

THE ARKANSAS STATE BOARD OF EDUCATION

**IN RE THE MATTER OF:
STEPHANIE E. HICKS
SEPTEMBER 14, 2017**

PLSB CASE NO. 17-179

FINDINGS OF FACT, CONCLUSIONS OF LAW AND ORDER

At its regular meeting on September 14, 2017, the Arkansas State Board of Education (Board) accepted the recommendation of the Professional Licensure Standards Board Ethics Subcommittee for disciplinary action against the teaching license of Stephanie E. Hicks (Educator Hicks). Based upon Educator Hicks's failure to respond to the 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 Stephanie E. Hicks a standard five-year teaching license on January 1, 2014, valid until December 31, 2018.
- b. The Professional Licensure Standards Board Ethics Subcommittee received an allegation that Educator Hicks 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 7, 2017, the Subcommittee authorized an investigation into allegations that Educator Hicks 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 Hicks was notified on April 11, 2017, of the subcommittee's authorization to investigate this allegation.
- e. After considering the investigator's report and evidence on July 10, 2017, the subcommittee unanimously found that reasonable belief existed to substantiate violations of Standards 1 and 2 in that Educator Hicks:
 - Scared, retaliated, and/or intimidated students after she was confronted about her unprofessional behavior towards students and making one student write 1,000 times, "I will not tell lies about my teacher", and
 - Sold "iPad time" to students for them to play games during instructional time.
- f. The Ethics Subcommittee recommended that the State Board take the following actions:
 - (i) Place the license on probation for two (2) years;
 - (ii) Assess a fine of \$75;
 - (iii) Require training through the ArkansasIDEAS online portal taking Course IAD14492: *Classroom Management: Building Effective Relationships, 2nd Edition* (11 hours);
 - (iv) Require training through the ArkansasIDEAS online portal taking Course IAD14495: *Crafting Curriculum: Using Standards* (2 hours);
 - (v) Require training through the ArkansasIDEAS online portal taking Course IAD14497: *Differentiated Instructions: Learning More* (2.5 hours);
 - (vi) Require training through the ArkansasIDEAS online portal taking Course IAD14503: *Differentiated Instruction: Using Ongoing Assessment to Inform Instruction* (8.5 hours);
 - (vii) Require a written reflection on all four (4) trainings regarding how each training will affect interaction with students in the classroom to be submitted to the PLSB office within 90 days following the State Board final order date;
 - (viii) Fine to be paid ninety (90) days following the State Board final order; and

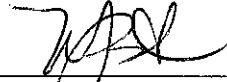
- (ix) All associated costs to be paid by the educator.
- g. On July 18, 2017, Educator Hicks, was notified of the Ethics Subcommittee's reasonable belief determination and recommendation by certified and regular mail. Educator Hicks did not respond to the Ethics Subcommittee's recommendation thereby 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 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 Hicks for her violation of the Code of Ethics and adopts the recommendation for actions as outlined by the Ethic's Subcommittee.
- b. Educator Hicks is cautioned that further violations of the Code of Ethics may result in more severe discipline, including permanent revocation of her license.

- c. This order shall remain permanently in Educator Hicks'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