A photograph of a red wooden schoolhouse with a bell tower and a porch. The schoolhouse is the central focus, with a grey shingled roof and white trim around the windows and porch. The background consists of a hillside with bare trees, suggesting an autumn or winter setting. The text is overlaid on the right side of the schoolhouse.

**Educator Conduct**  
**State Board of Education**  
**June 19, 2007**



# Workshop overview

---

- Current status in Florida
  - Background
- Ethics discussion
- Florida's process
  - Flow chart
  - Staff
  - Data
  - Ohio's Data Collection Process
- District perspective
- Other States
- Best Practices
- Georgia's Best practice
- Advisory Council
- Recommendations



# Background

---

- Historical Perspective
- Education Standards Commission
  - Purpose
  - History
  - Current status



# Florida's Bureau of Professional Practices Services

---

- It is the mission of the Bureau of Professional Practices Services (PPS) to objectively investigate claims of educator misconduct and to successfully prosecute those individuals who are found to have violated the standards of conduct for educators in Florida.

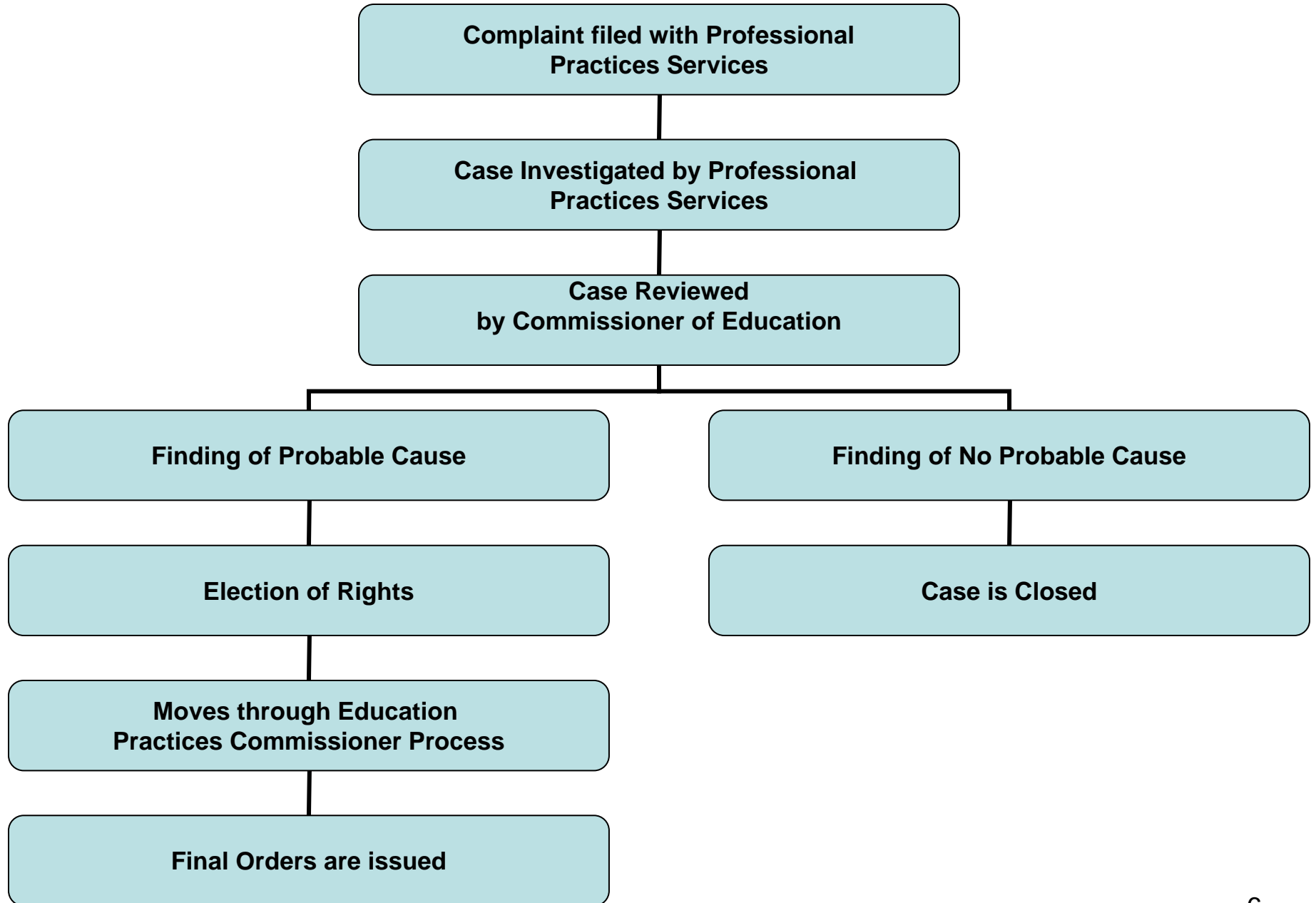


# Florida's Process

---

- Cases to Bureau of Professional Practices
- Determination to open
  - Jurisdiction
  - Legally sufficient
- Investigative Process
  - Applicants
  - Certificate Holders
  - Non-Certificated Individuals

## Flow Chart of Florida's Process Regarding Educator Misconduct



# Professional Ethics

---

**Dr. Jacqueline Stefkovich**

Professor, Department of Education

Policy Studies, Penn State



# Bureau Structure and Staff

---

- **Bureau Chief**

- Program Director - Certificate Holder Investigations
  - Investigative Staff (7)
  - Program Specialist II (1)
- Program Director - Applicant Investigations, Probation and Recovery Network Program
  - Investigative Staff (3)
  - Probation Officer (1)
  - RNP Administrator (1)
  - Program Specialist II (1)



# Florida's Improvements Over Time

---

- ❑ Additional Staff
- ❑ Case Assignment changes
- ❑ Automatic Holds on the record in the Bureau of Certification
- ❑ Changing the filing procedure with the Education Practices Commission
- ❑ Changes in travel



# Florida's Improvements Over Time

---

- ❑ Informational page on DOE website
- ❑ Increased training for investigative staff
- ❑ Legislative changes
- ❑ Better focus and use of resources
- ❑ Prioritizing cases



# Florida's Improvements Over Time

---

- Reporting of Abuse
- Certificate surrenders
- Establishing time limits for investigations
- Changes to the certification database for more visible holds

# Florida's Data Trends

<b>Cases Received by Bureau of Professional Practices Services</b>			
	<b>04/05</b>	<b>05/06</b>	<b>06/07</b>
<b>Opened – Certificate Holder</b>	890	1247	1384
<b>Opened - Applicant</b>	2440	2439	2606
<b>Non-certified individuals</b>	41	62	84
<b>Total Received</b>	3371	3748	4074

# Florida's Data Trends (cont'd.)

<b>Types of Allegations</b>						
Fiscal Year	Criminal	Sexual	Drugs	Conduct	Discipline	Testing
03/04	198	27	34	335	92	24
04/05	274	33	40	327	91	29
05/06* (through 6/12/07)	337	36	39	318	113	31

# Florida Data Trends (cont'd.)

---

## Disciplinary Actions Issued by the Education Practices Commission

Year	Bar-Reapplication	Denial	Denial - Permanent	Fine	Probation	Reprimand	Revocation	Revocation - Permanent	Surrender	Suspension
03/04	36	1	0	122	141	145	6	35	4	43
04/05	18	1	0	104	64	102	3	19	6	11
05/06	7	0	0	24	13	22	0	10	8	2

\*Penalties for cases opened by PPS in the corresponding fiscal year, regardless of when the Final Order was issued.

# Florida's Data Trends (cont'd.)

## Actions By Fiscal Year

<b>ACTION</b>	<b>04-05 Certificate Holder</b>	<b>04-05 Applicant</b>	<b>05-06 Certificate Holder</b>	<b>05-06 Applicant</b>	<b>06-07* Certificate Holder (as of 6/15/07)</b>	<b>06-07* Applicant (as of 6/15/07)</b>
<b>Opened</b>	889	2441	1247	2439	1441	2657
<b>No Further Action</b>	236	142	400	196	456	401
<b>No Probable Cause</b>	397	2130	401	1857	321	1982
<b>Probable Cause</b>	318	143	502	189	294	206
<b>Closed</b>	951	2542	1179	2409	1086	2701

\*All actions occur in the corresponding fiscal year



# Data Collection and Retention

---

- Case Management Tool
  - Had a specific design purpose
  - Track status of cases
  - Multiple users
  
- Currently Collect
  - Name & personal demographics
  - Case Number
  - Benchmarks in Process
  - General allegations

# Data Collection and Reporting

---

Adrian Allison, Esq.

Director of Professional Standards

Ohio Department of Education



# Current Data Collection

---

## □ Background

- Management tool was created in 1999
- Self-contained and secured
- Pre-existing data was added
- 51,639\* cases in the case management tool
- Facilitates flow of information

Current only as of June 2007



# Education Data Warehouse

---

## Under Construction

- Integrate Data: Education Data Warehouse (EDW) and Bureau of Professional Practices Services (BPPS)
- Increase reporting abilities
  - Show trends
    - % of educators who have disciplinary actions
    - % of employees who have disciplinary actions
    - Point of entry of educators with criminal histories and/or other disciplinary actions
    - Recidivism rates



# Sample Questions

---

- Which allegation has the highest rate of occurrence?
- How many applicants have multiple allegations?
- What is the number of allegations by district?
  - By type
  - By recidivism?



# Web Access for Discipline Records

---

## Under Construction

- Public Access
  - Web Enabled
  - Search Disciplinary Actions
  - Easy Access to Information
  - Information displayed includes:
    - Name
    - EPC Case Number
    - District
    - Final Order Date
    - Final Order

# Disciplinary Lookup Tool

Disipline - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Refresh Home Search Favorites History Mail Print Edit Discuss

Address  Go Links >>

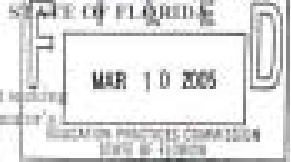
### Discipline against Educator Licenses

Name:  Search

	EPC Case No.	Name	District	Order Date
Select	07-0011-D	Bailey, Jack	Volusia	05/04/2007
Select	05-0041-RT	Barletto, Joseph	St. Lucie	03/10/2005
Select	06-0222-D	Bercun, Bruce	Indian River	05/04/2007
Select	07-0228-RT	Berkowitz, Stephanie	Miami-Dade	05/22/2007
Select	06-0468-D	Berman, Helene	Miami-Dade	05/04/2007
Select	05-0121-D	Bertino, Mark	Out of State	09/02/2005
Select	06-0298-RT	Blanchfield, Paul	Volusia	01/26/2007
Select	06-0474-RT	Bloom, Betsy	Marion	05/04/2007



EDUCATION PRACTICES COMMISSION



KATHLEEN M. RICHARDS  
Executive Director

GRACE WILLIAMS  
Chairperson

ANN COCHIEU  
Counsel

LUCILE CASEY  
Co-Chairperson

IN RE: Administrative Complaint seeking  
disciplinary action against the Educator's  
Certificate of Joseph Bartlett

EDUCATION PRACTICES COMMISSION  
MAR 10 2005  
CASE NO. 05-0041-KT  
EPC INDEX NO. 05-066-FCB

An Administrative Complaint seeking disciplinary action against the educator's certificate of Respondent, Joseph Bartlett, was filed by Jim Horne, as Commissioner of Education, on October 25, 2004.

Respondent, holder of Florida educator's certificate number 128115, was served with a copy of the Administrative Complaint. Respondent has filed an answer to the Administrative Complaint stating that he did not wish to contest the charges, that he waived any further rights to due process or a public hearing, that he surrendered his certificate for permanent revocation, and that all his actions were free and voluntary.

The Administrative Complaint and the answers are incorporated as part of this Order.

In consideration of the foregoing, the Education Practices Commission, as empowered by F.S. 1012.796, hereby PERMANENTLY REVOKES educator's certificate number, 128115, and by, Joseph Bartlett.

Reapplication will not be considered.

DONE AND ORDERED, this 10<sup>th</sup> day of March, 2005.  
*Grace Williams*  
Grace Williams, Chairperson  
Education Practices Commission

# Viewable Documents

Example of a certificate holder with no holds on file.

**Welcome to the State of Florida  
Bureau of Educator Certification  
Partnership Access & Services System**



[Summary](#)  
[Cert/App](#)  
[Common Search](#)

[Profile](#)  
[History](#)  
[Home](#)

[Corr Browse](#)  
[Check Sheet](#)


[Degree Browse](#)  
[Score Report](#)

[Submit feedback or technical issues to BECTechHelp](#)

[BEC Database & DRS Manual](#)  
[Fall 2006 Partnership Manual](#)

District ID#:00

TEACHER CERTIFICATION

Cert/App Browse																
<table border="1"> <tr> <td>LookUp</td> <td><input type="checkbox"/></td> <td>Lookup</td> </tr> <tr> <td>ID#:</td> <td><input type="text"/></td> <td></td> </tr> <tr> <td>DOE#:</td> <td><input type="text"/></td> <td></td> </tr> <tr> <td>Name:</td> <td><input type="text"/></td> <td></td> </tr> <tr> <td>Birthdate:</td> <td><input type="text"/></td> <td></td> </tr> </table>	LookUp	<input type="checkbox"/>	Lookup	ID#:	<input type="text"/>		DOE#:	<input type="text"/>		Name:	<input type="text"/>		Birthdate:	<input type="text"/>		<p><b>Current Holds:</b></p>  <p><b>No active holds</b></p>
LookUp	<input type="checkbox"/>	Lookup														
ID#:	<input type="text"/>															
DOE#:	<input type="text"/>															
Name:	<input type="text"/>															
Birthdate:	<input type="text"/>															

Certificates						
Type	Subject	Description	Status	Validity Dates	Issue Date	
PRO	1013-K	ELBMENTARY EDUCATION	IS	7/1/2001 - 6/30/2006	11/28/2006	
PRO	1013-K	ELBMENTARY EDUCATION	IS	7/1/2006 - 6/30/2011	12/15/2005	
PRO	1016-E	ENGLISH TO SPEAKERS OF OTHER LANGUAGES (ESOL)	IS	7/1/2001 - 6/30/2006	11/28/2006	
PRO	1016-E	ENGLISH TO SPEAKERS OF OTHER LANGUAGES (ESOL)	IS	7/1/2006 - 6/30/2011	1/22/2006	
PRO	1061-E	DRIVER EDUCATION	IS	7/1/2001 - 6/30/2006	11/28/2006	

# Example of a certification applicant with hold on file.



[Summary](#)  
[Cert/App](#)  
[Common Search](#)


[Profile](#)  
[History](#)  
[Home](#)

[Corr Browse](#)  
[Check Sheet](#)

[Degree Browse](#)  
[Score Report](#)

[Submit feedback or technical issues to BECTechHelp](#)  
[BEC Database & DRS Manual](#)  
[Fall 2006 Partnership Manual](#)

District ID#:00      EDUCATOR CERTIFICATION

Cert/App Browse		
<b>LookUp:</b>		<b>Current Holds:</b>
ID#:	<input type="text" value="Lookup"/>	 <a href="#">Click here to show active holds</a>
DOE#:		
Name:		
Birthdate:		

Certificates					
Type	Subject	Description	Status	Validity Dates	Issue Date

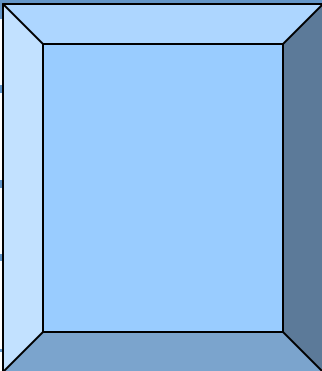
## Example of detail screen for viewing active holds.

-- Web Page Dialog

District ID#:00                      EDUCATOR CERTIFICATION

---

### Hold Details

ID #:		
DOE #:		
Name:		
Birth Date:		

---

### Active Holds

Type Code	Type Description	Status Description	Date Placed
FP	FINGERPRINT HOLD	PLACED	7/11/2001

---

Close this Window

## Incoming/Outgoing Correspondence Browse

LookUp:		Current Holds:
ID#:	<input type="text" value="Lookup"/>	 <a href="#">Click here to show active holds</a>
DOE#:	<input type="text"/>	
Name:	<input type="text"/>	
Birthdate:	<input type="text"/>	

## View Criteria

### Change View:

Type:	<input type="text" value=""/>	<input type="button" value="Change View"/>
In/Out:	<input type="text" value="Out"/>	

In/Out	Type	Description	Date Entered	Detail	Official
0	<u>EPCFINAL</u>	EPC FINAL ORDER	3/28/2007		II
0	<u>DISP</u>	EPC/PPS NOTE	4/28/2005		II
0	<u>CERTDIST</u>	DISTRICT CERTIFICATE	6/30/2003		N
0	<u>CERT</u>	CERTIFICATE	3/31/1999		II
0	<u>BOXED</u>	ARCHIVAL DOCUMENT	3/24/1999		II
0	<u>CERT</u>	CERTIFICATE	6/24/1998		II
0	<u>CERT</u>	CERTIFICATE	7/23/1993		N
0	<u>BOXED</u>	ARCHIVAL DOCUMENT	6/14/1993		N
0	<u>CERT</u>	CERTIFICATE	10/1/1988		N

**Summary****Example of applicant information summary screen**

<b>LookUp:</b>		<b>Current Holds:</b>
ID#:	<input type="text" value="Lookup"/>	 <a href="#">Click here to show active holds</a>
DOE#:	<input type="text"/>	
Name:	<input type="text"/>	
Birthdate:	<input type="text"/>	

**Application Deficiencies**

Requirement	Description
-------------	-------------

**Certificate Deficiencies**

Requirement	Description
-------------	-------------

**Current Holds**

Type	Date Placed	Status
ADM	1/9/2007	DEN
DEN	3/30/2007	PL

**Current Balance**

\$0.00

Educator Certification Homepage provides access to public certificate lookup and secure certification status lookup

**YOUR Florida Department of Education**

Wednesday, May 9, 2007

Site Index  Enter Keywords

**Winner**  
The Florida Sterling Council  
2004 Region One Team Showcase

**Educator Certification**

[Certificate Lookup](#) [Application Status Lookup](#) [Request Materials](#)

Note: Florida law requires each certified educator and applicant for certification to maintain a current mailing address, and to notify the Department of Education of any change in mailing address within 30 days.

**Main Menu**

**New Florida Certification**

- Out-of-state Certified Teacher or Administrator
- Graduate of a Teacher Education Program
- Career Changer or College Graduate of a Non-education Program
- High School Graduates Considering Teaching


**Florida Certified Teachers**


- Adding a Subject or Endorsement
- Renewing a Florida Professional Certificate
- Reinstating an Expired Florida Professional Certificate
- Certification Memos

**Statutory Authority:** Chapter 1012, Florida Statutes

**Rule Authority:** Chapter 6A-4, Florida Administrative Code

# Public Certificate Holder Lookup System – Name Search

Address  http://www.fldoe.org/edcert/public.asp Go Links

**YOUR Florida Department of Education** 

Wednesday, May 9, 2007 Site Index  Enter Keywords

**Winner**  
The Florida Sterling Council  
2004 Region One Team Showcase

## Educator Certification

[Certificate Lookup](#)    [Application Status Lookup](#)    [Request Materials](#)

Note: Florida law requires each certified educator and applicant for certification to maintain a current mailing address, and to notify the Department of Education of any change in mailing address within 30 days.

### Educator Certification Lookup

View the Certification Status of Any Florida Teacher

**Last Name and First Initial are required.**  
You may also select a district.

*First Name	<input type="text"/>
*Last Name	<input type="text"/>
District	<input type="text" value="ALL"/>
<input type="button" value="GO"/>	

[Contact Educator Certification](#)

FLDOE Home

DOE Site Index

Apply Here

Certification Home

Contact

Certificate Types

Certification Subjects

Steps to Certification

Frequently Asked Questions

Florida Teacher Certification Testing (FTCE)

Florida Educational Leadership Exam (FELE)

Alternative Certification

Teach In Florida

# Example Results of Name Search on Public Certificate Lookup System

## Educator Certification Lookup

Results of query:

Find all records where **last name** contains "**stewart**" and **first name** contains "**pam**"





Database last updated: May 6 2007 9:00PM.



<< [Search Again](#)

Name	District	Certification	Type	Validity Period
Stewart, Pamela Leigh		Early Childhood Education, (nursery-Kindergarten)	Professional	7/1/2002 - 6/30/2007
Stewart, Pamela Leigh		Elementary Education, (grades 1 - 6)	Professional	7/1/2002 - 6/30/2007
Stewart, Pamela Godwin		English To Speakers Of Other Languages (esol), Endorsement	Professional	7/1/2005 - 6/30/2010
Stewart, Pamela Leigh		Guidance And Counseling, (prekindergarten - Grade 12)	Professional	7/1/2002 - 6/30/2007
Stewart, Pamela Leigh		School Principal, (all Levels)	Professional	7/1/2002 - 6/30/2007
Stewart, Pamela Godwin		Specific Learning Disabilities, (grades K - 12)	Professional	7/1/2005 - 6/30/2010
Stewart, Pamela Amerson	Escambia	Exceptional Student Education, (grades K - 12)	Professional	7/1/2005 - 6/30/2010
Stewart, Pamela Amerson	Escambia	Social Science, (grades 6 - 12)	Professional	7/1/2005 - 6/30/2010
Stewart, Pamela Amerson	Escambia	Teacher Coordinator Of Work Experience Programs, Endorsement	Professional	7/1/2005 - 6/30/2010
Stewart, Pamela Jean	Lee	Elementary Education, (grades 1 - 6)	Professional	7/1/2002 - 6/30/2007
Stewart, Pamela Jean	Lee	Elementary Education, (grades 1 - 6)	Professional	7/1/2007 - 6/30/2012
Stewart, Pamela Jean	Lee	Mathematics, (grades 5 - 9)	Professional	7/1/2007 - 6/30/2012
Stewart, Pamela Jean	Lee	Mathematics, (grades 5 - 9)	Professional	7/1/2002 - 6/30/2007
Stewart, Pamela Jean	Lee	Specific Learning Disabilities, (grades K - 12)	Professional	7/1/2002 - 6/30/2007
Stewart, Pamela Jean	Lee	Specific Learning Disabilities, (grades K - 12)	Professional	7/1/2007 - 6/30/2012

[Contact Educator Certification](#)

# Certification applicant status lookup system secure logon page


Address  <https://public2.fldoe.org/publicweb/statuslookup/login.aspx>  Go  Links 

 **YOUR**  
**Florida Department of Education** 

Wednesday, May 09, 2007

[FLDOE Home](#)  
[DOE Site Index](#)  
[Contact BEC](#)  
[Certificate Types](#)  
[Certification Subjects](#)  
[Steps to Certification](#)  
[Frequently Asked Questions](#)  
[Florida Teacher Certification Testing \(FTCE\)](#)  
[Florida Educational Leadership Exam \(FELE\)](#)  
[Alternative Certification](#)  
[Teach In Florida](#)

## Educator Certification



Make a difference in Florida. Become a certified educator.


**Educator Login Menu**

Login ID:

Password:

- [New User](#)
- [Forgot Login ID](#)
- [Change Password](#)
- [Forgot Password](#)

**Make a difference in Florida.**



[www.teachinflorida.com](http://www.teachinflorida.com)

[help](#)

## Example logon to secure certification applicant status lookup system

# Educator Certification



Make a difference in Florida. Become a certified educator.

[Welcome](#) | [View Address](#) | [View Account](#) | [Application Status](#) | [Certificate Status](#) | [New Documents](#) | [Logoff](#)

**DAVID LAJEUNESSE, You may use this site to**

**Access the following information about your certification file:**

- The status/progress of your valid applications(s) and Statements of Status of Eligibility.
- A record of the valid Florida Educator's Certificates that you hold.
- The official transcripts, score reports, and Florida school district information forms received in your file in the last calendar year.

**Update your file by:**

- Making payment for an unpaid fee balance using your major credit card.
- Changing your mailing address or telephone number.

[help](#)

# District Perspective

---

Bill Vogel

Superintendent, Seminole County Public Schools

# State Educator Professional Practices Survey Results

DIVISION OF  
ACCOUNTABILITY,  
RESEARCH, AND  
MEASUREMENT



*Identifying Best Practices and Approaches for Protecting Students*



# Survey of States

---

- ▶ **Overview and Purpose**
- ▶ **Participating States**
- ▶ **Survey Components**
- ▶ **Findings**
- ▶ **Best Practices**



# Overview and Purpose

---

In late April through May 2007, the Florida Department of Education (FDOE) surveyed educator professional practices contacts in 13 states (including Florida) to compile the most up-to-date information on how states deal with educator misconduct cases and what's being done to ensure a safe environment for students.



# Overview and Purpose

---

Analysis of the survey results helps clarify

- Florida's standing in relation to other states' professional practices governance and policies,
- areas of strength for Florida as well as for other states, and
- areas where improvement is needed.



# Participating States

---

**Arizona**

**California**

**Colorado**

**Connecticut**

**Florida**

**Georgia**

**Illinois**

**Kentucky**

**Massachusetts**

**Michigan**

**Minnesota**

**Ohio**

**Oregon**



# Participating States

---

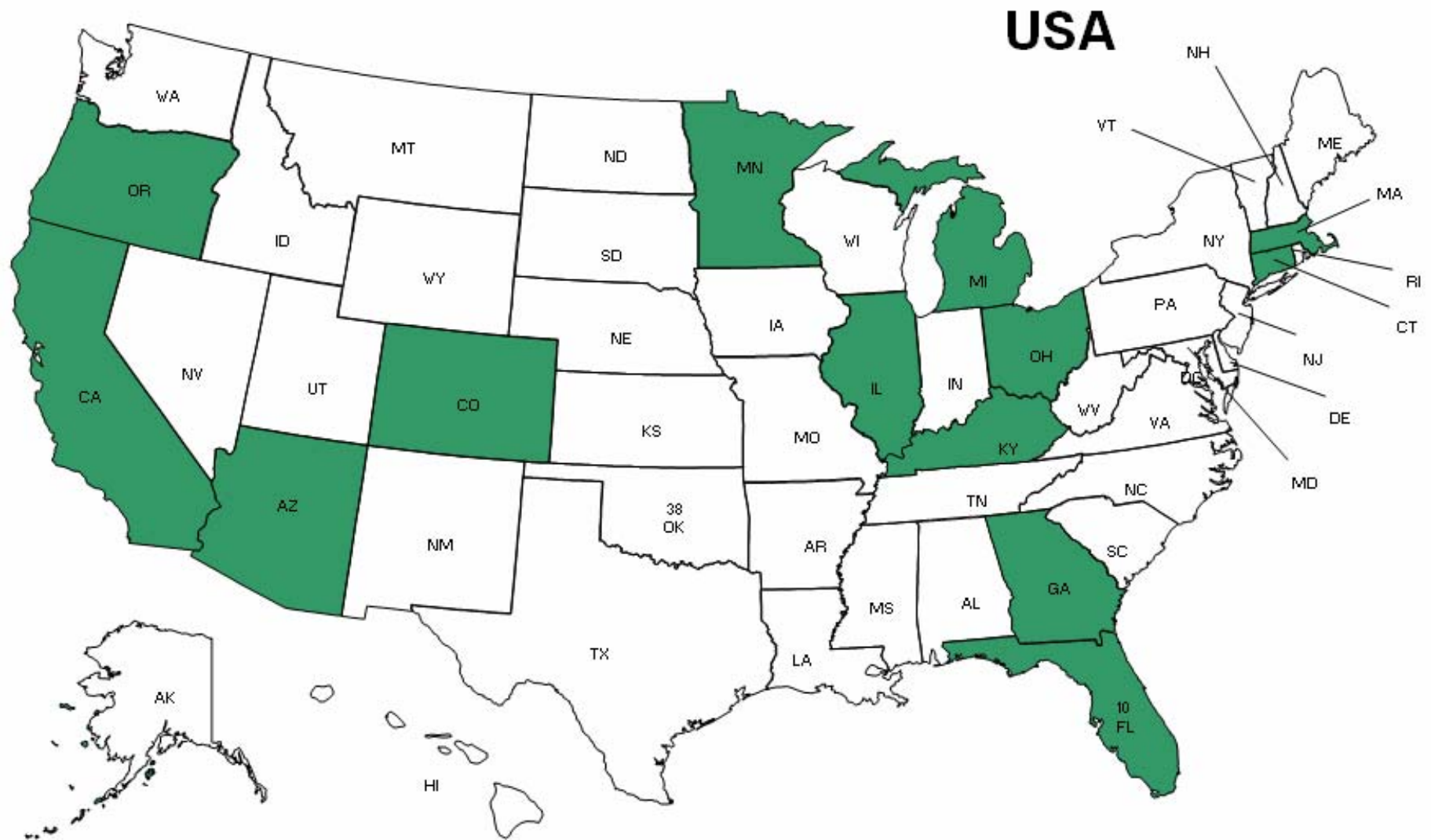
## Selection Criteria:

States were selected for participation based on characteristics that include

- population size
- demographics, and
- geographic distribution.



# Geographic Distribution of Responding States



# Survey Components

Survey items were grouped under the following categories:

**Staffing and Organization** of state-level professional practices committees/commissions/boards

**Procedures** governing investigation of educator misconduct cases, implementation of related legislation, and applicable policies, and

**Data Collection and Reporting**

-- including ***Best Practices*** within these categories.



# Findings

---

- ▶ **Staffing and Organization**
- ▶ **Procedures**
- ▶ **Data Collection and Reporting**



# **Staffing and Organization: States with Governing Professional Practices Bodies**

Of the 13 responding states, seven reported having state-level commissions/boards/committees for which specific duties included review of professional practices:

**Arizona (Professional Practices Advisory Committee)**

**California (Committee of Credentials)**

**Florida (Education Practices Commission)**

**Georgia (Professional Standards Commission)**

**Kentucky (Education Professional Standards Board)**

**Minnesota (Minnesota Board of Teaching)**

**Oregon (Teacher Standards and Practices Commission)**



# Staffing and Organization

---

The professional practices boards/committees/commissions of states vary considerably in their assigned functions.

Some of the boards do not deal exclusively with overseeing and reviewing professional practices; some boards also review procedures related to certification/licensing and other administrative functions.

Florida's Education Practices Commission is not involved with broader issues relating to certification or professional standards, but is exclusively involved with professional practices.



# Staffing and Organization

---

While not all responding states have a state-level professional practices board or commission, all respondents have staff who are assigned investigative/administrative responsibilities for dealing with educator misconduct cases.

Staffing of professional practices offices and the size of their case loads vary greatly by state, depending on whether the state encourages/legislates resolution of most cases at the local level (school board/district) or whether the state is equipped to deal with a higher caseload.



# Staffing and Organization

Number of staff assigned to professional practices varies:  
Range = 1 (Michigan) to 30+ (California)

Florida has 20 full-time staff dedicated to the Bureau of Professional Practices Services:

- 10 investigators
- 2 attorneys
- 2 program directors
- 4 support staff
- 2 paralegals



Of responding states, Florida had the highest number of investigators assigned to professional practices.

# Staffing and Organization

## Staff Composition of Professional Practices Offices

State	Investigators	Support Staff	Paralegals	Attorneys	Other
Arizona	X	X	X	X	
California	X	X		X	
Colorado	X				X
Connecticut	X			X	X
Florida	X	X	X	X	X
Georgia	X	X	X	X	X
Illinois				X	
Kentucky	X	X		X	
Massachusetts	X			X	
Michigan					X
Minnesota	X	X	X	X	
Ohio	X	X		X	X
Oregon	X	X			X



# Staffing and Organization

## Required Prior Experience and Education for Investigator Hires

State	Investigative Experience	Law Enforcement Experience	Career and Technical Education	Associate Degree	Bachelor's Degree	Master's Degree
Arizona					X	
California	X					
Colorado	X				X	
Connecticut*						
Florida					X	
Georgia	X	X				
Illinois**						
Kentucky	X					
Massachusetts*						
Michigan**						
Minnesota	X				X	
Ohio	X			X		
Oregon	X			X		

\*No response available.

\*\*No investigators on professional practices staff.



# Staffing and Organization

## Training of Employed Investigators

State	Training, In-service, or Continuing Education Provided	Mandatory Training Required
Arizona	No	No
California	Yes	No
Colorado	No	No
Connecticut	No	No
Florida	Yes	Yes
Georgia	Yes	Yes
Illinois*	NA	NA
Kentucky	Yes	Yes
Massachusetts	Yes	No
Michigan*	NA	NA
Minnesota	No	No
Ohio	Yes	No
Oregon	Yes	No

\* No investigators are included in professional practices at the state level in Illinois and Michigan.



# Staffing and Organization

---

Eight of the 13 responding states have established a code of conduct or a code of ethics for educators in statute or rule:

Arizona  
Connecticut  
Florida  
Georgia  
Kentucky  
Michigan  
Minnesota  
Oregon



# Procedures

---

## Caseload

Among survey respondents, only California reported a higher number of cases received in 2005-06 (4,742) than did Florida (3,744).



# Procedures

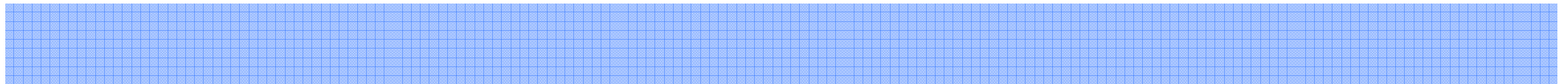
---

Most states do not require school districts to contact an educator's previous employer to check the candidate's background. Three of the 13 responding states have this requirement:

Colorado

Connecticut

Michigan



# Procedures

## States with Lists of Offenses Triggering Automatic Action on Certificates/Employment

State	List of Offenses that Prohibit an Individual from Employment in a Public School District	List of Offenses that Prohibit an Individual from Receiving an Educator Certificate	Offenses that are Grounds for Automatic Revocation or Denial of a Certificate
Arizona	Yes	Yes	Yes
California	Yes	Yes	Yes
Colorado	No	Yes	Yes
Connecticut	No	Yes	Yes
Florida	No	No	No
Georgia	No	No	No
Illinois	Yes	Yes	Yes
Kentucky	Yes	No	Yes
Massachusetts	No	No	No
Michigan	Yes	Yes	Yes
Minnesota	No	Yes	Yes
Ohio	Yes	Yes	Yes
Oregon	Yes	Yes	Yes



# Procedures

## States Allowing Individuals with Revoked Certificates to Work in Another Capacity in the School District

	Can an individual with a revoked certificate work in another capacity within a district?	If yes, can an individual with a revoked certificate reapply for certification?
Arizona	Yes	*
California	Yes	Yes
Colorado	Yes	Yes
Connecticut	Yes	Yes
Florida	No	Yes
Georgia	No	
Illinois	Yes	Yes
Kentucky	Yes	Yes
Massachusetts	No	
Michigan	Yes	Yes
Minnesota	Yes	Yes
Ohio	No	
Oregon	Yes	Yes

\* No response provided.



# Procedures

## Requirement to Report Educators Terminated for Cause; Legislation Prohibiting Confidentiality Agreements that Allow Misconduct to Go Unreported

	Are school districts required to report an educator terminated for cause?	Are principals and school districts prohibited from entering into confidentiality agreements that allow misconduct to go unreported?
Arizona	No	-
California	Yes	Yes
Colorado	Yes	No
Connecticut	No	No
Florida	No	No
Georgia	Yes	Yes
Illinois	No	No
Kentucky	Yes	Yes
Massachusetts	Yes	Yes
Michigan	No	-
Minnesota	Yes	No
Ohio	Yes	Yes
Oregon	Yes	No



# Procedures

## States Requiring Certification of Private School Educators; States Requiring Criminal Background Checks for Private School Educators

State	Does your state require individuals who teach in private schools to obtain a certificate?	Does your state require individuals who teach in private schools to undergo a criminal background check?
Arizona	No	No
California	No	Yes
Colorado	No	No
Connecticut	No	No
Florida	No	No
Georgia	No	No
Illinois	No	No
Kentucky	No	No
Massachusetts	No	Yes
Michigan	Yes	Yes
Minnesota	No	No
Ohio	Yes	Yes
Oregon	No	No



# Procedures

## States with Statutes or Rules Addressing Use of Force by Educators

State	Does your state have statutes or rules related to a use of force/reasonable force continuum for educators?
Arizona	No
California	No
Colorado	Yes
Connecticut	Yes
Florida	Yes
Georgia	No
Illinois	Yes
Kentucky	No
Massachusetts	Yes
Michigan	No
Minnesota	Yes
Ohio	Yes
Oregon	No



# Data Collection and Reporting

## Electronic Data Collected on Professional Practices (and Educator Misconduct), by State\*

State	Name	Gender	SSN	Demo- graphics/ Ethnicity	Cert. Type	School District	School Name	Allegation	Finding	Open/ Closed Dates	Prior Investi- gations
AZ	X	X	X	X	X	X	X	X	X	X	X
CA	X		X		X	X		X	X	X	X
CT	X	X	X	X	X						
FL	X	X	X	**	**	X	X	X	X	X	X
GA	X	X	X		X	X		X	X	X	X
KY	X		X			X		X	X	X	
MA	X	X	X		X	X	X	X	X	X	X
MN	X					X		X		X	
OH	X	X	X		X	X	X	X	X	X	X
OR	X	X	X		X	X	X	X	X	X	



\* Colorado, Illinois, and Michigan are not included in this table, as they report not collecting electronic data. Connecticut does not collect data in an electronic database format, but it maintains document files which serve as an index used in legal briefs and as case references.

\*\*Florida is able to obtain this data from its certification database.

# Data Collection and Reporting

---

## Agency Reporting of Educator Misconduct Data

Six survey respondents reported that their departments of education place educator misconduct information on publicly accessible websites:

Arizona

California

Colorado

Kentucky

Ohio

Oregon



# Data Collection and Reporting

---

## Agency Reporting of Educator Misconduct Data

Three responding states provide reports on educator misconduct to their legislatures: Georgia, Massachusetts, and Ohio.

Another state, Oregon, provides an annual report to districts and posts the report online.



# Best Practices

## Selection of Best Practices Cited by State Respondents

---

### Staffing and Organization

- Dedicated staff to manage and analyze data collection in order to inform policy

### Procedures

- Mandatory reporting of educator misconduct
- Rehabilitation programs and efforts for sanctioned educators
- Retention of educators' fingerprints in state law enforcement repository and notification of any subsequent arrests
- Automatic revocation/denial of certification for certain categories of offenses

### Data Collection and Reporting

- Electronic reporting of all disciplinary actions to all education employers in the state
  - Strong information-sharing policies and practices between government agencies
  - Database design that provides "real-time" data
-

# Georgia's Best Practices

---

John Grant

Chief Investigator

Georgia's Professional Standards Commission

Educator Ethics Division



# Professional Practices Advisory Council

---

- Established
- Members
- Meetings



# Advisory Council Recommendations

---

- Require districts to check the candidate's background with previous employer
- Establish grounds for automatic actions:
  - Denial of employment
  - Denial of certification
  - Revocation of certification
- Require school districts to report the termination of any educator for misconduct, whether or not the misconduct is a basis for action against the certificate
- Prohibit employers and administrators from entering into confidentiality agreements with terminated employees
- Require private school educators to hold certificates
- Require private school educators to undergo criminal history background check
- Require submission of an Annual Report to the Legislature and State Board of Education from the PPS and the EPC



# Advisory Council Recommendations

(Continued)

---

- ❑ Post educator misconduct information on public website
- ❑ Dedicate staff to manage and analyze data collection
- ❑ Require FLDOE to provide an annual report to districts of all disciplinary actions taken against individuals that year
- ❑ Require investigators to have prior law enforcement or investigative experience. Raise investigators' salaries to attract and retain high quality investigators
- ❑ Establish timelines for completion of cases in:
  - Investigative process
  - Counsel process
  - Noticed for hearing
- ❑ Provide consistent message to district employees statewide
- ❑ Increase Number of Education Practices Commission Member by five
- ❑ Provide training to district staff
- ❑ Clearly define responsibilities of districts and the state



# Advisory Council Recommendations

(Continued)

---

- ❑ Identify a district contact for each school district
- ❑ Require ethics as a professional development component for renewal purposes
- ❑ Recommend that districts have investigators with investigative backgrounds
- ❑ Authorize or require districts to report complaints against teachers who hold district certificates so the misconduct will be on record when and if the teacher applies for a state issued certificate
- ❑ Create training videos on ethics and investigative procedures
- ❑ Establish an independent agency outside of the FLDOE for all components of K-12 educator preparation, certification and investigative/prosecutorial responsibilities
- ❑ Recommend the establishment of federal requirements to create uniform standards for all states
- ❑ Continue Professional Practices Advisory Council