

IDAHO PROFESSIONAL STANDARDS COMMISSION

# 2024-2025 Annual Report



IDAHO DEPARTMENT OF EDUCATION  
IDAHO PROFESSIONAL STANDARDS COMMISSION

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**TABLE OF CONTENTS**

Introduction ..... 3

PSC Operation ..... 6

Educator Ethics ..... 7

Ethics Data - July 1, 2020 through June 30, 2025 ..... 10

Recommendations ..... 15

## INTRODUCTION

The 1972 state legislature established the Professional Standards Commission (PSC). This legislative action combined the Idaho 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 PSC was created in the Idaho Department of Education and consists of 18 constituency members appointed or reappointed for terms of three (3) years, representing the following:

Certificated elementary or secondary classroom teachers (7), including

- Teacher of exceptional children (1)
- Pupil service staff (1)

Elementary school principal (1)

Secondary school principal (1)

Special education director (1)

School superintendent (1)

School board member (1)

Higher education letters and sciences faculty member (1)

Community colleges and education departments of public institutions of higher education (2)

Education departments of private institutions of higher education (1)

Idaho Department of Education staff (1)

Division of Career Technical Education staff (1)

Section 33-1252, Idaho Code

## **Statutory Responsibilities of the PSC**

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

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

(b) A local board of trustees.

Section 33-1209, Idaho Code

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.

Section 33-1254, Idaho Code

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.

Section 33-1258, Idaho Code

## PSC Membership for the 2024-2025 Academic Year

Name	Agency	Representing
Angela Gillman, Chair	Idaho Falls School District #091	Classroom Teachers
Ramona Lee, Vice Chair	West Ada School District #002	Special Education Administrators
Vanessa Anthony-Stevens	University of Idaho	Public Teacher Education
Stephanie Brodwater	Post Falls School District #273	Classroom Teachers
Kristi Enger	Division of Career Technical Education	Division of Career Technical Education
Erika Estes	Weiser School District #431	Classroom Teachers
Melissa Green	Brigham Young University-Idaho	Private Teacher Education
Lance Harrison	Preston School District #201	School Superintendents
Stacey Jensen	Pocatello School District #025	Classroom Teachers
Katie Mathias	Boise State University	Public Teacher Education
Amy McBride	Twin Falls School District #411	Secondary School Principals
Wendy Moore	Department of Education	Department of Education
Jamee Nixon	Northwest Nazarene University	Colleges of Letters and Sciences
Marci Nuxoll	Mountain View School District #244	Teachers of Exceptional Children
Karen Pyron	Butte County School District #111	School Boards
Melissa Rose	Lakeland School District #272	Pupil Service Staff
Jonelle Warnock	Boise School District #001	Classroom Teachers
Alejandro Zamora	Wilder School District #133	Elementary School Principals

## **PSC OPERATION**

During the 2024-2025 academic year, the PSC met five (5) times, in September, December, February, April, and June. December and February meetings were held virtually.

The PSC's two (2) committees perform specific duties.

### **Executive Committee – Educator Ethics**

- Determine if there is probable cause to pursue discipline against a certificated educator for alleged unethical conduct.
- Review and make recommendations to revise the Code of Ethics for Idaho Professional Educators as needed.
- Examine cases where an educator has voluntarily surrendered their certificate and consider whether to recommend that the PSC find probable cause that the alleged inappropriate conduct occurred.
- Review courses related to disciplinary action remediation.

### **Recommendations Committee**

- Execute projects as requested by the State Board of Education, Idaho Department of Education, or the PSC Administrator.
- Consider recommendations from education stakeholders regarding educator ethics and educator certification and preparation.
- Recommend rule and policy changes regarding educator standards, educator certification, and endorsement requirements to the full Commission for consideration by the State Board of Education.

## EDUCATOR ETHICS

In accordance with Sections 33-1208 and 33-1209, Idaho Code, the PSC has the responsibility for suspending, revoking, issuing letters of reprimand, or placing reasonable conditions on any certificate for educator misconduct.

During the 2024-2025 academic year, the PSC received sixty-six (66) written complaints of alleged educator ethical misconduct, of which thirty-three (33) cases were opened. Forty-eight (48) cases were closed during the 2024-2025 academic year, with one case under judicial review. Two (2) of the closed cases involved educators employed as administrators, both resulting in a letter of reprimand being issued. The following data represents the 48 closed cases.

### 2024-2025 Closed Cases

Case Number	Category of Allegation	Probable Cause Found	Disciplinary Action
22316	Inappropriate Conduct with Student	Yes	Letter of Reprimand
22326	Inappropriate Conduct with Student	Yes	Revocation
22328	Misdemeanor	Yes	Revocation
22333	Breach of Contract	Yes	Letter of Reprimand
22335	Inappropriate Conduct	Yes	Revocation
22401	Breach of Contract	Yes	Suspension
22402	Inappropriate Conduct	Yes	Revocation
22408	Inappropriate Conduct	Yes	Revocation
22409	Sexual Misconduct with a Student	Yes	Revocation
22410	Inappropriate Conduct with Student	Yes	Letter of Reprimand
22412	Inappropriate Conduct	Yes	Revocation
22413	Inappropriate Conduct with Student	N/A	Voluntary Surrender
22414	Theft-Fraud	Yes	Revocation
22416	Inappropriate Conduct with Student	Yes	Suspension
22417	Substance Abuse	Yes	Suspension
22418	Inappropriate Conduct with Student	Yes	Suspension
22419	Inappropriate Conduct with Student	Yes	Suspension
22420	Inappropriate Conduct	Yes	Suspension
22421	Inappropriate Conduct	Yes	Letter of Reprimand
22422	Inappropriate Conduct with Student	Yes	Suspension
22423	Breach of Contract	Yes	Letter of Reprimand
22424	Breach of Contract	Yes	Letter of Reprimand
22425	Inappropriate Conduct	No	None
22426	Breach of Contract	Yes	Letter of Reprimand
22427	Sexual Misconduct NOT with a Student	Yes	Revocation (Permanent)

**2024-2025 Closed Cases, Continued**

<b>Case Number</b>	<b>Category of Allegation</b>	<b>Probable Cause Found</b>	<b>Disciplinary Action</b>
22428	Sexual Misconduct with a Student	Yes	Revocation (Permanent)
22429	Breach of Contract	Yes	Letter of Reprimand
22430	Breach of Contract	Yes	Letter of Reprimand
22431	Inappropriate Conduct	Yes	Letter of Reprimand
22432	Inappropriate Conduct	Yes	Revocation
22433	Inappropriate Conduct with Student	Yes	Suspension
22435	Inappropriate Conduct with Student	No	None
22436	Inappropriate Conduct with Student	No	None
22437	Inappropriate Conduct with Student	No	None
22438	Inappropriate Conduct with Student	Yes	Revocation
22439	Sexual Misconduct with a Student	N/A	Voluntary Surrender
22440	Inappropriate Conduct with Student	Yes	Suspension
22441	Inappropriate Conduct with Student	No	None
22442	Inappropriate Conduct with Student	No	None
22443	Breach of Contract	No	None
22444	Inappropriate Conduct	No	None
22445	Inappropriate Conduct with Student	Yes	Revocation
22446	Breach of Contract	Yes	Suspension
22447	Breach of Contract	Yes	Suspension
22449	Inappropriate Conduct	No	None
22500	Breach of Contract	No	None
22505	Breach of Contract	No	None
22508	Breach of Contract	No	None

During the 2024-2025 academic year, the PSC finalized disciplinary action in 36 of the 48 cases that were closed.

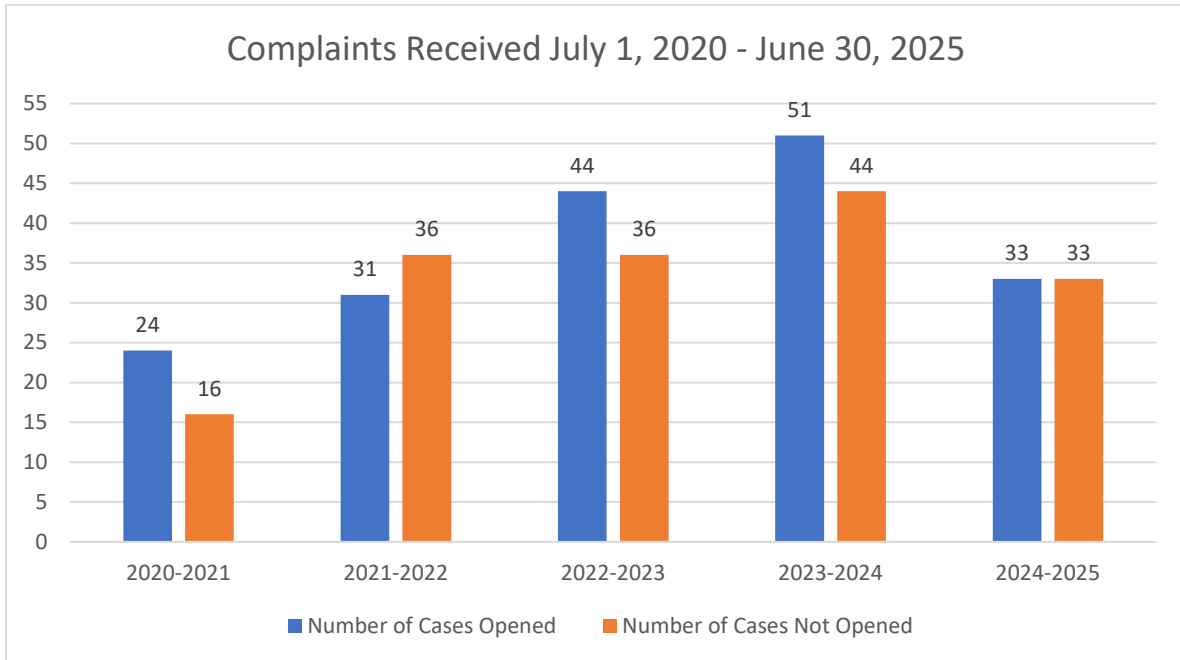
**2024-2025 Closed Cases Resulting in Disciplinary Action, by Category of Ethical Violation**

Category of Ethics Violation	Number of Cases Closed	Percentage of Cases Closed
Breach of Contract	9	18.75%
Inappropriate Conduct	8	16.67%
Inappropriate Conduct with a Student	12	25.00%
Misdemeanor	1	2.08%
Sexual Misconduct NOT with a Student	1	2.08%
Sexual Misconduct with a Student	3	6.25%
Substance Abuse	1	2.08%
Theft-Fraud	1	2.08%

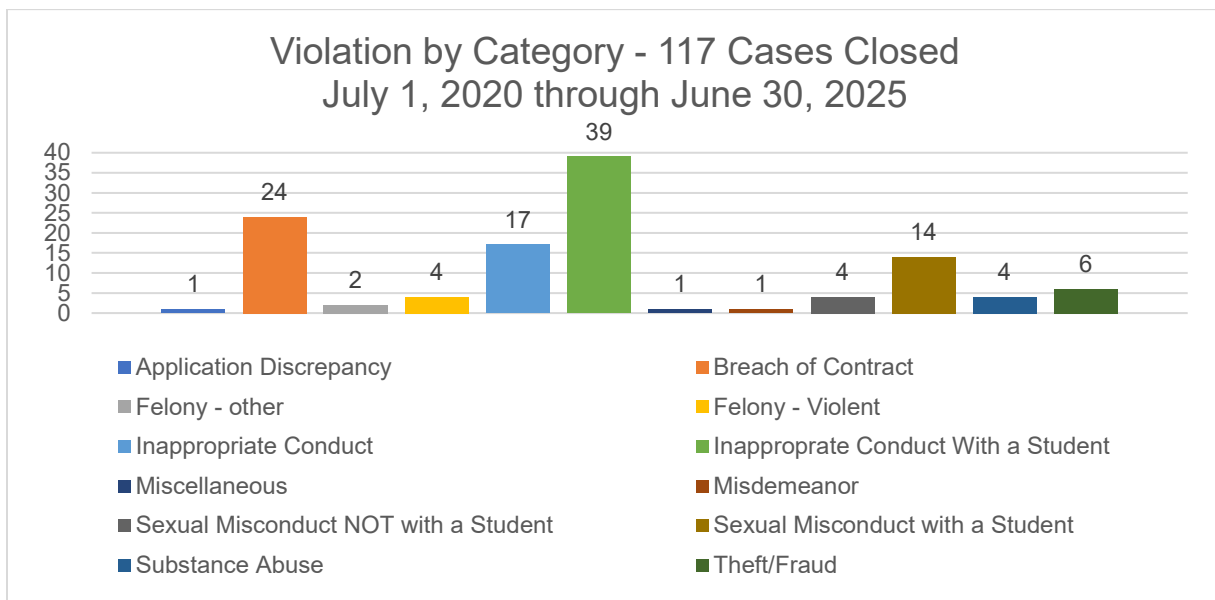
Category of Discipline	Number of Cases Closed	Percentage of Cases Closed
Letter of Reprimand	10	20.83%
Revocation	11	22.92%
Revocation (permanent)	2	4.17%
Suspension	11	22.92%
Voluntary Surrender	2	4.17%

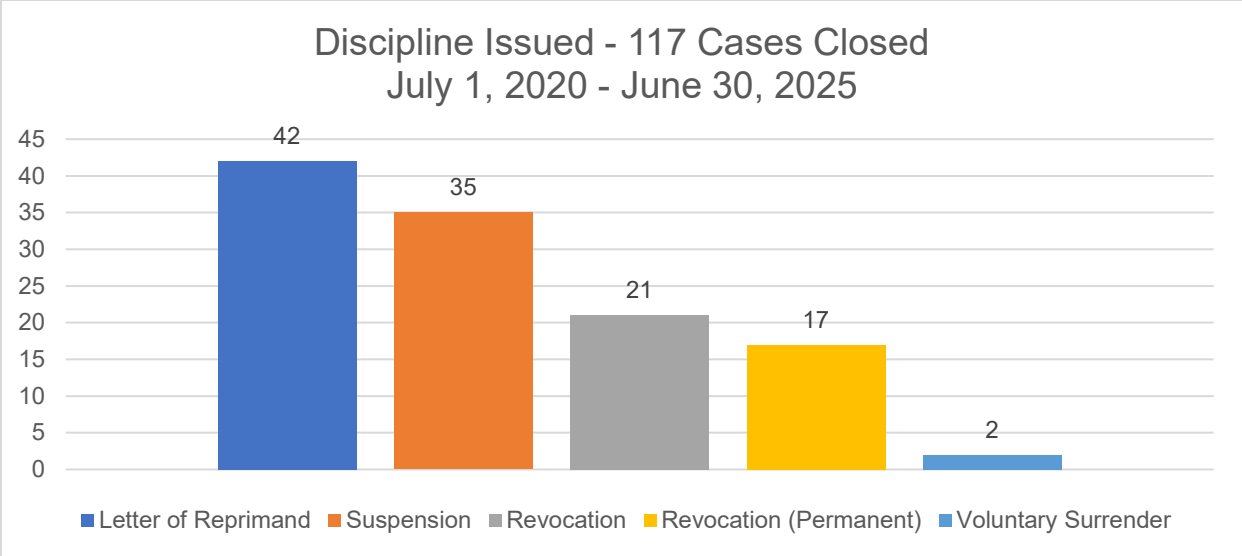
## ETHICS DATA - JULY 1, 2020 THROUGH JUNE 30, 2025

The PSC received 348 educator ethics complaints between July 1, 2020, and June 30, 2025. Of those complaints, 183 cases were opened to determine probable cause for violations of the Code of Ethics for Idaho Professional Educators.

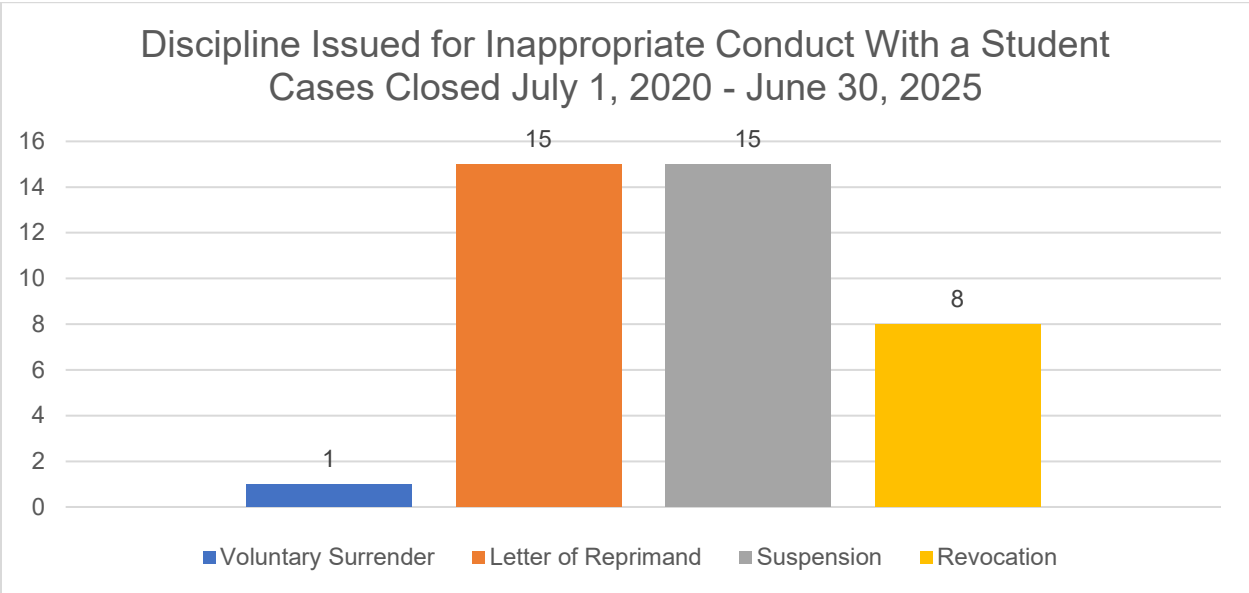


Between July 1, 2020, and June 30, 2025, the PSC determined that 117 opened cases were found to have probable cause, resulting in educator discipline issued between July 1, 2020, and June 30, 2025. The charts that follow describe the violation categories and resulting discipline.



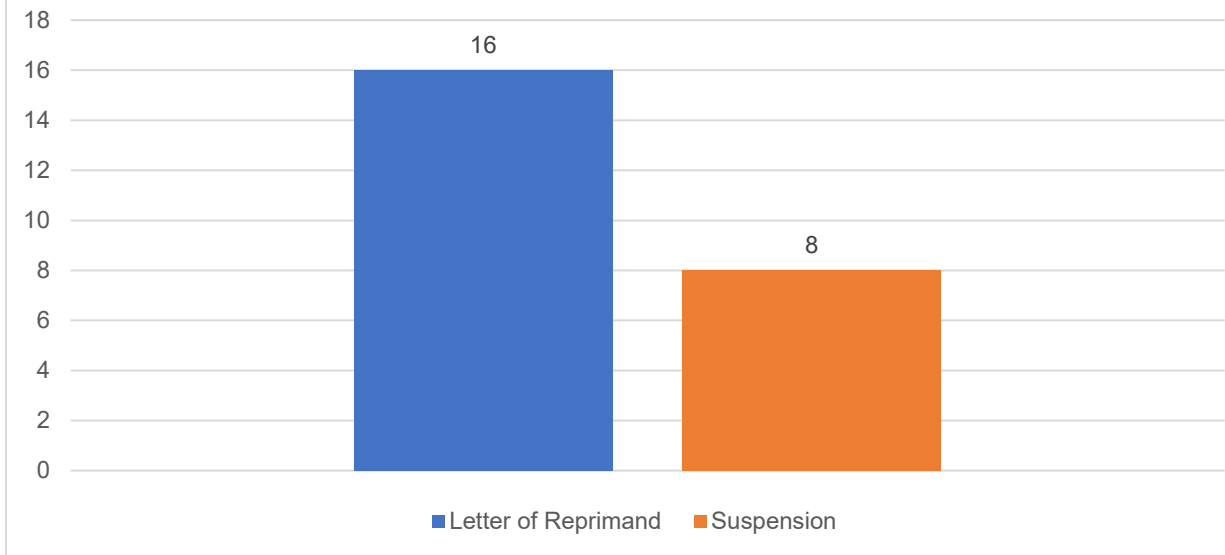


The following charts show the top five (5) ethics violation categories in cases closed between July 1, 2020, and June 30, 2025, and their resulting discipline. The top five (5) ethics violation categories in cases closed between July 1, 2020, and June 30, 2025, are Inappropriate Conduct with a Student, Breach of Contract, Inappropriate Conduct, Sexual Misconduct with Student, and Theft/Fraud.

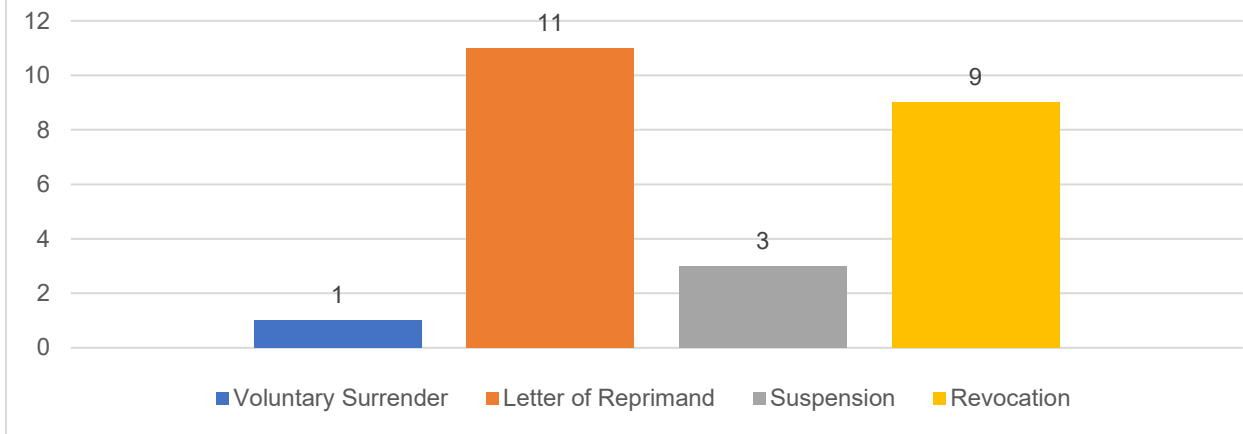


Violations of Inappropriate Conduct with a Student included use of unapproved restraint and seclusion techniques, throwing objects, use of inappropriate physical force, striking, grabbing, inappropriate texting/emailing, swearing, and inappropriate comments of a sexual or political nature.

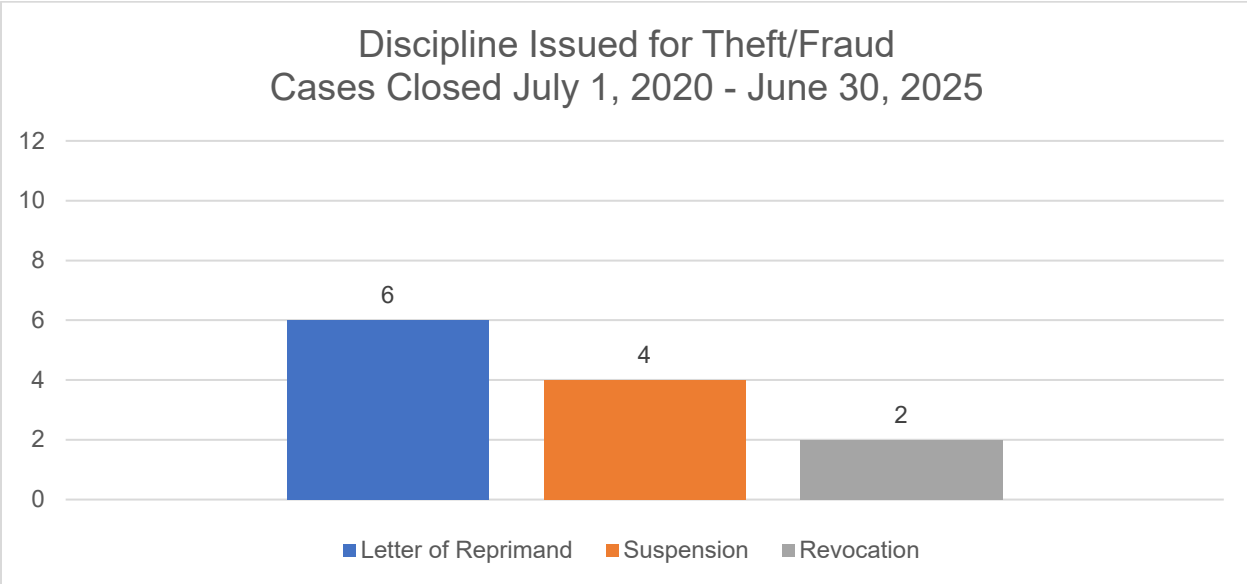
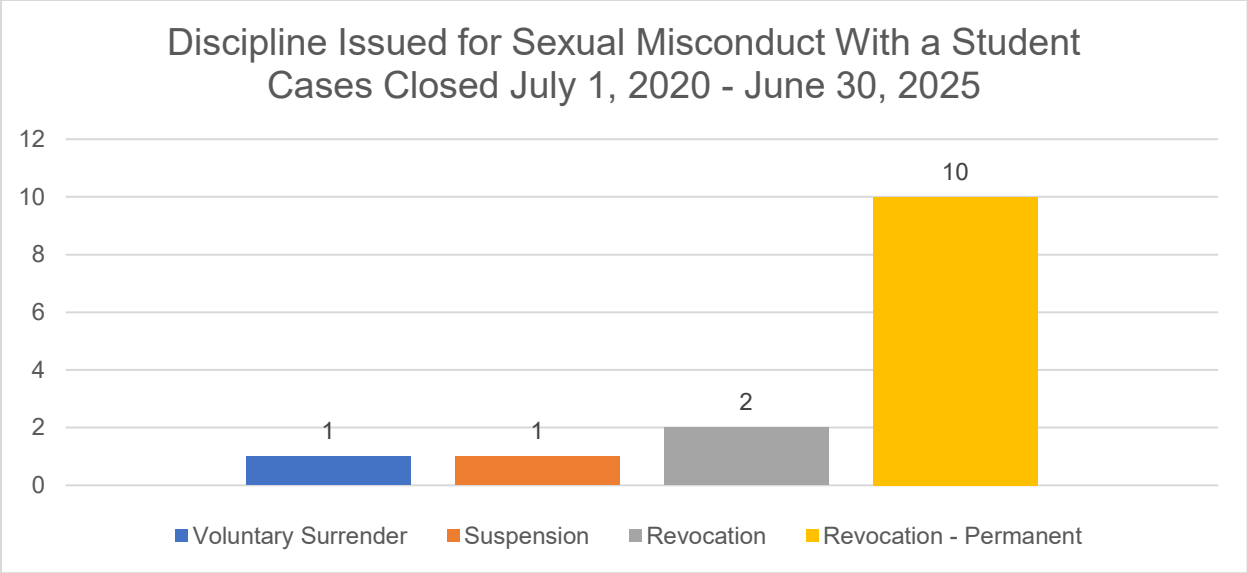
### Discipline Issued for Breach of Contract Cases Closed July 1, 2020 - June 30, 2025



### Discipline Issued for Inappropriate Conduct Cases Closed July 1, 2020 - June 30, 2025

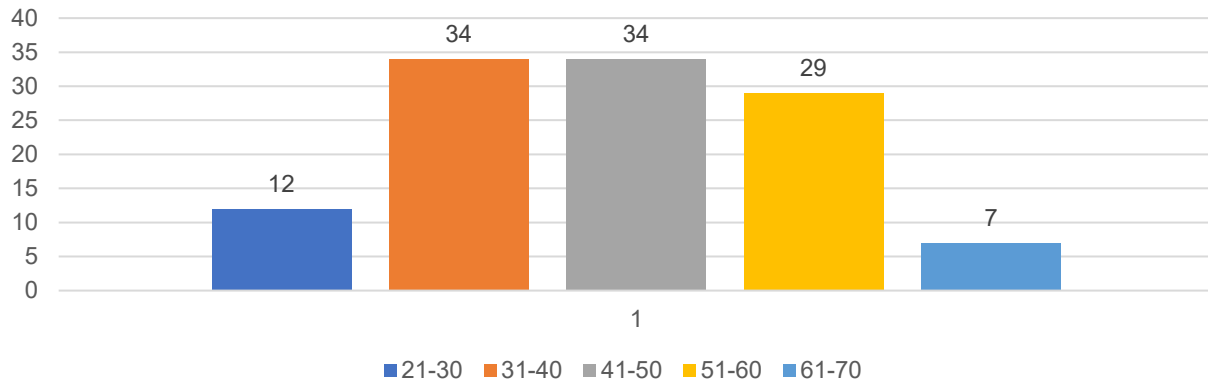


Violations of Inappropriate Conduct included inappropriate relationships with subordinate staff members, viewing or possessing inappropriate images/websites, using a school computer to engage in inappropriate chats with an artificial intelligence chatbot during instructional time, inappropriate sexual comments to coworkers, emailing confidential student information, and having certificates revoked in other states for misconduct.



Violations of Theft/Fraud included stealing from colleagues, falsifying reporting data, and falsifying documents for employment and licensure.

Educator Age at Time of Ethics Violation: Cases Closed  
with Discipline  
July 1, 2020 - June 30, 2025



## RECOMMENDATIONS

During the 2024-2025 academic year, the PSC Recommendations Committee discussed various subjects of interest in the areas of educator preparation, educator certification, and educator ethics. Work of the Recommendations Committee included:

### Breach of Contract Guidance Document for Educators

Completed the *Breach of Contract Guidance Document for Educators* for distribution to school districts and charters.

### Idaho Educator Pipeline Report Work Session

Provided recommendations to Board staff that, in the Committee's opinion, could positively impact the educator pipeline in Idaho:

1. Improve educator compensation towards closing the 24 percent pay gap as outlined in the 2023 educator pipeline report.
2. Provide and fund mentoring and retention programs that support all educators and enhance positive school culture.
3. Expand Pupil Service Staff preparation programs and certification pathways (especially Speech Language Pathologists and School Psychologists).
4. Improve educator working conditions, e.g., available/affordable housing, easing new educators into assignments/preps, greater planning time, quality of life, stress, hours, etc. (Reference: [The State of the Teacher Workforce | Learning Policy Institute](#))

### Praxis Bridge Alternate Content Assessment

Recommend the Praxis Bridge Alternate Content Assessment with a three (3) year retroactive eligibility to the Idaho State Board of Education for approval.

### PSC Nomination Review

Reviewed PSC nomination packets and recommended nominees to the Idaho State Board of Education for appointment.

### Review of Recommendation for School Psychologist Praxis Assessment

Recommended the adoption of the School Psychologist assessment with a qualifying score of 155 to the Board of Education for approval.

Alternate Content Assessment for Idaho Educator Preparation Providers

Recommended the Alternate Content Assessment for Idaho educator preparation providers to the Idaho State Board of Education for approval and immediate implementation.