THE ARKANSAS STATE BOARD OF EDUCATION

IN RE THE MATTER OF:
MEAGAN LYNN PARRISH
MARCH 8, 2018

PLSB CASE NOS. 17-188 & 18-003

FINDINGS OF FACT, CONCLUSIONS OF LAW AND ORDER

At its regular meeting on March 8, 2018, the Arkansas State Board of Education (State Board) accepted the recommendation of the Professional Licensure Standards Board Ethics Subcommittee (Ethics Subcommittee) for disciplinary action against the teaching license of Meagan Lynn Parrish (Educator Parrish). Based upon Educator Parrish's acceptance of 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 State Board hereby states as follows:

I. Findings of Fact

a. The Arkansas Department of Education issued Meagan Lynn Parrish a standard five-year teaching license on January 1, 2014, valid until December 31, 2018.

b. The Ethics Subcommittee received an allegation that Educator Parrish 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 5, 2017, the Ethics Subcommittee authorized an investigation (PLSB Case No. 17-188) into allegations that Educator Parrish violated 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; and Standard 6: An educator keeps in confidence secure standardized test materials and results and maintains integrity regarding test administration procedures.

d. Educator Parrish was notified on May 8, 2017, of the Ethics Subcommittee's authorization to investigate this allegation.

e. After considering the investigator's report and evidence on September 1, 2017, the Ethics Subcommittee unanimously found that reasonable belief existed to substantiate violations of Standards 2 & 6 in that Educator Parrish:

- Asked other teachers/aides to complete portfolio assignments for students;
- Failed to provide instruction to students to properly complete their portfolios;
- Throughout the 2016-2017 school year, directed aides to complete multiple tasks (for portfolios) in one day and instructed aides to change the students' shirts so when a photo was captured, it would appear to be a different day; and
- Misrepresented students' portfolios that were not representations of the actual students' work.

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

- Place license on probation for three (3) years;
- Assess a $75 fine (due within 90 days following the State Board's final order); and
- Require educator to complete additional training from ADE focused on portfolio assessment and classroom instruction regarding IEPs.

g. On September 6, 2017, Educator Parrish, was notified of the Ethics Subcommittee's reasonable belief determination and recommendation by certified and regular mail. On October 2, 2017, Educator Parrish rejected the Ethics Subcommittee's recommendation, and requested an evidentiary hearing.

h. On July 10, 2017, the Ethics Subcommittee authorized an investigation (PLSB Case No. 18-003) into allegations that Educator Parrish violated 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.

i. Educator Parrish was notified on July 12, 2017, of the Ethics Subcommittee's authorization to investigate this allegation.

j. After considering the investigator's report and evidence on November 6, 2017, the Ethics Subcommittee unanimously found that reasonable belief existed to substantiate a violation of Standard 2 in that Educator Parrish:

- Allowed/promoted a special needs student to continue to play in/with the toilet water; and
- Continued to justify her actions by saying to another educator, "It is no different from him digging in his bottom (butt)."

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

- Suspension of license for one (1) year;
- Assess a $100 fine (due within 90 days following the State Board's final order); and
- Require educator to complete the following training: ArkansasIDEAS: *IAD 14491 Classroom Management: Managing Challenging Behavior* (2 hours); ArkansasIDEAS: *IAD 14496 Differentiated Instruction: An Introduction* (3 hours); ArkansasIDEAS: *SPB 14008 Behavior is Communication* (1.5 hours); and ArkansasIDEAS: *IAD SPB 14011 Creating the Perfect Behavior Plan* (1 hour);
- Submit written reflections on each course to the PLSB office within 90 days of the SBOE final order; and
- Educator is responsible for all associated costs.

l. On November 7, 2017, Educator Parrish, was notified of the Ethics Subcommittee's reasonable belief determination and recommendation by certified and regular mail.

On December 15, 2017, Educator Parrish rejected the Ethics Subcommittee's recommendation, and requested an evidentiary hearing.

m. Evidentiary hearings were scheduled for March 16, 2018 for both cases. On February 5, 2018, educator Parrish withdrew her requests for evidentiary hearings, and entered into an Agreed Order in both cases, thereby waiving her rights to any further notice or hearing or any other rights available under Administrative Procedure Act including those rights set forth in Ark. Code Ann. §§25-15-211 and 25-15-212.

n. Per the attached Agreed Order, the Ethics Subcommittee recommends the following:

- Place license on probation for four (4) years;
- Assess a fine in the amount of $75 (payable within 90 days of the State Board's final order);
- Require the following training: ArkansasIDEAS: *IAD 14491 Classroom Management: Managing Challenging Behavior* (2 hours); ArkansasIDEAS: *14496 Differentiated Instruction: An Introduction* (3 hours); ArkansasIDEAS: *SPB 14008 Behavior is Communication* (1.5 hours); ArkansasIDEAS: *IAD SPB 14011 Creating the Perfect Behavior Plan* (1 hour); and additional training from ADE focused on portfolio assessment and classroom instruction regarding IEPs;
- Require written reflections for each training (to be submitted to the PLSB office within 90 days of the State Board's final order); and
- Educator will pay all costs.

o. 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 Parrish for her violation of the Code of Ethics.

b. Educator Parrish 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.

c. This order shall remain permanently in Educator Parrish's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.

Dr. Jay Barth, Chair
Arkansas State Board of Education

PROFESSIONAL LICENSURE STANDARDS BOARD
ETHICS SUBCOMMITTEE

IN RE THE MATTER OF: MEAGAN LYNN PARRISH	PLSB Case Nos. 17-188 & 18-003

AGREED ORDER

The Professional Licensure Standards Board Ethics Subcommittee (Ethics Subcommittee) adopts the following agreed order, with the consent of Meagan Lynn Parrish (Educator Parrish) by and through her attorney, Valerie Bailey. The Ethics Subcommittee finds and states as follows:

Findings of Fact

1. Educator Parrish holds a Standard Teaching License from the Arkansas Department of Education, valid from January 1, 2014 until December 31, 2018.
2. The Arkansas Department of Education (ADE) received allegations that Educator Parrish violated the Code of Ethics for Arkansas Educators on March 21, 2017 (PLSB 17-188) and May 31, 2017 (PLSB 18-003).
3. The Ethics Subcommittee found reasonable belief for PLSB 17-188 on September 1, 2017, and PLSB 18-003 on November 6, 2017.
4. With the entry of this Agreed Order, Educator Parrish waives her rights to any further notice or hearing or any other rights available under Administrative Procedure Act including those rights set forth in Ark. Code Ann. §§25-15-211 and 25-15-212.

Conclusions of Law and Order

1. The Administrative Procedure Administrative Act, Ark. Code Ann. §25-15-208(b), provides for the resolution of this matter by consent order.
2. The Ethics Subcommittee, pursuant to its authority under §§ 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, recommends the following:
    a. That PLSB cases 17-188 and 18-003 be merged for the purpose of final disposition;
    b. Place license on probation for four years;
    c. Assess a fine in the amount of $75 (payable within 90 days of the State Board's final order);
    d. Require the following training:
        i. ArkansasIDEAS: IAD 14491 Classroom Management: Managing Challenging Behavior (2 hours);
        ii. ArkansasIDEAS: IAD 14496 Differentiated Instruction: An Introduction (3 Hours);
        iii. ArkansasIDEAS: SPB 14008 Behavior is Communication (1.5 Hours);
        iv. ArkansasIDEAS: IAD SPB 14011 Creating the Perfect Behavior Plan (1 Hour);
        v. Additional training from ADE focused on portfolio assessment and classroom instruction regarding IEPs;
    e. Require written reflections for each training (to be submitted within 90 days of the State Board's final order);

f. Require that all associated costs be paid by the educator.

3. The Educator must strictly adhere to both this agreement and the Code of Ethics for Arkansas Educators during the probation period. Failure to do so will result in a review by the Ethics Subcommittee, which may result in disciplinary action for failure to comply.

I recommend the proposed Agreed Order.

Daryl A. Taylor, PLSB Attorney — Date: 1/31/18

I accept the proposed Agreed Order.

Signature of Educator (Counsel for the Educator) — Date: 1/31/18

Printed Name: Valerie Bailey

On February 5, ____, 2018, the Ethics Subcommittee voted to adopt the Agreed Order.

Chair, PLSB Ethics Subcommittee