

THE ARKANSAS STATE BOARD OF EDUCATION

**IN RE THE MATTER OF:
DOUGLAS MEANS
APRIL 14, 2022**

PLSB CASE NO. 22-068

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

At its regular meeting on April 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 teaching license of Douglas Means (Educator Means). Based upon Educator Means failure to respond to 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 Means a standard five-year teaching license on January 1, 2021, valid until December 31, 2025.
- b. The Ethics Subcommittee received an allegation that Educator Means 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 Means 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 Means 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 February 11, 2022, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standard 1 and 2 in that Educator Means:
 - 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:
 - a. Probation of License for 1 year by State Board of Education.
 - b. Assess a \$200.00 fine (due within 90 day of the State Board Order)
 - c. Require Educator to complete the following coursework/readings:
 1. Code of Ethics training as provided to Arkansas Activities Association by the PLSB staff.
 2. Title: 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
 3. Title: The 85% Solution: How Personal Accountability Guarantees Success -- No Nonsense, No Excuses (256p)
Author: Linda Galindo ISBN 13: 9780470500163
 4. LAB15051 Closing the Attitude Gap:
<http://ideaslms.aetn.org/course/view.php?id=882>

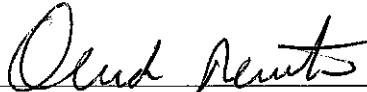
- d. Written reflections on each training individually by the educator to show how he will utilize those trainings in his student interactions in the future due to the PLSB for approval within 90 days of the State Board Order.
- e. Require Educator to pay all associated costs.
- g. On February 11, 2022, Educator Means, was notified of the Ethics Subcommittee's initial determination and recommendation by secure server. Educator Means failed to respond to the Ethics Subcommittee's recommendation thereby waiving his right to any further notice, hearing, or any other rights he 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 Means for his violation of the Code of Ethics.
- b. Educator Means is cautioned that his non-payment of the assessed fine of \$200 will result in the suspension of his license until the fine is paid in full.
- c. Educator Means 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 his license.

- d. This order shall remain permanently in Educator Means 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