

# THE ARKANSAS STATE BOARD OF EDUCATION

IN RE THE MATTER OF:

NANCY GREEN

OCTOBER 13, 2022

PLSB CASE NO. 22-086

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

At its regular meeting on October 13, 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 teaching license of Nancy Green (Educator Green). Based upon Educator Green'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 Green a lifetime teaching license on December 10, 2019.
- b. The Ethics Subcommittee received an allegation that Educator Green 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 January 14, 2022, the Ethics Subcommittee authorized an investigation into allegations that Educator Green 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 Green was notified on January 14, 2022, 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 Standards 1 and 2 of the Code of Ethics. Educator Green rejected the Ethics Subcommittee's recommendation and requested an evidentiary hearing.
- f. On May 24, 2022, Educator Green appeared for her evidentiary hearing before the Hearing Subcommittee. After consideration of the testimony, evidence, and arguments presented at the evidentiary hearing, the Hearing Subcommittee found that a preponderance of evidence existed to substantiate violation of Standards 1 and 2 in that Educator Green:
  - Engaged in inappropriate interactions with a student or students.
  - Exhibited inappropriate disposition inclusive of professional and ethical behavior.
  - Violated district, state or federal policies or law.
- g. The Hearing Subcommittee recommended that the State Board take the following actions:
  1. Probation of license 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 in person as provided by the PLSB. Educator to provide written reflections to the PLSB for approval on how she will incorporate the code of ethics into her best practices.

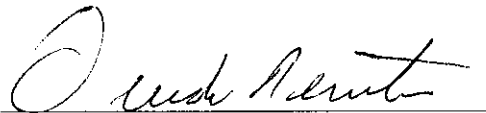
- b. Title: You've Gotta Connect: Building Relationships that Lead to Engaged Students, Productive Classrooms, and Higher Achievement (280 Pages) Author: James Alan Sturtevant ISBN-10: 1629500046 ISBN-13: 978-1629500046. Educator to provide written reflection to the PLSB for approval on how she will utilize the training to improve best practices and interactions with students.
  - c. I Notice: A Step-by-Step Guide to Transform Student Potential Through Building Intentional Relationships Author: Claire E. Hallinan ISBN-10: 1733035613 ISBN-13: 978-1733035613. Educator to provide written reflection to the PLSB for approval on how she will utilize the training to improve best practices and interactions with students.
  - d. The 85% Solution: How Personal Accountability Guarantees Success - No Nonsense, No Excuses (256p) Author: Linda Galindo ISBN 10: ISBN 13: 9780470500163. Educator to provide written reflection to the PLSB for approval on how she will utilize the training to improve professional practices.
4. Educator to provide monthly documentation to the PLSB on how she is currently incorporating the trainings provided in her classroom practices beginning 60 days after the start of probationary period. (due to the PLSB for approval within 90 days of the State Board Order); and
5. Require Educator to pay all associated costs.
- h. On May 25, 2022, Educator Green's attorney was notified of the Hearing Subcommittee's final determination and recommendation by secure server, certified, and regular mail. Educator Green accepted the Hearing 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.

- i. 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 Green for her violation of the Code of Ethics.
- b. Educator Green is cautioned that her non-payment of the assessed fine of \$250 may result in the suspension of her license until the fine is paid in full.
- c. Educator Green 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 Green's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.



Ouida Newton, Chair  
Arkansas State Board of Education