

THE ARKANSAS STATE BOARD OF EDUCATION

**IN RE THE MATTER OF:
PAMELA DRAPER
MAY 14, 2020**

PLSB CASE NO. 20-048

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

At its regular meeting on May 14, 2020, the Arkansas State Board of Education (Board) accepted the recommendation of the Professional Licensure Standards Board Ethics Subcommittee (Ethics Subcommittee) for disciplinary action against the teaching license of Pamela Draper (Educator Draper). Based upon Educator Draper's acceptance of the Ethics Subcommittee's recommendation and the evidence presented, in accordance with the Administrative Procedure Act, Ark. Code Ann. 25-15-101 et seq., the Board hereby states as follows:

I. Findings of Fact

- a. The Arkansas Department of Education issued Educator Draper a standard five-year teaching license on January 1, 2018, valid until December 31, 2022.
- b. The Ethics Subcommittee received an allegation that Educator Draper violated the Arkansas Department of Education Rules Governing the Code of Ethics for Arkansas Educators promulgated pursuant to Ark. Code Ann. § 6-17-422 and 6-17-428.
- c. On October 4, 2019, the Ethics Subcommittee authorized an investigation into allegations that Educator Draper violated Standard 2: an educator maintains competence regarding his or her professional practice, inclusive of professional and ethical behavior, skills, knowledge, dispositions, and responsibilities relating to his or her organizational position, Standard 3: an educator honestly fulfills reporting obligations associated with professional practices and Standard 4: an educator

entrusted with public funds and property including school sponsored activity funds, honors that trust with honest responsible stewardship.

- d. Educator Draper was notified on October 7, 2019, of the Ethics Subcommittee's authorization to investigate this allegation.
- e. After considering the investigator's report and evidence on March 6, 2020, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violations of Standards 2, 3, and 4 in that Educator Draper:
 - Exhibited inappropriate interactions with parents/staff/general public.
 - Exhibited inappropriate disposition inclusive of professional and ethical behavior.
 - Falsified and/or manipulated student records/data and/or created false documents.
 - Misused public property.

The Ethics Subcommittee recommended that the State Board take the following actions:

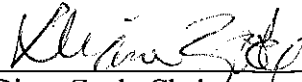
- a) One year of probation;
- b) Assess a \$200 fine (due within 90 days of State Board order).
- c) Recommend training, coursework or rehab treatment, with monitored progress:
 - (i) ERC19048: Professional Licensure Standards Board (PLSB): The Code of Ethics Training Video (2018); Credit Hours: 1
 - (ii) Title: The Power Paradox: How We Gain and Lose Influence (208p); Author. Dacher Keltner ISBN 10: 0143110292; ISBN 13: 978-0143110293
 - (iii) Written reflection indicating how these trainings will impact her future interactions with colleagues as well as her professional practice.

- d) To be completed within 90 days of the State Board of Education final order. (All costs paid by Educator).
- e) On March 9, 2020, Educator Draper was notified of the Ethics Subcommittee's initial determination and recommendation by first class and certified mail. Educator Draper responded via email stating her acceptance of the recommendation of the Ethics Subcommittee letter sent via first class and certified mail.
- f) At today's meeting the Ethics Subcommittee's recommendation and supporting documentation were presented to the Board as part of its consent agenda.

II. Conclusions of Law

- a. Upon consideration of the evidence presented at the meeting, Ark. Code Ann. §§ 6-11-105, 6-17-401, 6-17-422, 6-17-428 and 25-15-201 et seq., and the Arkansas Department of Education Rules Governing the Code of Ethics for Arkansas Educators, the Board adopts the Ethics Subcommittee's recommendations, and enacts the sanctions accordingly. The Board admonishes Educator Draper for her violation of the Code of Ethics.
- b. Educator Draper is cautioned that her non-payment of the assessed fine of \$200 may result in the suspension of her license until the fine is paid in full.
- c. Educator Draper is cautioned that further violations of the Code of Ethics or failure to pay the fine may result in more severe discipline including permanent revocation of her license.
- d. This order shall remain permanently in Educator Draper professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.



Diane Zook, Chair
Arkansas State Board of Education