

THE ARKANSAS STATE BOARD OF EDUCATION

**IN RE THE MATTER OF:
KRISTINA MICHELLE LEE (LLOYD)
DECEMBER 12, 2019**

PLSB CASE NO. 19-158

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

At its regular meeting on December 12, 2019, 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 Kristina Michelle Lee (Lloyd) (Educator Lee (Lloyd)). Based upon Educator Lee (Lloyd)'s failure to respond to the Ethics Subcommittee's recommendation and the evidence presented, in accordance with the Administrative Procedures 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 Lee (Lloyd) a standard five-year teaching license on January 1, 2016, valid until December 31, 2020.
- b. The Ethics Subcommittee received an allegation that Educator Lee (Lloyd) 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 May 3, 2019, the Ethics Subcommittee authorized an investigation into allegations that Educator Lee (Lloyd) 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; and Standard 7: An educator maintains the confidentiality of information about students and colleagues obtained in the course of the educator's professional services that is protected under state law or regulations, federal law or regulations, or written policies of the educator's school district, unless disclosure serves a professional purpose as allowed or required by law or regulations.

- d. Educator Lee (Lloyd) was notified on May 6, 2019, of the Ethics Subcommittee's authorization to investigate this allegation.
- e. After considering the investigator's report and evidence on October 4, 2019, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standard 7 in that Educator Lee (Lloyd):

- Shared confidential student information.

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

1. Written Reprimand;
2. Assess a \$100 fine (due within 90 days of State Board Order);
3. Require Educator to complete the following coursework/readings:
 - (i) ERC19048: Professional Licensure Standards Board (PLSB): The Code of Ethics Training Video (2018); Credit Hours: 1
 - (ii) Title: The Growth Mindset Playbook: A Teacher's Guide to Promoting Student Success (224p); Author: Annie Brock, Heather Hundley; ISBN 10: 1612436870; ISBN 13: 978-1612436876
 - (iii) FERPA 101: For Local Education Agencies;
<https://studentprivacy.ed.gov/training/ferpa-101-local-education-agencies>; 30-40 minutes online

4. Require Educator to prepare written reflection on how these trainings and books will influence the educator's practices in the classroom and interactions with students. (due within 90 days of State Board Order);
 5. Require Educator to pay all associated costs.
- g. On October 7, 2019, Educator Lee (Lloyd), was notified of the Ethics Subcommittee's initial determination and recommendation by certified and regular mail. Educator Lee (Lloyd) failed to respond to the Ethics Subcommittee's recommendation thereby waiving her right to any further notice, hearing, or any other rights she may have under the Administrative Procedure Act, including those rights set forth in Ark. Code Ann. §§ 25-15-211 and 25-15-212.
- h. 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 Kristina Michelle Lee (Lloyd) for her violation of the Code of Ethics.
- b. Educator Lee (Lloyd) is cautioned that her non-payment of the assessed fine of \$100 will result in the suspension of her license until the fine is paid in full.

- c. Educator Lee (Lloyd) is cautioned that further violations of the Code of Ethics or failure to pay the fine within ninety (90) days from the date of this order may result in more severe discipline including permanent revocation of her license.
- d. This order shall remain permanently in Educator Lee (Lloyd)'s 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