

THE ARKANSAS STATE BOARD OF EDUCATION

IN RE THE MATTER OF:
KATHERINE WEAVER
JULY 14, 2022

PLSB CASE NO. 22-064

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

At its regular meeting on July 14, 2022, 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 licensure eligibility of Katherine Weaver (Educator Weaver). Based upon Educator Weaver'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. Educator Weaver was employed as an educator at the Beebe School District and held a provisional license.
- b. The Ethics Subcommittee received an allegation that Educator Weaver 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 10, 2021, the Ethics Subcommittee authorized an investigation into allegations that Educator Weaver violated *Standard 1: an educator*

maintains a professional relationship with each student, both in and outside the classroom; 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.

- d. Educator Weaver was notified on December 13, 2021, of the Ethics Subcommittee's authorization to investigate this allegation.
- e. After considering the investigator's report and evidence on April 1, 2022, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standard 1 and 2 in that Educator Weaver:
 - Engaged in inappropriate interactions and communications with a student.
 - Exhibited inappropriate disposition inclusive of professional and ethical behavior.
 - Violated district, state or federal policies or law.
- f. The Ethics Subcommittee recommended that the State Board take the following actions:
 1. Level 2 Public Notification of ethics violation for 2 years.
 2. Assess a \$250 fine (due within 90 days of the State Board Order).
 3. Require Educator to complete the following coursework/readings:
 - a. Code of Ethics training as provided by the PLSB staff with written reflection on how she will utilize the code of ethics in proactive practices in the future.
 - b. Quarterly reports from a mentor stating supports that are in place for the educator and how she is progressing in her practices.

- c. The Power Paradox: How We Gain and Lose Influence (208p) Author: Dacher Keltner ISBN 10: 0143110292 ISBN 13: 978-0143110293 educator to provide written reflection to the PLSB explaining how this training will be incorporated in her daily practices as an educator.
 - d. Title: If You Can't Manage Them, You Can't Teach Them (280p) Author: Kim Campbell, Dr. Kay Herting Wahl ISBN-10: 0865305137 ISBN-13: 978-0865305137 educator to provide written reflection to the PLSB on how she will utilize and incorporate this training into her classroom management practices.
- 4. Require Educator to prepare written reflection on each individual training to show how she will utilize the trainings in her professional practices and interactions with students (due within 90 days of the State Board Order); and
- 5. Require Educator to pay all associated costs.
- g. On April 1, 2022, Educator Weaver's attorney was notified of the Ethics Subcommittee's initial determination and recommendation by secure server. Educator Weaver 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 Weaver for her violation of the Code of Ethics.

- b. Educator Weaver is cautioned that her non-payment of the assessed fine of \$250 may result in the suspension of her licensure eligibility until the fine is paid in full.
- c. Educator Weaver 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 licensure eligibility.
- d. This order shall remain permanently in Educator Weaver's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.

A handwritten signature in dark ink, appearing to read "Ouida Newton", is written over a horizontal line.

Ouida Newton, Chair
Arkansas State Board of Education