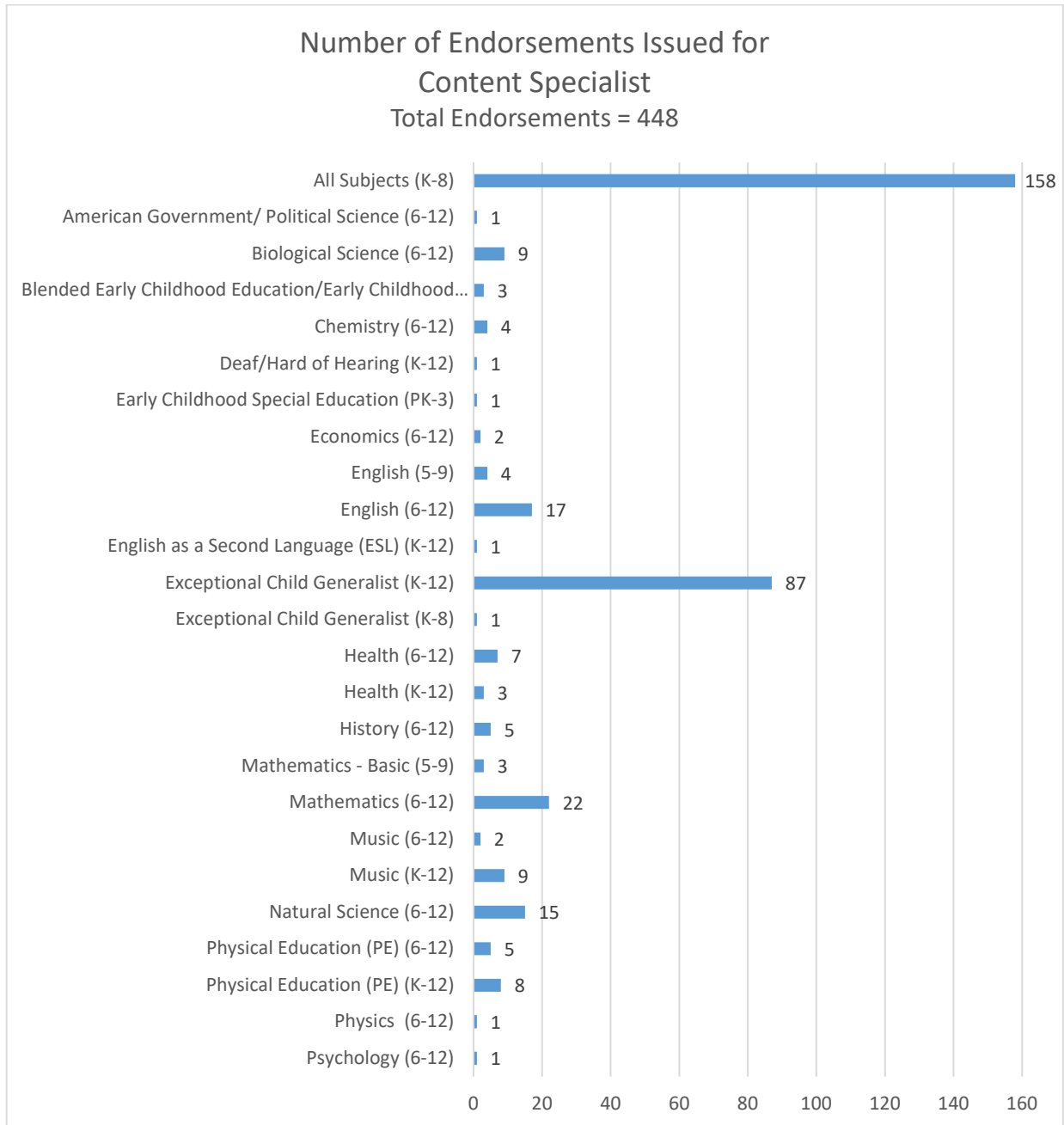
For further detail regarding alternative authorizations, see [Alternative Authorizations website](#).

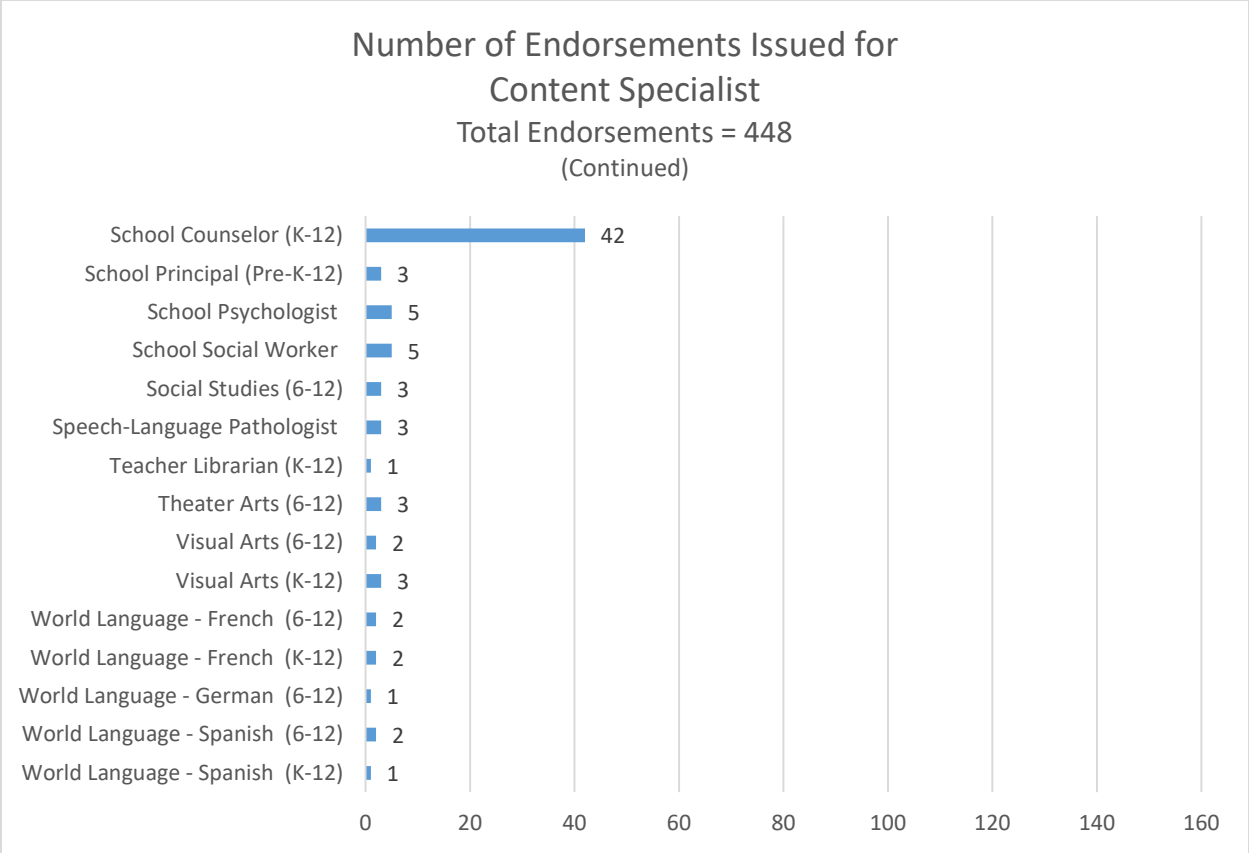


There were 20,458 total certificated educators employed statewide during the 2019-2020 school year. The percentage of educators working with an alternative authorization was 3.90% percent.

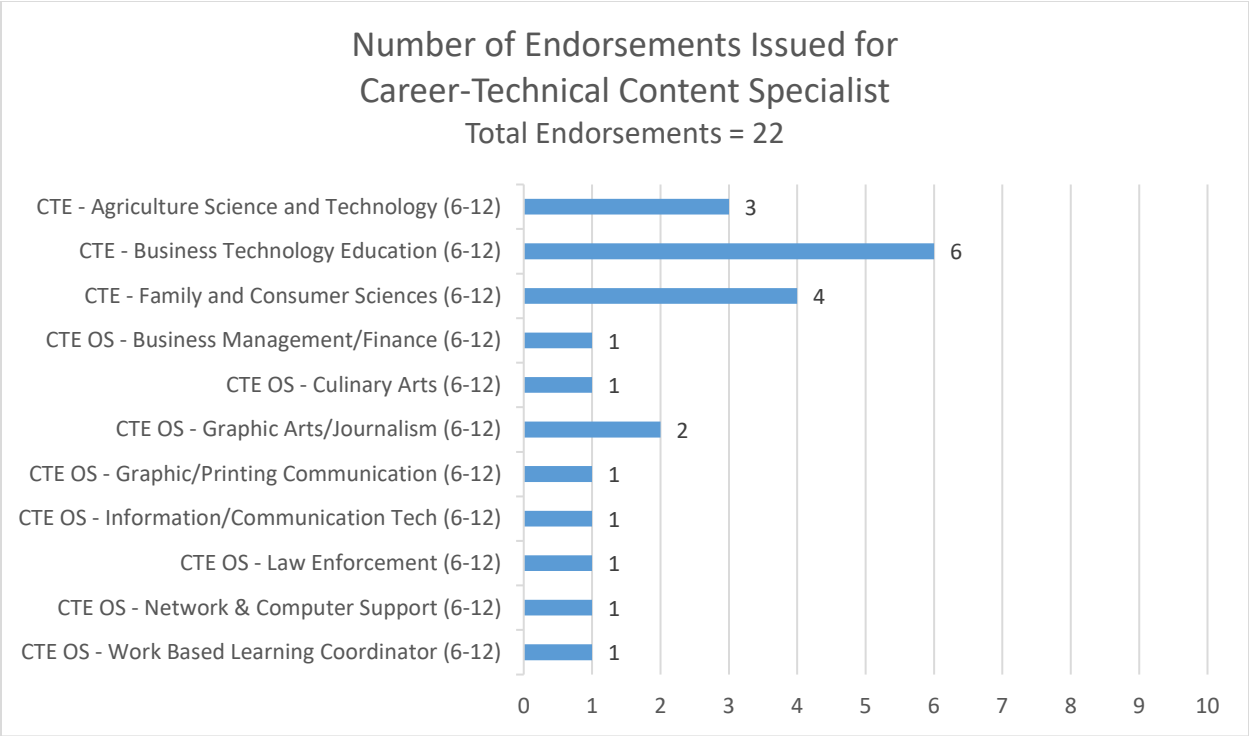
REQUESTS FOR CONTENT SPECIALIST AUTHORIZATIONS

The purpose of this authorization is to allow an Idaho school district/charter to hire a candidate who does not hold a valid Idaho credential to serve in an assignment that requires certification/endorsement. The district must show that the candidate is uniquely qualified to serve in the assignment while the candidate works toward obtaining the applicable certificate/endorsement. There were 408 Content Specialist authorizations with 448 total endorsements issued during the 2019-2020 school year.



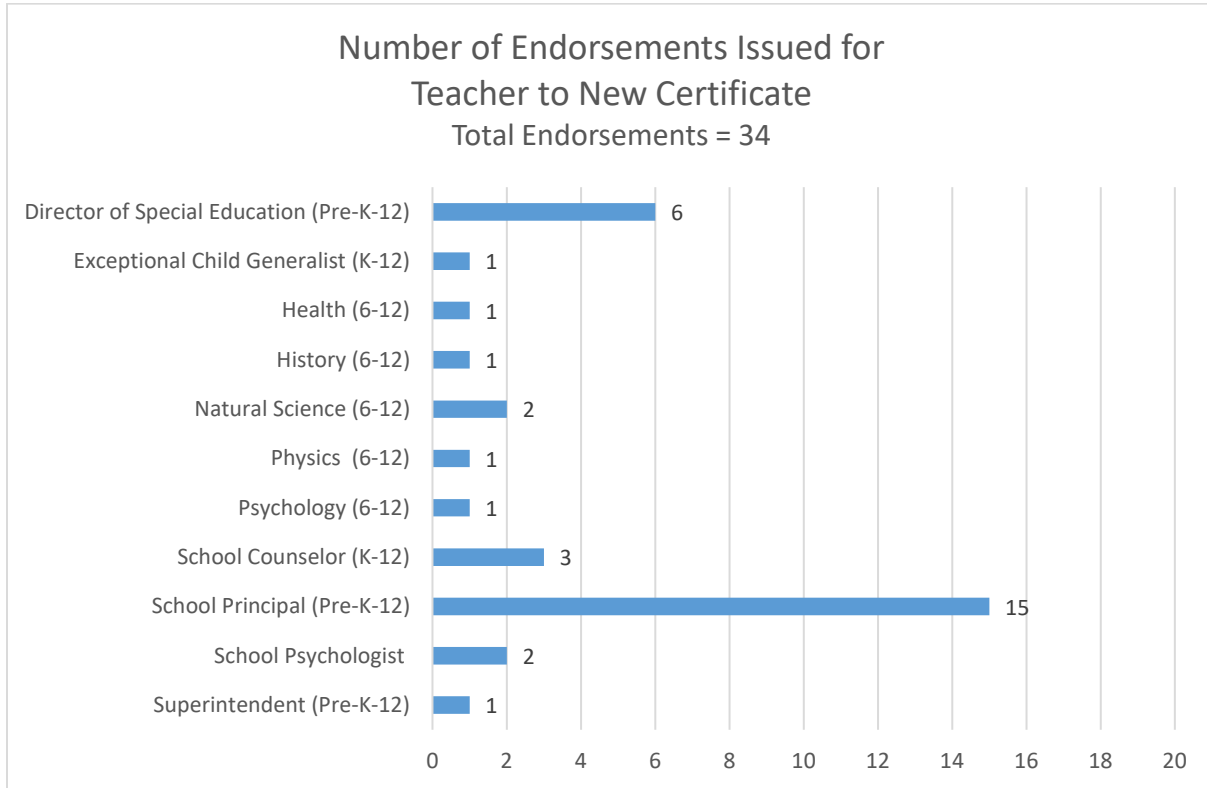


There were 21 Career-Technical Content Specialist authorizations with 22 total endorsements issued during the 2019-2020 school year.

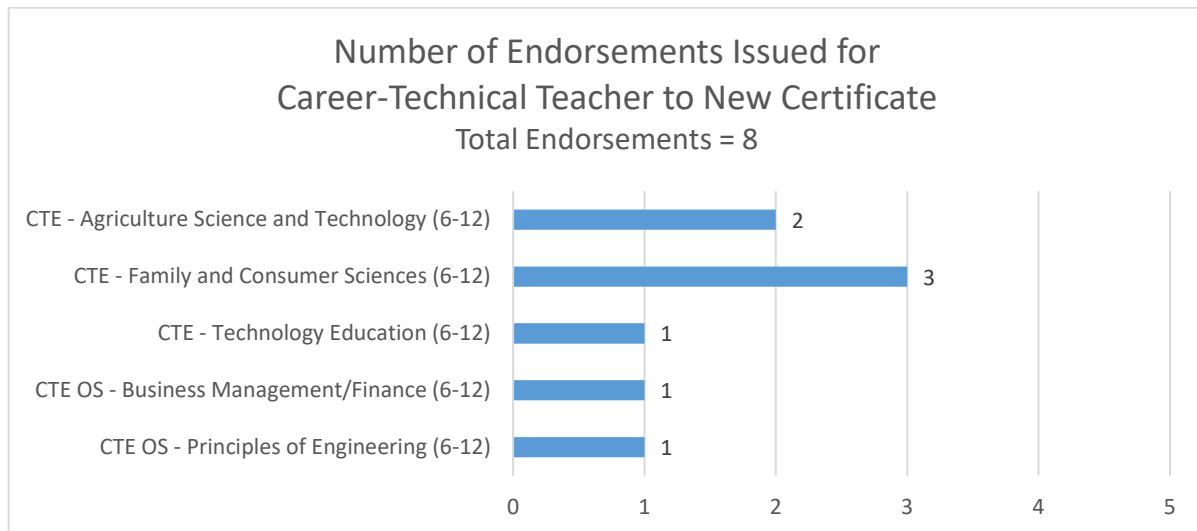


REQUESTS FOR TEACHER TO NEW CERTIFICATE AUTHORIZATIONS

The purpose of this authorization is to allow an Idaho school district/charter to hire a candidate who holds a valid Idaho credential to serve in an assignment for which the candidate does not hold the appropriate certificate and endorsement. There were 34 Teacher to New Certificate authorizations with 34 total endorsements issued during the 2019-2020 school year.

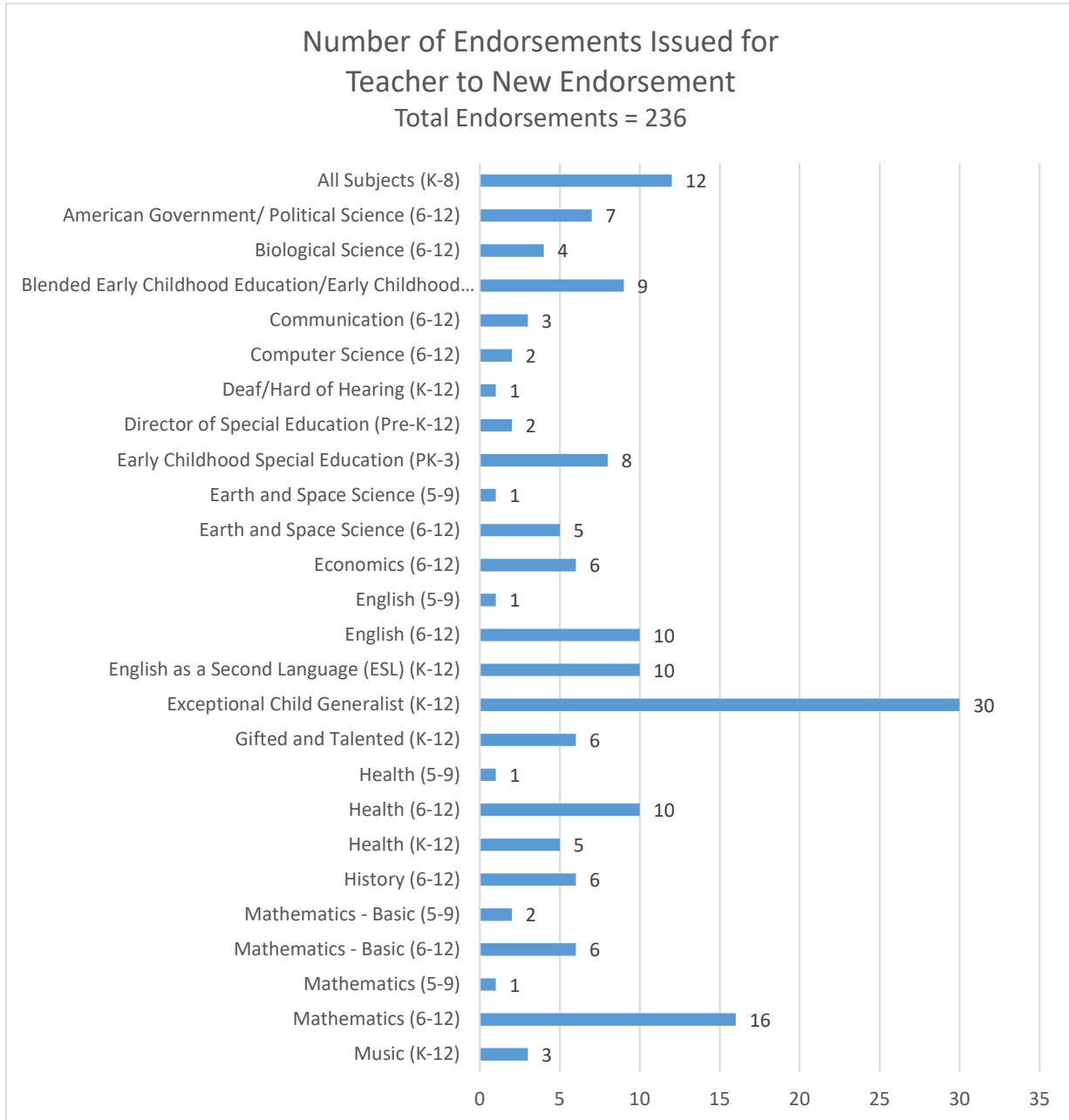


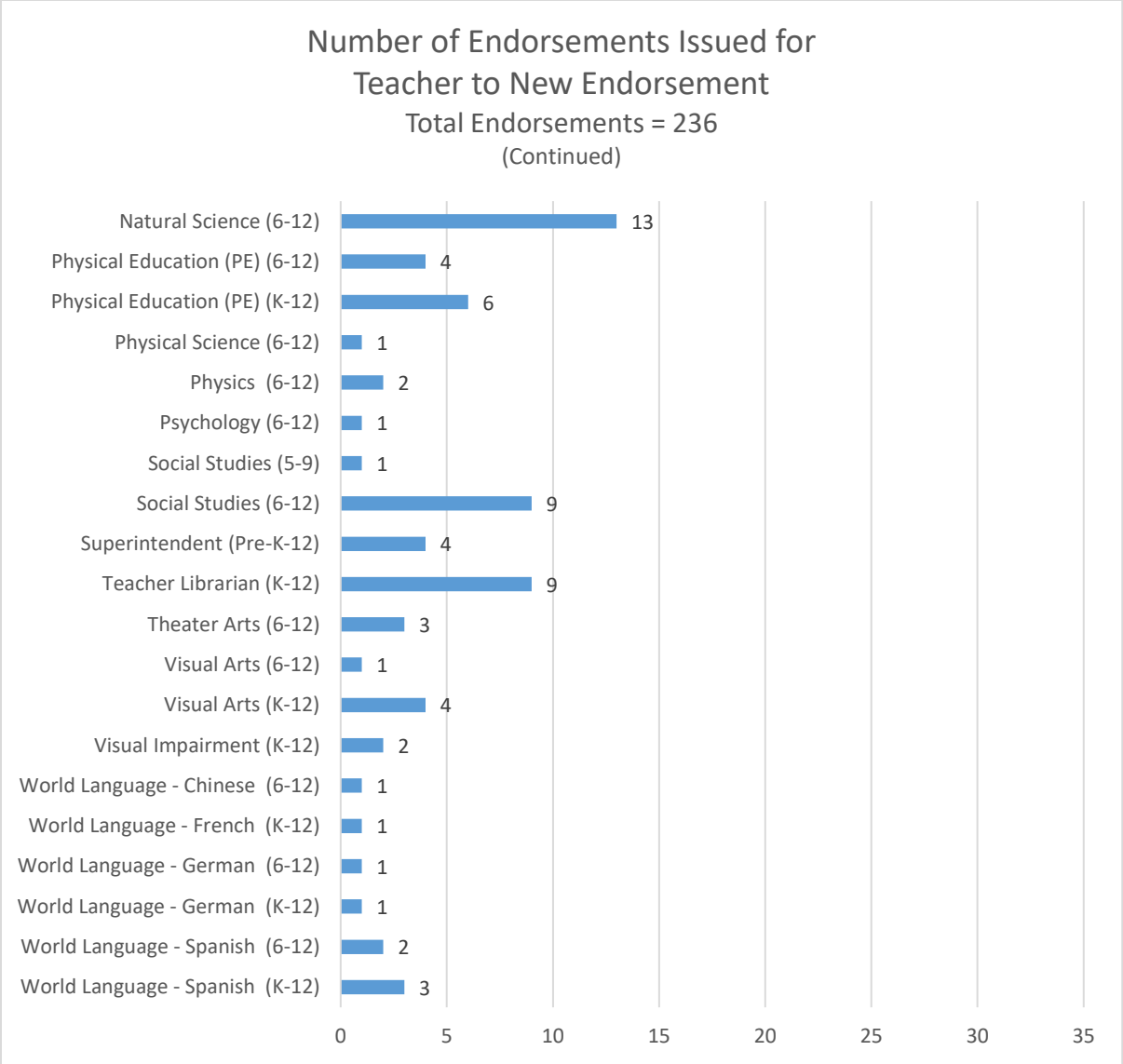
There were 8 Career-Technical Teacher to New Certificate authorizations with 8 total endorsements issued during the 2019-2020 school year.



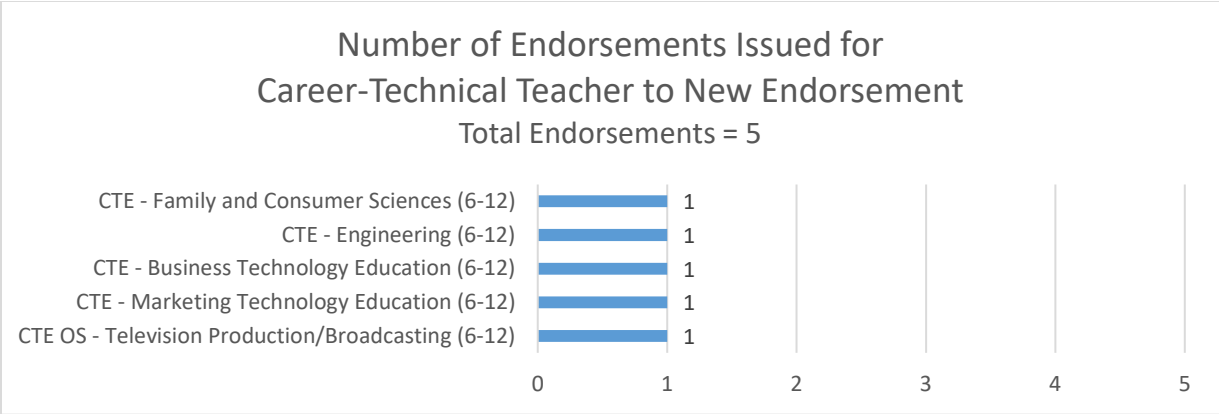
REQUESTS FOR TEACHER TO NEW ENDORSEMENT AUTHORIZATIONS

The purpose of this authorization is to allow an Idaho school district/charter to hire a candidate who holds a valid Idaho credential to serve in an assignment for which the candidate does not hold the appropriate endorsement. There were 231 Teacher to New Endorsement authorizations with 236 total endorsements issued during the 2019-2020 school year.



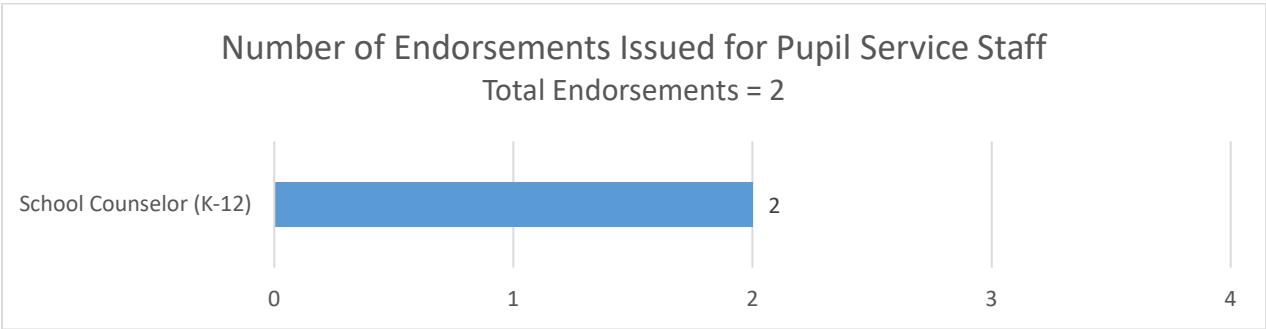


There were 4 Career-Technical Teacher to New Endorsement authorizations with 5 total endorsements issued during the 2019-2020 school year.



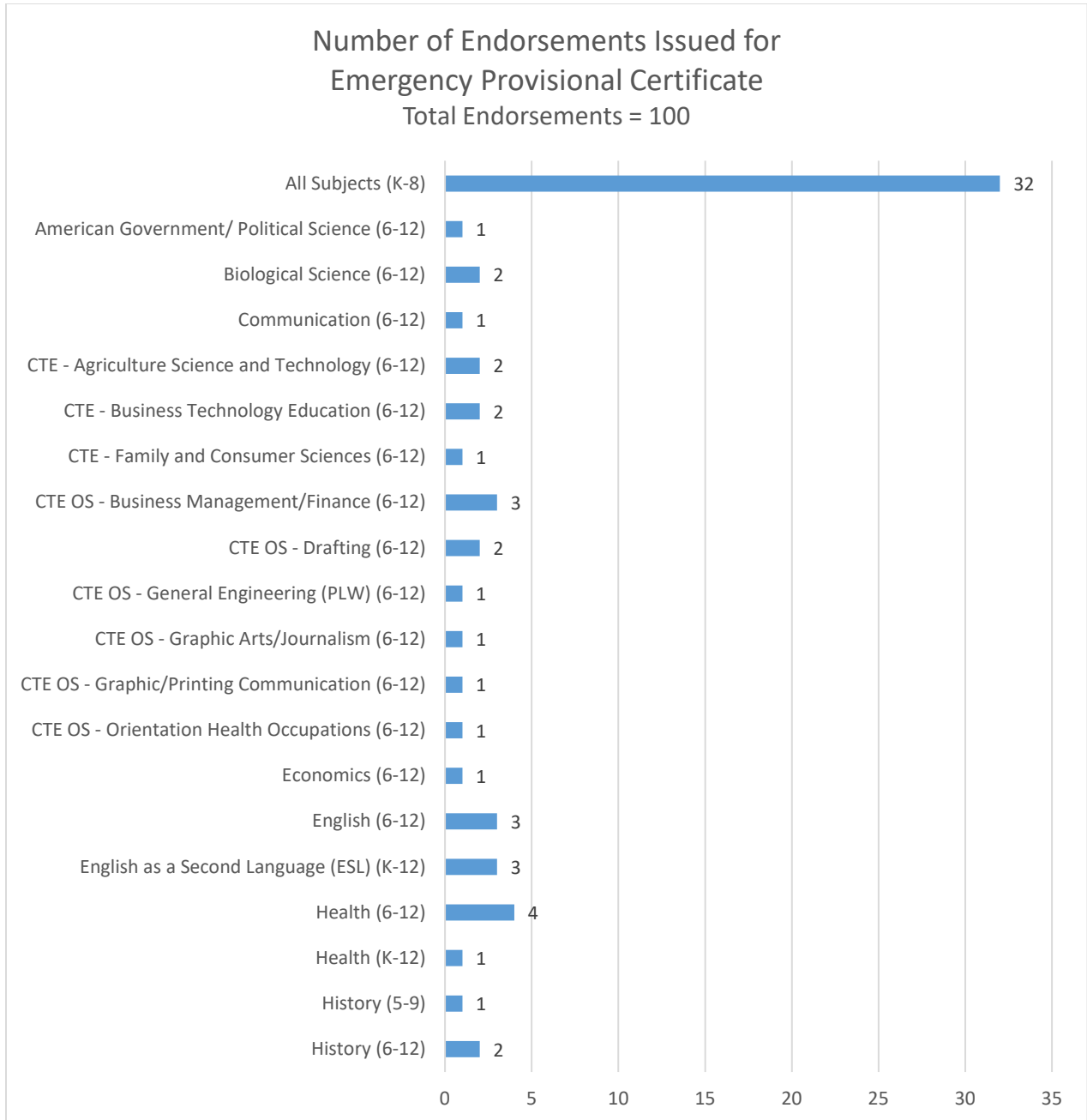
REQUESTS FOR PUPIL SERVICE STAFF AUTHORIZATIONS

The purpose of this authorization is to allow an Idaho school district/charter to hire a candidate who does not hold a valid Idaho credential to serve in an assignment that requires the Pupil Service Staff Certificate. The authorization allows the candidate to serve in the assignment while working toward obtaining the Pupil Service Staff Certificate and the applicable endorsement. There were 2 Pupil Service Staff authorizations with 2 total endorsements issued during the 2019-2020 school year.



REQUESTS FOR EMERGENCY PROVISIONAL CERTIFICATE

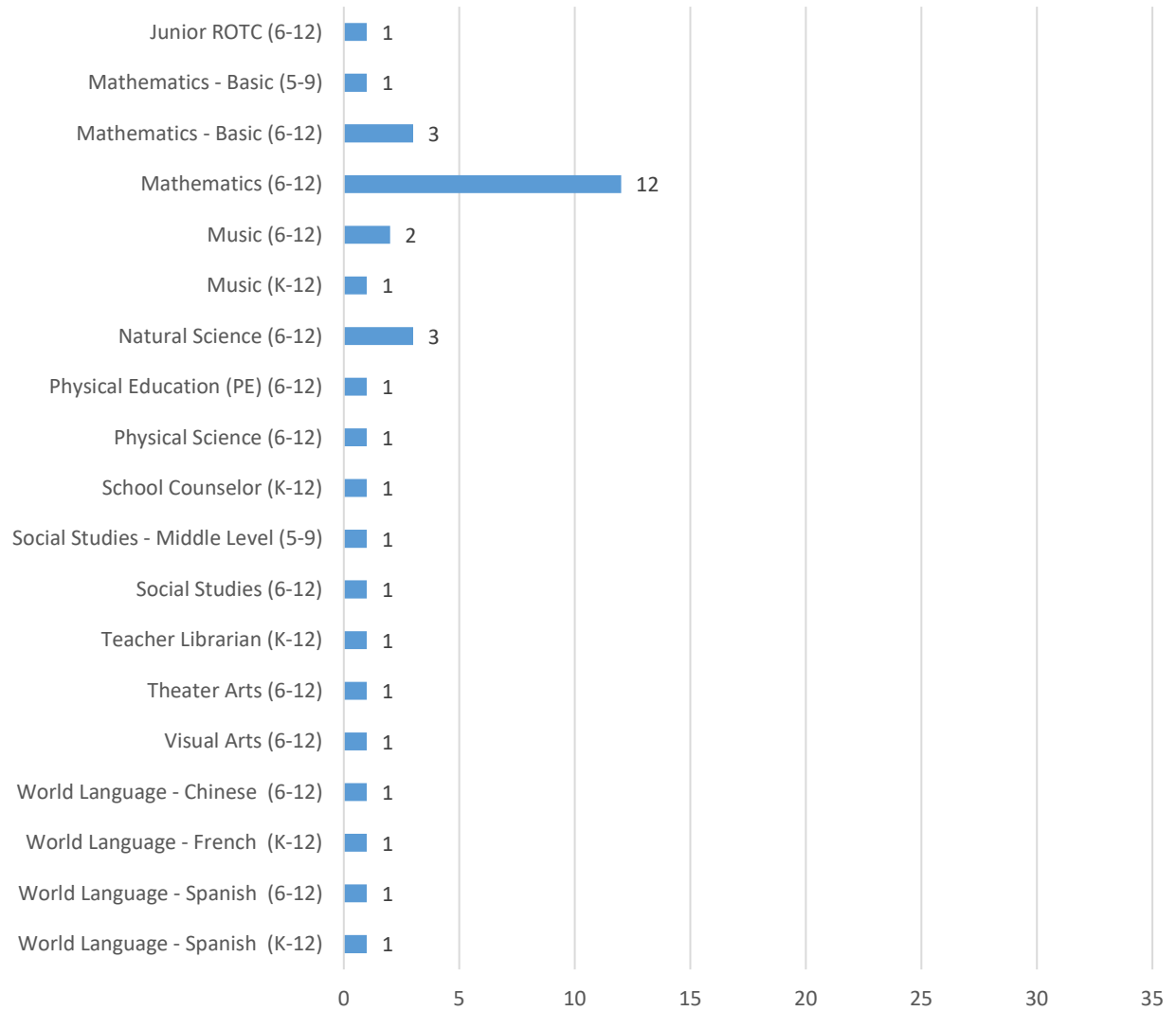
The purpose of the Emergency Provisional Certificate is to allow an Idaho school district/charter to hire a candidate for one year who does not hold a valid Idaho credential to serve in an assignment that requires certification/endorsement in an emergency situation. The district must declare an emergency and the candidate must have at least two years of college training. As per IDEA, Emergency Provisional Certificates are not permitted for special education. There were 90 Emergency Provisional Certificates with 100 total endorsements issued during the 2019-2020 school year.



Number of Endorsements Issued for Emergency Provisional Certificate

Total Endorsements = 100

(continued)



EXECUTIVE COMMITTEE ACTIVITIES

Under Idaho Code §33-1208 and §33-1209, the PSC has the responsibility for suspending, revoking, issuing letters of reprimand, or placing reasonable conditions on any certificate for educator misconduct. The administrator of the PSC, in conjunction with the deputy attorney general and PSC staff, conducts a review of the written allegation using established guidelines to determine whether to open an investigation or remand the issue to the school district to resolve locally. The Executive Committee considers the allegation(s) and all additional relevant information to determine whether probable cause exists to warrant the filing of an administrative complaint. If probable cause is determined, the Executive Committee recommends disciplinary action to be taken against a certificate. Once an administrative complaint is filed, a hearing may be requested.

During 2019-2020, the PSC received sixty-two (62) written complaints of alleged educator ethical misconduct, of which thirty-five (35) cases were opened. Additionally, twenty-six (26) cases were closed during 2019-2020. Four (4) of the twenty-six (26) closed cases involved educators who were employed as administrators. Furthermore, PSC staff conducted two (2) educator ethical misconduct hearing. The data below represents the cases that were closed.

2019-2020 Closed Ethics Cases

Case Number	Category of Ethics Violation	Probable Cause Found	Disciplinary Action
21731*	Inappropriate Conduct with Student	No	
21826	Sexual Misconduct with a Student	Yes	Revocation
21902	Theft-Fraud	Yes	Letter of Reprimand
21905	Inappropriate Conduct with Student	Yes	Letter of Reprimand
21908	Miscellaneous	Yes	Letter of Reprimand
21909	Miscellaneous	Yes	Revocation
21911	Sexual Misconduct NOT with a Student	Yes	Revocation (Permanent)
21912	Theft-Fraud	Yes	Letter of Reprimand
21915*	Miscellaneous	No	
21916	Breach of Contract	Yes	Suspension
21918	Theft-Fraud	Yes	Revocation
21919	Substance Abuse	Yes	Suspension
21921	Theft-Fraud	No	
21922	Miscellaneous	Yes	Letter of Reprimand
21923	Inappropriate Conduct	Yes	Suspension
21924	Misdemeanor	No	
21925	Inappropriate Conduct with Student	Yes	Letter of Reprimand
21926	Theft-Fraud	No	
21928	Inappropriate Conduct	No	
21930	Breach of Contract	No	
21933	Sexual Misconduct with a Student	Yes	Voluntary Surrender
21934	Inappropriate Conduct with Student	Yes	Suspension
21935	Inappropriate Conduct	Yes	Letter of Reprimand

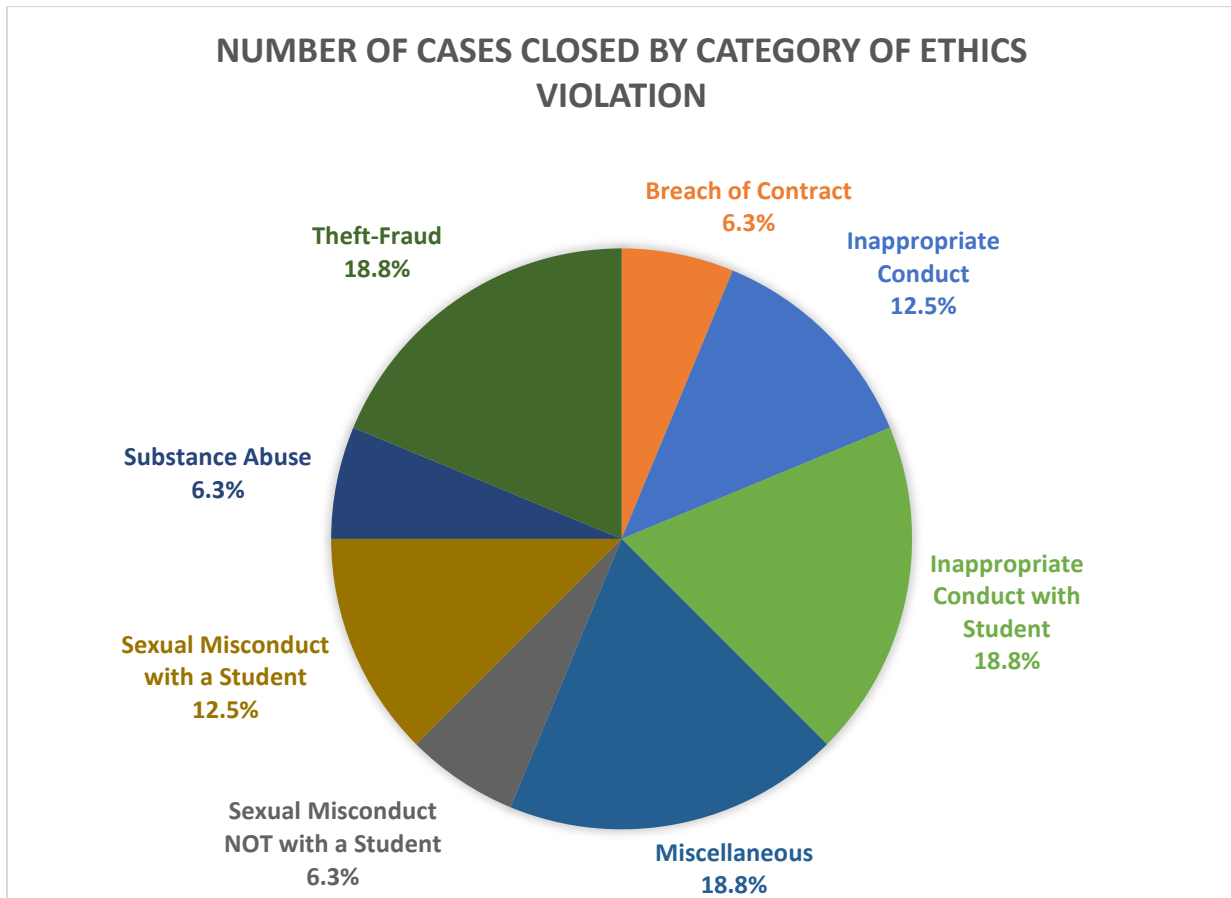
Case Number	Category of Ethics Violation	Probable Cause Found	Disciplinary Action
21936	Inappropriate Conduct	No	
21937	Inappropriate Conduct	No	
22002	Theft-Fraud	No	
22007	Breach of Contract	No	
22008	Theft-Fraud	No	

* These cases were actually closed in 2018-2019, but due to a clerical error were not included in the 2018-2019 PSC Annual Report data. We have included it with the 2019-2020 data for reporting transparency.

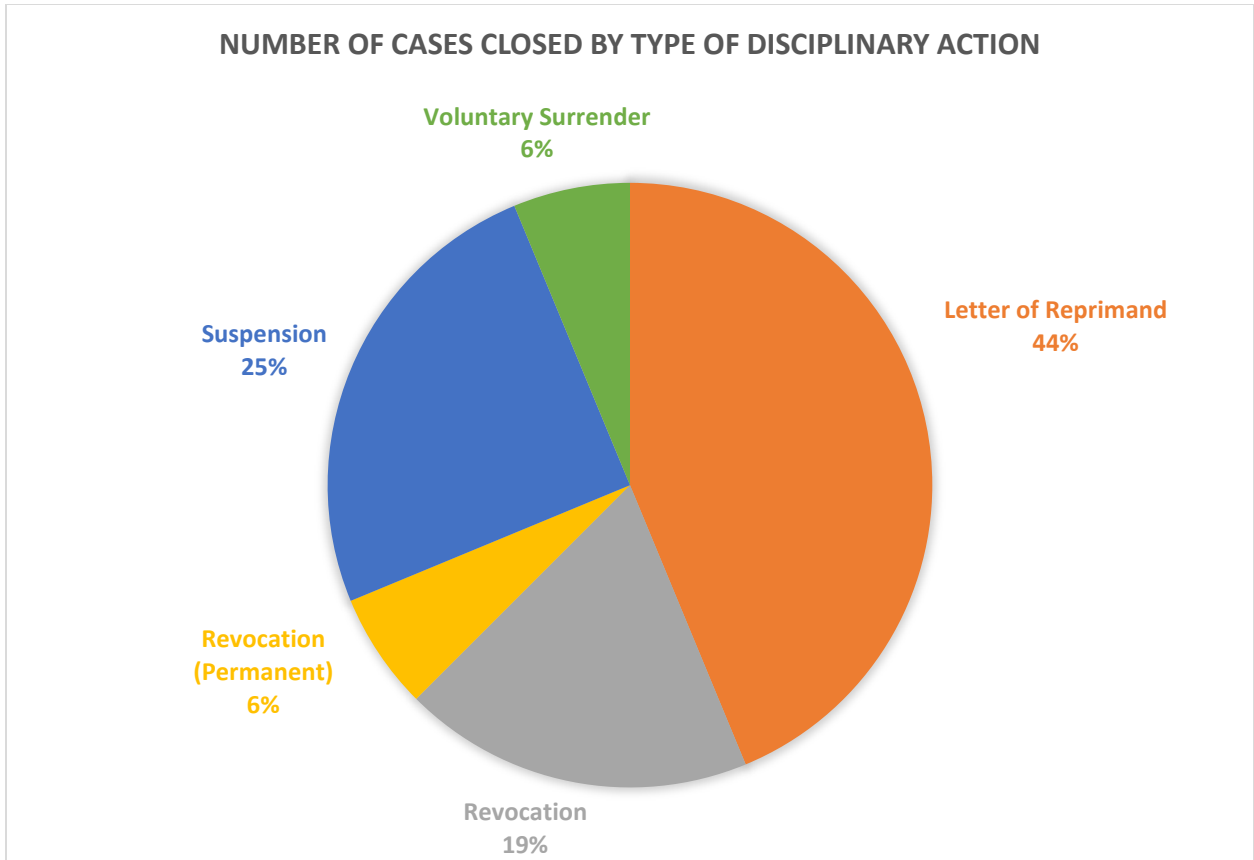
2019-2020 Aggregate Data of Closed Ethics Cases Where Probable Cause Was Found

During 2019-2020 the PSC closed twenty-six (26) cases and finalized disciplinary action in sixteen (16) cases. The disaggregated data is shown below. The first table shows the data by the category of the ethics violation. The second table displays the data by the type of disciplinary action.

Category of Ethics Violation	Number of Cases Closed	Percent of Cases Closed
Application Discrepancy	-	0%
Breach of Contract	1	6%
Felony (Other)	-	0%
Felony (Violent)	-	0%
Inappropriate Conduct	2	13%
Inappropriate Conduct with Student	3	19%
Miscellaneous	3	19%
Misdemeanor	-	0%
Sexual Misconduct Not with a Student	1	6%
Sexual Misconduct with a Student	2	13%
Substance Abuse	1	6%
Theft-Fraud	3	19%



Type of Disciplinary Action	Number of Cases Closed	Percent of Cases Closed
Conditioned Certificate	-	0%
Letter of Reprimand	7	44%
Revocation	3	19%
Revocation (Permanent)	1	6%
Suspension	4	25%
Voluntary Surrender	1	6%



STANDARDS COMMITTEE ACTIVITIES

The Standards Committee is responsible for completing educator preparation standards reviews, educator preparation program reviews, and educator preparation new program proposal reviews for recommendation to the full PSC. The PSC reviews the recommendations of the Standards Committee and makes recommendations to the State Board of Education (Board) for approval consideration.

EDUCATOR PREPARATION STANDARDS REVIEWS

The purpose of educator preparation standards reviews is to define and establish rigorous and research-based standards that better align with national standards and best practices. The standards provide requirements for educator preparation programs to ensure that future educators acquire the knowledge and performance standards to best meet the needs of students.

IDAPA 08.02.02.004 directs that the PSC continuously review/revise 20 percent of the standards per year. The review process involves teams of content area experts from higher education faculty and educators in K-12 Idaho schools. The standards and endorsements are reviewed and presented to the PSC, and then submitted to the Board for approval. Once approved by the Board, they are reviewed and approved by the legislature as a document incorporated by reference into State Board rule.

The following standards and endorsements were reviewed by the PSC during the 2019-2020 school year:

- Communication
 - Journalism
 - Speech and Debate
- Computer Science
- Engineering
- Health
- Physical Education
- Social Studies
 - American Government/Political Science
 - Anthropology
 - Economics
 - Geography
 - History
 - Psychology
 - Sociology
- Visual and Performing Arts
 - Music
 - Theater
 - Visual Arts

EDUCATOR PREPARATION PROGRAM REVIEWS

Each educator preparation program will undergo a state program approval process that is designed to assure that graduates meet the Idaho standards for professional educators. The PSC follows the national accreditation council model by which institutions pursue continuing approval through a full program review every seven (7) years. Additionally, the PSC conducts State-Specific Requirement Reviews, not to exceed every third year following the full program review. The requirements are defined in IDAPA 08.02.02.100: Rules Governing Uniformity and the CAEP standards.

The standards for evaluating teacher preparation programs are found in the [Idaho Standards for Initial Certification of Professional School Personnel](#) as updated and approved by the State Board of Education. For review purposes, pertinent rubrics accompanying these standards are on file in the office of the State Department of Education, Certification and Professional Standards.

Current CAEP standards can be reviewed on the [CAEP website](#).

Current PSC materials, reports, and resources are also available on the [State Department of Education website](#).

The following educator preparation programs were reviewed by the PSC during the 2019-2020 school year:

- **American Board for Certification of Teacher Excellence (ABCTE)**

A state on-site Full Unit Program Review was held for ABCTE May 21 – 23, 2019. The State Review Team Report was submitted to the PSC for consideration at its September 20, 2019, meeting. The Report was considered, and the PSC recommended that the State Board of Education (Board) accept the recommendations in the State Review Team Report.

The Board, at its December 18, 2019, meeting, moved to table any action on the report.

- **Boise State University**

A state on-site visit was held at Boise State University (BSU) from October 6 – 8, 2019. The State Review Team Report was subsequently submitted to the PSC at its January 17, 2020, meeting. The Report was considered, and the PSC recommended that the Board accept the recommendations in the State Review Team Report.

The Board, at its April 10, 2020, meeting, accepted the recommendations in the State Review Team Report. Conditionally approved programs are subject to a focused revisit within three years following the on-site visit to determine if specific standards are met.

- **Teach For America**

A state on-site Full Unit Program Review was held for Teach For America (TFA) December 8 – 10, 2019. The State Review Team Report was subsequently submitted to the PSC at its June 12, 2020, meeting, and the PSC recommended that the Board accept the recommendations in the State Review Team Report.

The Board, at its August 27, 2020, meeting, accepted the recommendations in the State Review Team Report. Conditionally approved programs are subject to a focused revisit within three years following the on-site visit to determine if specific standards are met.

Specific information regarding the Board's review of each of these reports can be found on the [State Board of Education website](#).

EDUCATOR PREPARATION NEW PROGRAM PROPOSAL REVIEWS

Each educator preparation new program proposal will undergo a desk review designed to confirm the new program meets the standards in the [Idaho Standards for Initial Certification of Professional School Personnel](#). The PSC reviews the recommendations of the Standards Committee and makes recommendations to the State Board of Education for approval consideration.

The following educator preparation new program proposals were reviewed by the PSC during the 2019-2020 school year, for recommendation to the State Board of Education for conditional approval:

- **Boise State University**
 - Master in Teaching Elementary Education
 - Master in Teaching Secondary Education
- **Idaho State University**
 - Deaf/Hard of Hearing (K-12)
 - Family Consumer Science (6-12)
 - Marketing Technology Education (6-12)
- **University of Idaho**
 - Theater Arts (5-9 or 6-12)

APPENDIX – FISCAL YEAR 2020 BUDGET EXPENDITURES

Revenue	Estimated	Actual Revenue	Variance
Cert Application Fees	\$600,000	\$605,011	\$5,011
Personnel	Budget	Actual Expenditures	Variance
Salaries & Benefits	\$465,000	\$456,136	\$8,864
Expenses (Spending Authority)	Budget	Actual Expenditures	Variance
Operating Expenses			
PSC Meeting/Travel/Meals	\$30,000	\$28,679	\$1,321
PSC PD & Training	\$500	\$0	\$500
Communication	\$10,000	\$11,466	(\$1,466)
Staff Development	\$1,500	\$165	\$1,335
Repairs & Maintenance Services and Supplies	\$1,000	\$0	\$1,000
Administrative Services	\$3,000	\$7,102	(\$4,102)
Computer Services	\$250	\$0	\$250
Staff Travel - NAAC	\$5,000	\$265	\$4,735
Staff Travel - NASDTEC Annual Conference	\$5,000	\$1,364	\$3,636
Staff Travel - NASDTEC PPI	\$6,000	\$3,132	\$2,868
Staff Travel - NASDTEC Taws	\$3,000	\$2,740	\$260
Staff Travel - Other	\$1,500	\$1,298	\$202
Administrative/Office Supplies	\$7,000	\$6,640	\$360
Computer Supplies	\$250	\$219	\$31
Insurance	\$1,500	\$1,610	(\$110)
Rentals & Operating Leases	\$10,000	\$12,187	(\$2,187)
Payroll/Accounting	\$2,000	\$1,935	\$65
Committee Work Expenses			
Executive - Investigations/Hearings/Trainings	\$5,000	\$1,598	\$3,402
Executive - Contract Investigative Services	\$5,000	\$3,648	\$1,352
Executive - NASDTEC Dues	\$4,500	\$4,500	\$0
Standards - Standard Reviews	\$20,000	\$14,061	\$5,939
Standards - EPP Reviews and Focused Visits	\$15,000	\$9,897	\$5,103
Standards - CAEP Partnership Dues	\$5,250	\$5,290	(\$40)
Capital Expenses			
Computer Equipment	\$7,200	\$6,268	\$932
Office Equipment	\$1,000	\$0	\$1,000
Total Expenses (Spending Authority)	\$150,450	\$124,064	\$26,386
All Expenditures (Personnel + Expenses)	\$615,450	\$580,200	
Revenue Less All Expenditures	(\$15,450)	\$24,811	