

**THE ARKANSAS STATE BOARD OF EDUCATION**

**IN RE THE MATTER OF:  
LEONA KAYE CROWE  
FEBRUARY 9, 2023**

**PLSB CASE NO. 23-033**

**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 Leona Kaye Crowe (“Educator Crowe”). Based upon Educator Crowe’s 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 Crowe a standard five-year teaching license on February 12, 2019, valid until December 31, 2023.
- b. The Ethics Subcommittee received an allegation that Educator Crowe 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 October 7, 2022, the Ethics Subcommittee authorized an investigation into allegations that Educator Crowe 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 Crowe was notified on October 7, 2022, of the Ethics Subcommittee's authorization to investigate this allegation.
- e. After considering the investigator's report and evidence, on January 6, 2023, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standards 1 and 2 in that Educator Crowe:
  - Engaged in inappropriate physical contact 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. Written reprimand;
  2. Assess a \$100 fine (due within 90 days of the State Board Order);
  3. Require Educator to complete the following coursework/readings:
    - a. Code of Ethics as provided by the PLSB staff.
    - b. Title: THE Classroom Management Book (320p)  
Author: Harry K. Wong, Rosemary T. Wong, Sarah F. Jondahl, Oretha F. Ferguson ISBN-13: 978-0976423393 ISBN-10: 0976423391
  4. Within 90 days of the State Board Order, Educator is to provide a written reflection to the PLSB Ethics Subcommittee on how each training/book will impact the educator's professional practices in the future.
  5. Require Educator to pay all associated costs.
- g. On January 6, 2023, Educator Crowe, was notified of the Ethics Subcommittee's initial determination and recommendation by secure email. Educator Crowe failed to

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 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 Leona Kaye Crowe for her violation of the Code of Ethics.
- b. Educator Crowe is cautioned that her non-payment of the assessed fine of \$100 will result in the suspension of her license until the fine is paid in full.
- c. Educator Crowe 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 Crowe'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