

THE ARKANSAS STATE BOARD OF EDUCATION

IN RE THE MATTER OF:
CARRIE ELIZABETH ROFF
JANUARY 11, 2024

PLSB CASE NO. 23-144

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

At its regular meeting on January 11, 2024, 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 Carrie Elizabeth Roff (“Educator Roff”). Based upon Educator Roff’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 Roff a standard five-year teaching license on June 6, 2019, valid until December 31, 2023.
- b. The Ethics Subcommittee received an allegation that Educator Roff 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 June 2, 2023, the Ethics Subcommittee authorized an investigation into allegations that Educator Roff violated *Standard 1: an educator maintains a professional relationship with each student, both in and outside the classroom; and 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 Roff was notified on June 2, 2023, of the Ethics Subcommittee's authorization to investigate this allegation.
- e. After considering the investigator's report and evidence on September 1, 2023, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standards 1 and 2 in that Educator Roff:
 - Inappropriate physical contact with a student.
 - Inappropriate interaction 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. Suspension of License for 1 year followed by a Probation of License for 2 years;
 2. Assess a \$400 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 by the PLSB (1.5 Hours)
 - b. ERC20080 We Are All in This Together: Building Student Relationships (1 Credit Hour)
 - c. Title: The Power Paradox: How We Gain and Lose Influence (208p) Author: Dacher Keltner ISBN 10: 0143110292 ISBN 13: 978-0143110293
 - d. Title: The 85% Solution: How Personal Accountability Guarantees Success -- No Nonsense, No Excuses (256p) Author: Linda Galindo ISBN 10: ISBN 13: 9780470500163
 - e. 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

4. Due to the PLSB for approval within 30 days prior to the end of their suspension for suspension removal, a written reflection on each training/book on how they will impact the educator's future interactions with students and acceptance of personal accountability; and
 5. Report at the end of each semester during probation from her supervisor indicating the educator's interactions with students are mutually effective and respectful.
 6. Require Educator to pay all associated costs.
- g. On September 1, 2023, Educator Roff was notified of the Ethics Subcommittee's initial determination and recommendation by secure server. Educator Roff rejected the Ethics Subcommittee's recommendation and requested an evidentiary hearing. On December 18, 2023, educator Roff 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 Carrie Roff for her violation of the Code of Ethics.

- b. Educator Roff is cautioned that her non-payment of the assessed fine of \$400 may result in the continued suspension of her license until the fine is paid in full.
- c. Educator Roff 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 Roff'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