

**Professional Licensure Standards Board (PLSB)**  
**Friday, December 6, 2019**  
**PLSB Full Board Minutes**

A meeting of the Professional Licensure Standards Board was held in the Professional Licensure Standards Board (PLSB) Conference Room at #4 Capitol Mall, Room 105-C, Little Rock, Arkansas on **December 6, 2019**. Voting members of the Board present were Kathy Howell, Chair, Dr. Greg Murry, Vice-Chair, Luanne Baroni, Dr. Mary Jane Bradley, Brenda Brown, Doretta Griffin, Lynne Gronseth, Dr. Victoria Groves-Scott, Lillian Hemphill, Dr. Donny Lee, John D. Keeling, Cindy Nations, Dr. Ellen Treadway, and Dudley Webb, III. Non-voting members present were Dr. Suzanne Bailey, Joan Luneau, and Frank Servedio. ADE staff members present were Eric James, Sarah Banker, Cheri Rolett, Shannon Rostad-Hall, Brittany Felix, Taylor Dugan, and Shastady Wagner. Carol Fleming, with AEA attended as a guest.

Members who were not present were Dr. Andrea Martin.

**1. Call to Order** – Kathy Howell, Chair

Ms. Kathy Howell called the meeting to order at 8:03 a.m.

**2. Introduction of New PLSB Board Members/COE Rules Update:**

Ms. Howell introduced two new board members:

- Ms. Doretta Griffin with Hamburg School District; Representing ARKASPA
- Mrs. Luanne Baroni with Lisa Academy; Representing Non-Licensed Educators

Also, Ms. Carol Fleming, AEA President, was introduced as our guest.

Mr. Dugan discussed the Rules Governing the Code of Ethics Update. The Code of Ethics Rules were approved on October 23, 2019. Public comment ended December 3, 2019, of which there were no comments. The State Board of Education will give its final approval.

Mr. Dugan discussed the PLSB Managing Attorney position, which will be filled by the first of the year.

Mr. Dugan updated the Board on the progress of the PLSB Evidentiary Hearings. At this time, there are only four hearings scheduled for 2020. Mr. Dugan also discussed the PLSB timeline issue and cases being past the allotted time. Mr. Webb acknowledged Mr. Dugan for stepping in during the absence of a managing attorney to help with the evidentiary hearings and getting them caught up.

Mr. Dugan asked for a motion to pull PLSB case 19-009 for Kira Geer from the SBOE consent agenda and add it to the SBOE action agenda.

Motion made by Ms. Howell; seconded by Mr. Keeling.

Motion passed; none opposed.

Mr. Dugan will review the public comments for the licensure rules over the Christmas break. Mr. Dugan believes the Licensure Rules and its changes will be completed May 2020 to June 2020.

### **3. Approval of Minutes – Kathy Howell**

Dr. Murry made a motion to approve the June 7, 2019, PLSB Full Board minutes; seconded by Dr. Lee.

Motion passed; none opposed.

### **4. Action Items**

- **Vote on Chairperson and Co-Chairperson for Full Board (2019-2020) – Kathy Howell**

Ms. Hemphill made a motion to nominate Dr. Murry to be the PLSB Chair; seconded by Mr. Keeling.

Motion passed; none opposed

Ms. Hemphill made a motion to nominate Dr. Lee to be the PLSB Co-Chair; seconded by Dr. Treadway.

Motion passed; none opposed.

### **5. Discussion and Reports - Joan Luneau and Frank Servedio**

#### **A. EPPQR Rubric Design Task Force for EPPQR Narrative Questions - Frank Servedio**

Mr. Servedio discussed the rubric report and items that have not been completed.

Mr. Servedio commented that this rubric was designed by members of the PLSB Full Board. Mr. Servedio asked if the same committee members would be staying on or if there was a need to have different members take on this part of the EPPQR report. All members on the current committee agreed to stay on and will meet in January 2020.

Based on the need for special education teachers with content expertise, the DESE is proposing to add a route for teachers in an Alternative Preparation Program to be provisionally licensed in the dual areas of Special Education Resource and a content area.

This area requires completion of twelve (12) hours of coursework and passing scores on the Praxis SpEd; Core Knowledge and Applications (5354). Programs prepare educators who are currently licensed in K-6, 4-8, or 7-12 ELA, Math, or Science to teach the content area in which they are licensed to students with exceptionalities in an inclusion and/or resource setting. Individuals with this license can also provide indirect services.

Overall enrollment in SpEd Preparation programs continues to show growth, however, SpEd Resource programs have not met enrollment expectations.

The purpose of this proposal is to allow a pilot to be conducted beginning January 2020, that allows provisionally licensed teachers, who meet specific requirements, to be enrolled in an Arkansas Alternative Preparation Program and provisionally licensed in K-6, 4-8, 7-12 ELA, Math, or Science with a passing score on the Praxis SpEd: Core Knowledge and Applications (5354), and successful completion of an approved SpEd Resource program.

## **B. Proposal for Special Education Resource Licensure Programs – Joan Luneau**

A motion by Dr. Lee was made for PLSB to support this SpEd proposal; seconded by Ms. Howell. Motion passed; none opposed.

At 9:25 a.m. the Board took a fifteen minute break.

The meeting resumed at 9:40 a.m.

## **C. Ethics Data Report - Eric James and Sarah Banker**

Mr. James discussed the PLSB data and how the numbers line up. At the time PLSB was organized in 2009, timelines did not exist. Due to one situation that was brought to the Legislature, the timeline was established. Ms. Banker went over data gathered beginning on January 1, 2017, to present, regarding evidentiary hearings as follows:

Evidentiary Hearings Requested – 38  
Recommendations/Conducted – 34  
Pending Hearings which are scheduled – 4

Dr. Murry wanted confirmation that the four pending cases were scheduled and within the timeline. Mr. Dugan confirmed that these four cases were scheduled.

### **Since January 2017**

Sanctions upheld - 18 cases  
Sanctions lowered – 19 cases  
Dismissed – 7 cases

\*Note: Two of these sanctions were lowered as part of a joint motion to settle between the Educator's attorney and the PLSB attorney.

### **State Board Review Decisions**

There have been eight cases since 2017.  
5 cases - lowered  
1 case - dismissed

2 cases – upheld

Dr. Murry asked how the SBOE can hear a case on the consent agenda and how SBOE can move it to the action agenda. Mr. James answered the question for Dr. Murry, in that the new rules allow the SBOE to move a case from the consent agenda to the action agenda so that they can review it again whether the educator asks for the review or not.

#### **D. NASDTEC Professional Practices Institute Conference - Eric James**

Mr. James spoke on the NASDTEC conference, which was held in October 2019. Mr. James received a lot of positive feedback from other states. Arkansas is ahead with what other states are doing as it applies to the Code of Ethics proactive training.

##### **The Trident training goals~**

- Share ideas to develop relevant ethics training for your state
- Enhance your current ethics training system for your state
- Help establish some type of training system
- Make your job easier

##### **The Trident recognizes the need to~**

- Be impactful
- Be exciting
- Be engaging
- Be memorable

##### **The Trident symbolizes~**

- Proactive
- Reactive
- Rehabilitative

Mr. James discussed what had been done on the front end, which has been training videos for the 2017-2018 and 2019-2020 school years.

Mr. James discussed data analysis for 2018-2019 school year. During this timeframe, 189 cases were received and 110 of those cases were authorized. Below is the breakdown of the 110 cases that were authorized.

- **Classroom educator – 56**
- **Coaches – 24**
- **Administrators – 15**
- **Fine arts – 8**
- **SpEd – 5**
- **Student interns – 2**
- **Counselor – 1**

- **Specialist – 1**

Administrators were investigated the most for Standards 3 and 5.

Mr. James quoted, “Our goal is to protect our students and to help make the profession more professional.”

**E. Evidentiary Hearing Panel - Kathy Howell & Dudley Webb**

Ms. Howell discussed with the Board the need for two teachers and two administrators for the Evidentiary Hearing Panel. Ms. Howell made a motion to add Chris Jones, Nancy Fancyboy and Doretta Griffin to the Evidentiary Hearing Panel; seconded by Dudley Webb. Motion passed; none opposed.

Ms. Howell asked for a motion to nominate Allison Pruitt, Andrea Humphrey-Johnson, or Christy Sanders. Ms. Howell made a motion to nominate Andrea Humphrey-Johnson and Christy Sanders; Mr. Webb seconded. None opposed. Mr. Webb made a motion to have Allison Pruitt on the waiting list as a representative for the Evidentiary Hearing Panel in Higher Ed; seconded by Ms. Hemphill. Motion passed; none opposed.

Dr. Murry discussed changing some of the dates for the following PLSB Full Board meetings due to some conflicts. These dates are:

March 6, 2020  
June 5, 2020  
September 4, 2020

The Full Board decided on the following:

March 6 – No change  
June 5 – Changed to June 9, 2020  
September 4 – Changed to September 1, 2020

Dr. Murry also asked the Board if they would prefer the meetings start at 9 a.m. instead of 8 a.m. There was a unanimous vote for starting at 9 a.m., therefore, the March 6, 2020 meeting will begin at 9 a.m. and all future meetings thereafter.

Mr. James presented Dr. Bailey with a plaque on behalf of PLSB in recognition of her retirement, accomplishments and the impact she made in the lives of students. Dr. Bailey will retire at the end of December 2019.

The meeting adjourned at 11:50 a.m.

The next PLSB Full Board meeting will be on March 6, 2020 at 9:00 a.m.