

**THE ARKANSAS STATE BOARD OF EDUCATION**

**IN RE THE MATTER OF:  
ANDREA CHANTEL COWELL  
OCTOBER 10, 2019**

**PLSB CASE NO. 19-127**

**FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER**

At its regular meeting on October 10, 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 Andrea Chantel Cowell (Educator Cowell). Based upon Educator Cowell'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 Cowell a standard five-year teaching license on January 1, 2015, valid until December 31, 2019.
- b. The Ethics Subcommittee received an allegation that Educator Cowell 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 April 8, 2019, the Ethics Subcommittee authorized an investigation into allegations that Educator Cowell violated Standard 1: an educator maintains a professional relationship with each student, both in and outside of the classroom; and Standard 2: an educator maintains competence regarding his or her professional

practice, inclusive of skills, knowledge, dispositions, and responsibilities relating to his or her organizational position.

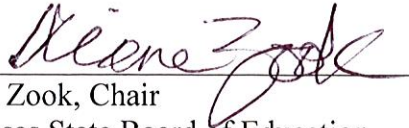
- d. Educator Cowell was notified on April 8, 2019, of the Ethics Subcommittee's authorization to investigate this allegation.
- e. After considering the investigator's report and evidence on July 31, 2019, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violations of Standards 1 and 2 in that Educator Cowell:
  - Engaged in inappropriate interactions with students.
  - Exhibited an inappropriate disposition inclusive of professional and ethical behavior.
- 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 the State Board Order);
  3. Require Educator to complete the following coursework/readings:
    - ERC18064: Professional Licensure Standards Board (PLSB): The Code of Ethics Training Video (2017)
    - LAGI7029 Success Favors Well-Prepared Adults: Unpacking your Personality Package: Credit Hours: 1
    - Title: Addressing Appropriate and Inappropriate Teacher-Student Relationships: A Secondary Education Professional Development Model; Author: Ernest J. Zarra, III, Kern High School District; Publication: CLEARvoz Journal Vol. 3, No. 2 (2016); Length: 15 Pages; Link: <http://journals.sfu.ca/cvj/index.php/cvj/article/viewFile/26/29>
  4. Require Educator to prepare written reflection: that explains how trainings will affect her future interactions with students (due within 90 days of the State Board Order); and
  5. Require Educator to pay all associated costs.

- g. On August 1, 2019, Educator Cowell, was notified of the Ethics Subcommittee's reasonable belief determination and recommendation by certified mail. Educator Cowell accepted 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 Andrea Chantel Cowell for her violation of the Code of Ethics.
- b. Educator Cowell is cautioned that his non-payment of the assessed fine of \$100 may result in the suspension of her license until the fine is paid in full.
- c. Educator Cowell 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 Cowell'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