

THE ARKANSAS STATE BOARD OF EDUCATION

**IN RE THE MATTER OF:
MYEISHA MAE HAYWOOD
AUGUST 8, 2019**

PLSB CASE NO. 19-077

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

At its regular meeting on August 8, 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 Myeisha Mae Haywood (Educator Haywood). Based upon Educator Haywood'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 Haywood a standard five-year teaching license on January 1, 2015, valid until December 31, 2019.
- b. The Ethics Subcommittee received an allegation that Educator Haywood 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 December 7, 2018, the Ethics Subcommittee authorized an investigation into allegations that Educator Haywood 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 5: an educator maintains integrity

regarding the acceptance of any gratuity, gift, compensation or favor that might impair or appear to influence professional decisions or actions and shall refrain from using the educator's position for personal gain.

- d. Educator Haywood was notified on December 10, 2018, of the Ethics Subcommittee's authorization to investigate this allegation.
- e. After considering the investigator's report and evidence on June 5, 2019, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violations of Standards 2 and 5 in that Educator Haywood:
 - Used their position for personal gain;
 - Inappropriate disposition inclusive of professional and ethical behavior; and
 - Inappropriate interactions with staff.
- 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:
 - ERC19048: Professional Licensure Standards Board (PLSB): The Code of Ethics Training Video (2018) Credit Hours: 1
 - Title: QBQ! The Question Behind the Question: Practicing Personal Accountability at Work and in Life (160p); Author: John G. Miller; ISBN 10: 0399152334; ISBN 13: 978-0399152337
 - Review the following giving specific attention to Standards 2 and 6:
http://npbea.org/wp-content/uploads/2017/06/Professional-Standards-for-Educational-Leaders_2015.pdf
 4. Require Educator to prepare written reflection: that explains how these will improve the educator's leadership capacity (due within 90 days of Board Order); and

5. Require Educator to pay all associated costs.
- g. On June 7, 2019, Educator Haywood was notified of the Ethics Subcommittee's reasonable belief determination and recommendation by certified and regular mail. Educator Haywood 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 Myeisha Mae Haywood for her violation of the Code of Ethics.
- b. Educator Haywood is cautioned that her 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 Haywood 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 Haywood'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