

THE ARKANSAS STATE BOARD OF EDUCATION

IN RE THE MATTER OF:
KEILAN PATTERSON
JULY 13, 2023

PLSB CASE NO. 23-071

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

At its regular meeting on July 13, 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 Emergency Teaching Permit of Keilan Patterson (“Educator Patterson”). Based upon Educator Patterson’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 Patterson an Emergency Teaching Permit for the 2022-2023 school year at the Pulaski County Special School District.
- b. The Ethics Subcommittee received an allegation that Educator Patterson 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 6, 2023, the Ethics Subcommittee authorized an investigation into allegations that Educator Patterson 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 Patterson was notified on January 9, 2023, of the Ethics Subcommittee's authorization to investigate this allegation.
- e. After considering the investigator's report and evidence on April 7, 2023, 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 Patterson rejected the Ethics Subcommittee's recommendation and requested an evidentiary hearing.
- f. On June 21, 2023, Educator Patterson appeared for his 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 Patterson:
 - Inappropriate interactions with a student(s).
 - Inappropriate communication with a student(s).
 - 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. Level 2 Public Notification of Ethics Violation for 1 year;
 2. Assess a \$250 fine (due within 90 days of State Board Order);
 3. Require Educator to complete the following coursework/readings:
 - a. ERC23004: Code of Ethics Part One: Professional Relationships (.5 Credit Hour)

- b. ERC23005: Code of Ethics Part Two: Mental Health Awareness (.5 Credit Hour)
- c. 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
- d. Title: Real Talk About Classroom Management: 50 Best Practices That Work and Show You Believe in Your Students (296p) Author: Serena Pariser ISBN-13: 978-1544317755 ISBN-10: 1544317751
- e. Completion Anger Management classes.
- f. Title: Flipping the Switch: Unleash the Power of Personal Accountability Using the QBQ! (144 p) Author: John G. Miller ISBN 10: 0399152334 ISBN 13: 978-0399152337
- g. Title: The Power Paradox: How We Gain and Lose Influence (208p) Author: Dacher Keltner ISBN 10: 0143110292 ISBN 13: 978-0143110293

4. Written Reflection on how each training/book will impact the educator's interactions and communication with students in the future due to the PLSB for approval no later than January 1, 2024; and

5. Require Educator to pay all associated costs.

- h. On June 22, 2023, Educator Patterson was notified of the Hearing Subcommittee's final determination and recommendation by certified and regular mail. Educator Patterson accepted the Hearing 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.
- 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 Hearing Subcommittee's recommendations, and enacts the sanctions accordingly. The Board admonishes Educator Patterson for his violation of the Code of Ethics.
- b. Educator Patterson is cautioned that his non-payment of the assessed fine of \$250 will result in the continued Level 2 Public Notification until the fine is paid in full.
- c. Educator Patterson 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 affecting his teaching permit or license.
- d. This order shall remain permanently in Educator Patterson's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.



Dr. Sarah Moore, Chair
Arkansas State Board of Education