

THE ARKANSAS STATE BOARD OF EDUCATION

**IN RE THE MATTER OF:
LESLIE L. JOSHUA
FEBRUARY 9, 2023**

PLSB CASE NO. 22-055

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

At its regular meeting on February 9, 2023, 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 Leslie L. Joshua (“Educator Joshua”). Based upon Educator Joshua’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 Joshua a standard five-year teaching license on January 1, 2021, valid until December 31, 2025.
- b. The Ethics Subcommittee received an allegation that Educator Joshua 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 Joshua 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 Joshua 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 June 3, 2022, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standards 1 and 2 in that Educator Joshua:
 - Engaged in inappropriate interactions 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. Probation of License for 1 year;
 2. Assess a \$200 fine (due within 90 days of the State Board Order);
 3. Require Educator to complete the following coursework/readings:
 - a. Code of Ethics training provided to Coaches via Arkansas Activities Association;
 - b. Title: *The Power Paradox: How We Gain and Lose Influence* (208p) Author: Dacher Keltner ISBN 10: 0143110292 ISBN 13: 978-0143110293; and
 - c. Title: *The 85% Solution: How Personal Accountability Guarantees Success -- No Nonsense, No Excuses* (256p) Author: Linda Galindo ISBN 10: ISBN 13: 9780470500163.
 4. Educator to provide written reflections on each individual training indicating how the educator will utilize the training to influence her coaching style and her interactions with students, athletes, and their

families to be approved by the Ethics Subcommittee upon completion.

(Due within 90 days of the State Board order.)

5. Require Educator to pay all associated costs.

- g. On June 3, 2022, Educator Joshua's attorney was notified of the Ethics Subcommittee's initial determination and recommendation by secure server. Educator Joshua rejected the Ethics Subcommittee's recommendation and requested an evidentiary hearing. On January 4, 2023, educator Joshua withdrew her request for the evidentiary hearing and 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 Leslie L. Joshua for her violation of the Code of Ethics.
- b. Educator Joshua is cautioned that her non-payment of the assessed fine of \$200 may result in the suspension of her license until the fine is paid in full.

- c. Educator Joshua 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 Joshua'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