

Georgia Professional Standards Commission



The Code of Ethics FY 2019
for Aspiring Leaders

Professional Standards Commission

Three Divisions

Certification

Educator Preparation

Ethics

Legal Authority of the PSC Ethics Division

20-2-984.1. Adoption of a Code of Ethics.

- (a) It shall be the duty of the commission to adopt standards of performance and a code of ethics for educators... which are generally accepted by educators of this state.**

20-2-984.1. Adoption of a Code of Ethics

The standards of performance and code of ethics adopted by the commission shall be limited to professional performance and professional ethics.

The PSC does not care what you do in your personal life as long as it does not carryover into your professional life.

Definition of Educator

505- 6 -.01 (2)(d) "Educator" is a teacher, school or school system administrator, or other education personnel who holds a certificate issued by the Professional Standards Commission and persons who have applied for but have not yet received a certificate. For the purposes of the Code of Ethics for Educators, "educator" also refers to paraprofessionals, aides, and substitute teachers.

The PSC

Committee of 18 Members

- 9 teachers (1 from private school)
- 2 school board members
- 3 business representatives
- 2 administrators
- 2 higher ed-1 from private college and 1 from a state college
- Governor appoints-3 year term

3 Main Duties of Educators

- Teach the Children
- Protect the Students
- Act Professionally and Ethically

What is Ethics?



Ethics

- Knowledge-codes, rules, knowing right from wrong
- Conduct-behavior that aligns with knowledge
- Ethics-courage to execute in the midst of pressure
- Doing what is right when no one is looking

Complete the Following Sentences

- The most ethical person I know is...
- This person is ethical because...

Hal Beaver



Standard 1

Legal Compliance

Standard 1

**An educator shall
abide by federal,
state, and local laws
and statutes.**

Legal Compliance

Unethical conduct includes but is not limited to the **commission or conviction** of:

- **a felony or any crime involving moral turpitude.**
- **any criminal offense involving a controlled substance or marijuana.**
- **any sexual offense specified in Code Section 16.**
- **any laws applicable to the profession.**

Standard #1 Legal Compliance

- In 2014 the Commission suspended the Educator's license for issues pertaining to being criminally charged with Theft by Shoplifting in 2013. Again, in 2016, the Educator was charged with the criminal offense of Theft by Shoplifting

Standard #1 Legal Compliance

- The Educator was arrested for the purchase, possession, manufacture, and distribution of marijuana. The Educator stated she was visiting a friend at a club and was in the proximity when it was raided and she, along with others, were arrested. According to the police report, the Educator was an adult entertainer who provided a lap dance to an undercover officer and facilitated a drug deal between the officer and her DJ friend.

Conduct with Students

Standard 2

An educator shall always
maintain a

professional

relationship with all
students, both in and
outside the classroom.

**A student is
anyone under
the age of
18.**

**OR, a student
enrolled in
grades Pre-K to
12 in a public or
private school.**

**For the purposes of
the Code of Ethics,
the enrollment period
for a graduating
student ends on
August 31 of the year
of graduation.**

Sexual Abuse of Students

Revocation

Sexual Relationship with Students

- O. C.G. A.--16-6-5.1
- Person who has supervisory or disciplinary authority over a student who engages in sexual contact with students...
- New thing in Georgia

Sexual Relationship with Student



Standard #2 Conduct With Students

- The Father of a former student of the Educator alleged that the Educator had an inappropriate conversation with his son, and provided printouts of the Instagram communication. The Educator admitted some of their communications were inappropriate and self-reported an additional conversation she had with the student regarding masturbation.

Standard #2 Conduct With Students

- A student complained of being choked by the educator. The educator described that she was placing him in a restraint to stop him from hitting another student. The school system reported the educator had not used the restraint properly and it did cause pressure to the neck. Law enforcement investigated and charged the educator with Aggravated Assault

Standard #2 Conduct with Students

- The educator was charged with two counts of Furnishing Obscene Material to a Minor. The student had 53 photos of the educator on her phone , including a picture of an erect penis. Text messages recovered on the student's phone revealed discussions of the educator's desire to receive oral sex from the student. The educator was arrested by law enforcement

Student Relationship Guidelines

~~Email~~

~~Phone Calls~~

Be Friendly,
Not a Friend.

~~Gossip~~

~~Parties~~

~~Inappropriate Jokes~~

~~Photographs~~

Student Relationship Guidelines

~~Home~~

Choose

~~Auto~~

**Appropriate
Settings**

~~Dark Room~~

~~Closest~~

Standard 3

Alcohol or Drugs

Standard 3

An educator shall refrain from the use of alcohol or illegal or unauthorized drugs during the course of professional practice.

Alcohol

Unethical conduct includes but is not limited to:

2. **being on school premises or at a school-related activity involving students while under the influence of, possessing, or consuming alcoholic beverages.**

20-2-984.1. The ... code of ethics ... **shall be limited to professional performance and professional ethics.**

Standard #3 Drugs and Alcohol

- During a random drug sweep at the educator's school, the K-9 unit alerted to the odor of marijuana on the educator's system issued laptop bag. The educator admitted she used marijuana the night before but refused to take an urinalysis.

Standard #3 Drugs and Alcohol

- Four educators were in possession of alcoholic beverages as they chaperoned their students at Six Flags.

Question

- How many Educators are guilty of going to a restaurant on a Friday evening and consuming a bottle of beer or a glass of wine with their meal, and then going to a high school football game?
- What level of intoxication is acceptable when an educator is interacting with students or community members at school events?

Standard 4

Honesty

Standard 4

An educator shall exemplify honesty and integrity in the course of professional practice.

Honesty

Unethical conduct includes but is not limited to falsifying, misrepresenting, or omitting:

- 1. professional qualifications, criminal history, college or staff development credit and/or degrees, academic award, and employment history;**

Honesty

Unethical conduct includes but is not limited to, falsifying, misrepresenting, or omitting:

- 2. information submitted to federal, state, local school districts and other governmental agencies;**

Honesty

Unethical conduct includes but is not limited to, falsifying, misrepresenting, or omitting:

3. information regarding the evaluation of students and/or personnel;

Honesty

Unethical conduct includes but is not limited to, falsifying, misrepresenting, or omitting:

4. reasons for absences or leaves;

Honesty

Unethical conduct includes but is not limited to, falsifying, misrepresenting, or omitting:

5. information submitted in the course of an official inquiry/investigation; and

Honesty

Unethical conduct includes but is not limited to, falsifying, misrepresenting, or omitting:

6. information submitted in the course of professional practice.

Standard #4 Honesty

- The Educator holds a pre-service certificate and completed the edTPA assessment. Pearson notified the PSC that the submission contained unoriginal work that matched the submission of another student. The educator admitted she had taken the information from the internet and changed only a few words.

Standard #4 Honesty

- The educator submitted an application for certification to the PSC. On the application, she checked no to the personal affirmation question that asked “for any felony or any crime of moral turpitude have you ever pled guilty...etc. In reality she had been charged with two counts of Deposit Account Fraud.

Standard #4 Honesty

- The educator failed to hold appropriate meetings for student IEPs. The educator claimed to have met with parents over the phone due to parents being unable to attend.

Standard 5

Public Funds & Property

Standard 5

An educator entrusted with public funds and property shall honor that trust with a high level of honesty, accuracy, and responsibility.

Public Funds & Property

Unethical conduct includes but is not limited to:

- 1. misusing public or school-related funds;**
- 2. failing to account for funds collected from students or parents;**
- 3. submitting fraudulent requests or documentation for reimbursement of expenses or for pay;**
- 4. co-mingling public or school-related funds with personal funds or checking accounts; and**
- 5. using school property without the approval of the local board of education/governing board or authorized designee.**

Standard #5 Public Funds and Property

- The educator admitted to stealing \$1695 from a fundraiser for a school field trip and spending it for personal use. He stated his family was in a financial hardship. The Educator repaid the money

Standard #5 Public Funds and Property

- The educator turned in her school issued iPad and the IT Department pornographic images stored on the computer. The educator issued a statement indicating she was unaware of the images and it must have been her grandson who had used her computer.

Standard 6

Remunerative Conduct

Standard 6

An educator shall maintain integrity with students, colleagues, parents, patrons, or businesses when accepting gifts, gratuities, favors, and additional compensation.

Standard # 6 Remunerative Conduct

- A college provided multiple payments totaling \$4700 to the educator for use of the high school's track field and equipment. Only \$700 was deposited in the appropriate school account. The educator admitted to using the funds to pay coaches under the table, clothing for coaches, and other discretionary uses. The coach repaid the \$4,000.

Standard 7

Confidential Information

Standard 7

An educator shall comply with state and federal laws and state school board policies relating to the confidentiality of student and personnel records, standardized test material and other information.

Confidential Information

- **Annual performance evaluation records of school personnel**
 - Health services provided to an insured
- Individual student performance data, information and reports
 - School records of students with disabilities
 - A student's education record

Standard # 7 Confidential Information

- The Educator admitted to providing a high school student his data system access information and hiring her to assist with data entry of confidential special education student data.

Standard # 7 Confidential Information

- The principal allowed a student to make copies of teacher summative evaluations for him. The student read the evaluations and later commented to a teacher about what he read.

Standard 8

Required Reports

An educator shall file reports of a breach of one or more of the standards in the Code of Ethics for Educators, child abuse, or any other required report.

Requirement

- The law states an educator shall make a report on suspected child abuse immediately and no later than 24 hours

Standard # 8 Required Reports

- A middle school guidance counselor was made aware on a student's suicide attempts at school. The educator failed to notify an administrator, law enforcement, or DFCS. The educator failed to take away a scarf the student had used to try and choke herself and sent the student to catch the bus home at the end of the school day.

Standard # 8 Required Reports

- The educator failed to report an incident of child molestation that occurred at the same daycare site where she worked over the summer. She had knowledge of a sexual assault and failed to report it to the proper authorities.

Standard 9

Professional Conduct

Standard 9

An educator shall demonstrate conduct that follows generally recognized professional standards and preserves the dignity and integrity of the teaching profession.

Standard #9 Professional Conduct

- The Educator was a coach who exhibited unprofessional conduct during an away basketball game. He directed foul language toward players, coaches, and referees during the game.

Standard #9 Professional Conduct

- The educator showed a 35 minute video to his class of five students. During the video, two of his students engaged in oral sex. An investigation revealed the educator did not provide proper supervision for his five students

Standard 10

Testing

Standard 10

**An educator shall
administer state mandated
assessments fairly and
ethically.**

Major Testing Violations

- Breach of Test Security
- Fail to provide or attend training
- Fail to follow directions specified in the manual
- Coach, prompt, alter or provide answers to students during the test
- Interpret, explain, or paraphrase test items
- Copy or take notes on test items

Standard # 10 Testing

- The Educator falsified GAA documentation by submitting activities for students that were dated on days the students were absent from school. The educator confirmed the activities were completed back-to-back and that the dates and locations were added after the fact so they appeared they had been done on different occasions with the minimum 14 day interval policy

Standard # 10 Testing

- A parent of a 5th grade student reported to the principal that the educator assisted the student during the Milestones testing. The administrator confirmed the allegation through statements made by students and the student teacher

Teacher's Role

- Attend training
- Ensures security of test booklets before, during, and after testing
- Follow directions
- Arrange seats to promote individual work
- Circulate about the classroom to prevent cheating and other violations
- Be familiar with allowable student accommodations
- Account for all testing materials

Lessons Learned

- Establish an environment conducive to student learning and test score improvement
- Require training for all participants with similar information and format at all training sessions
- Require available staff to monitor during testing
- Test security is paramount

Lessons Learned

- Investigate all allegations and complaints thoroughly - consider involvement of outside investigators
- Large increases in student test scores are a red flag
- Having knowledge of testing violations and failing to report jeopardizes teaching certificate
- Superintendents, Principals, and Test Coordinators are ultimately responsible

PSC

- Any resident of Georgia can submit a complaint against any educator. The PSC requires complaints to be written and signed with contact information.
- The PSC deals with approximately 250+ ethics issues each month
- Between 45 - 50 educators are sanctioned each month

Enforcing Sanctions

The superintendent and the superintendent's designee for certification shall be responsible for assuring that an individual whose certificate has been revoked, denied, or suspended is not employed or serving in any capacity in their district. Both the superintendent and the superintendent's designee must hold GAPSC certification.

Revocation and Denials

Year	Denied	Revoked	Voluntary Surrender	Total
FY 2006	42	72	17	131
FY 2007	23	76	26	125
FY 2008	33	54	16	103
FY 2009	25	71	27	123
FY 2010	13	67	28	108
FY 2011	18	58	20	96
FY 2012	18	92	25	135
FY 2013	14	86	28	128
FY 2014	18	99	26	143
FY 2015	26	81	29	136
FY 2016	56	86	24	166
FY 2017	20	101	37	158
FY 2018	30	179	29	238

Sanctions-October, 2017- October, 2018

- Legal compliance - 64
- Conduct with Students - 130
- Alcohol and Drugs - 28
- Honesty - 159
- Public Funds and Property - 36
- Remunerative Conduct - 3
- Confidential Information - 4

Sanctions-October 2017- October 2018

- Required Reports - 23
- Professional Conduct - 85
- Testing – 15
- Other-87
- Total - 634

RESA Totals

FY 2017

- CSRA-49
- Chattahoochee-53
- Coastal Plains-29
- First District-80
- Griffin-57
- Heart of Georgia-12
- Metro-620
- Middle Georgia-45
- North Georgia-35

FY 2016

- CSRA-50
- Chattahoochee-45
- Coastal Plains-42
- First District-77
- Griffin-59
- Heart of Georgia-16
- Metro-410
- Middle Georgia-42
- North Georgia-22

RESA Totals

FY 2017

- NE Georgia-33
- NW Georgia-57
- Oconee-20
- Okefenokee-7
- Pioneer-32
- SW Georgia-59
- West Georgia-21
- RESA Avg-76
- RESA Total-1209

FY 2016

- NE Georgia-37
- NW Georgia-53
- Oconee-17
- Okefenokee-14
- Pioneer-21
- SW Georgia-37
- West Georgia-26
- RESA Avg-61
- RESA Total-968

RESAs FY 2018

- CSRA-50
- Chattahoochee-29
- Coastal Plains-44
- First District-51
- Griffin-114
- Heart of Georgia-14
- Metro-542
- Middle Georgia-75
- North Ga.-24
- NE Ga-52
- NW Ga-46
- Oconee-22
- Okefenokee-23
- Pioneer-38
- SW Ga-53
- W Ga-38
- RESA Avg-79.5
- W/O Metro-48.6

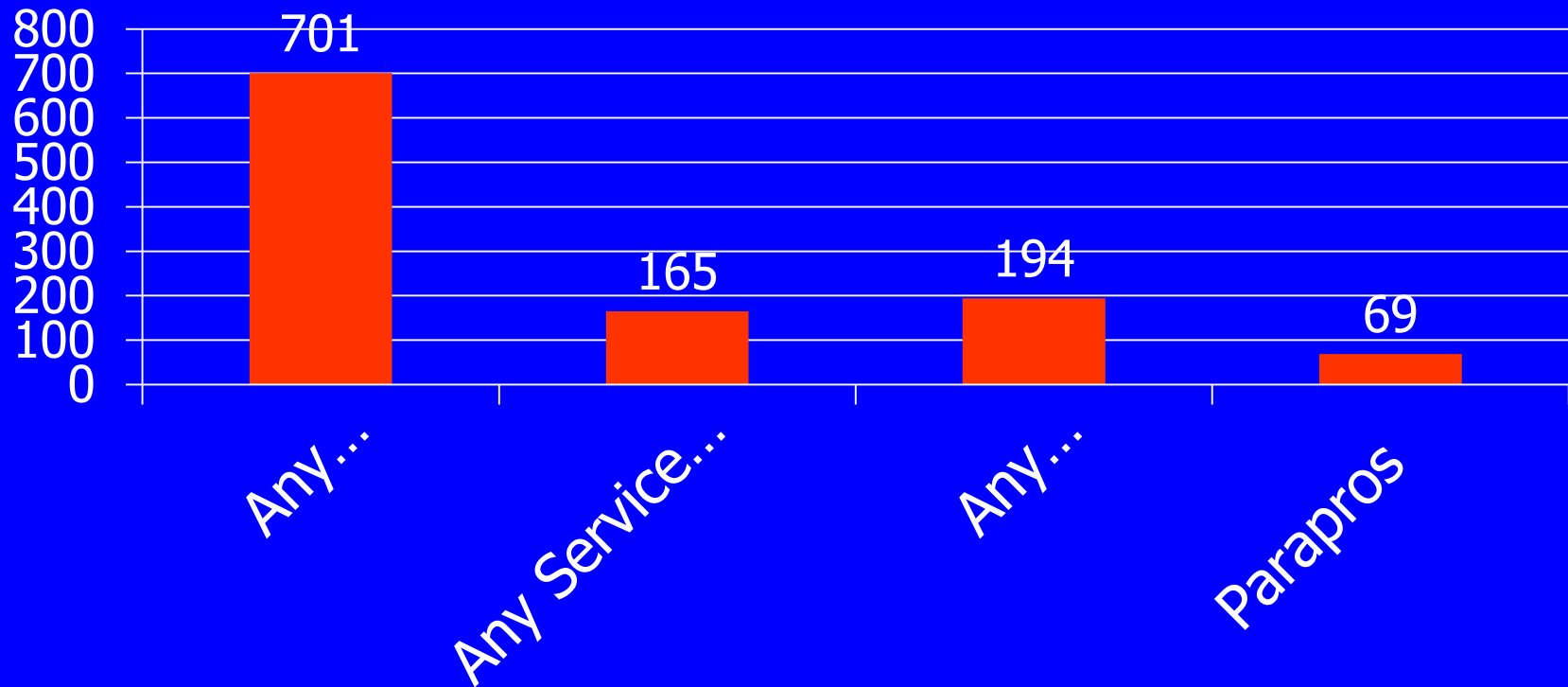
Sanctions

- Warning
- Reprimand
- Suspension-1 day to 3 years
- Revocation
- Denial
- Sanctions are permanent and remain on the certificate
- Suspensions and higher are reported to national database



New Cases Opened in FY2017 by Job Role

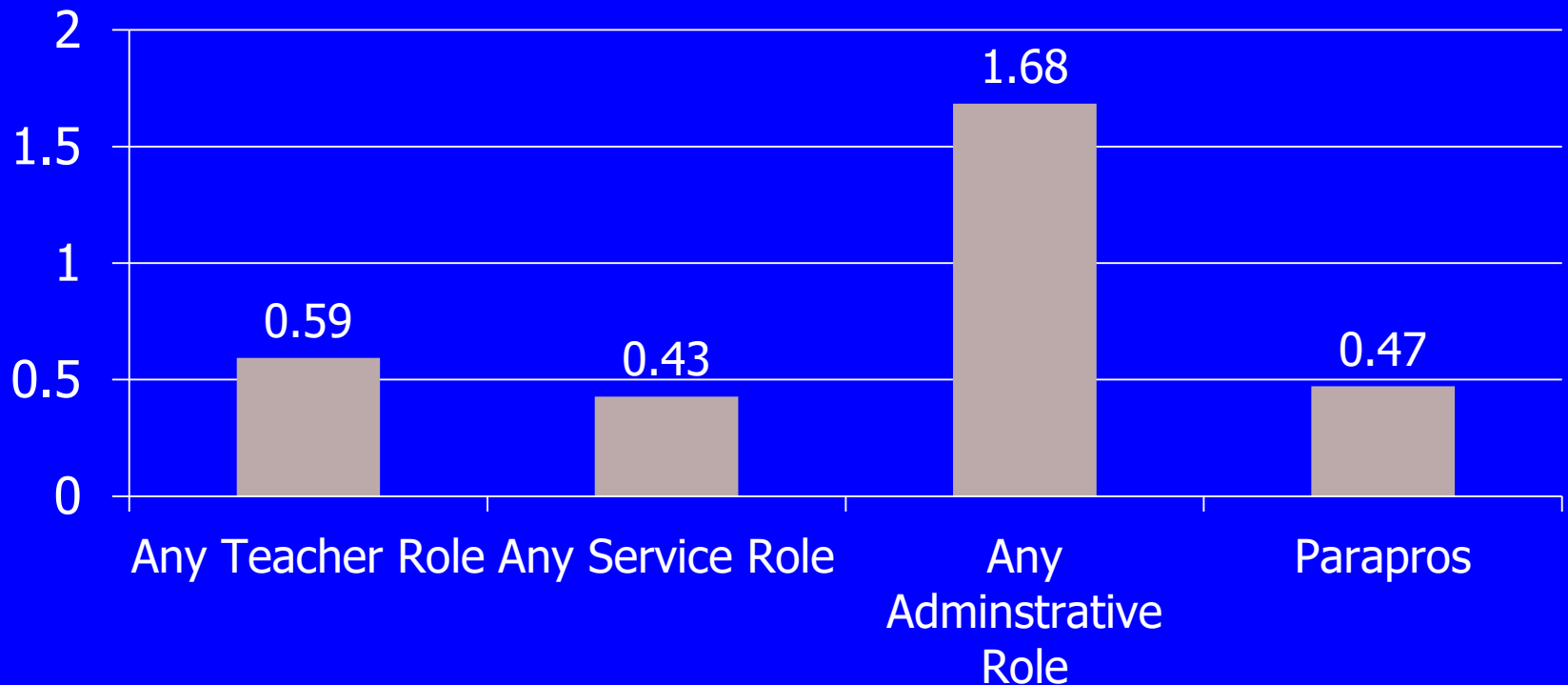
Cases by Job Role (In role at least 50% of the day)





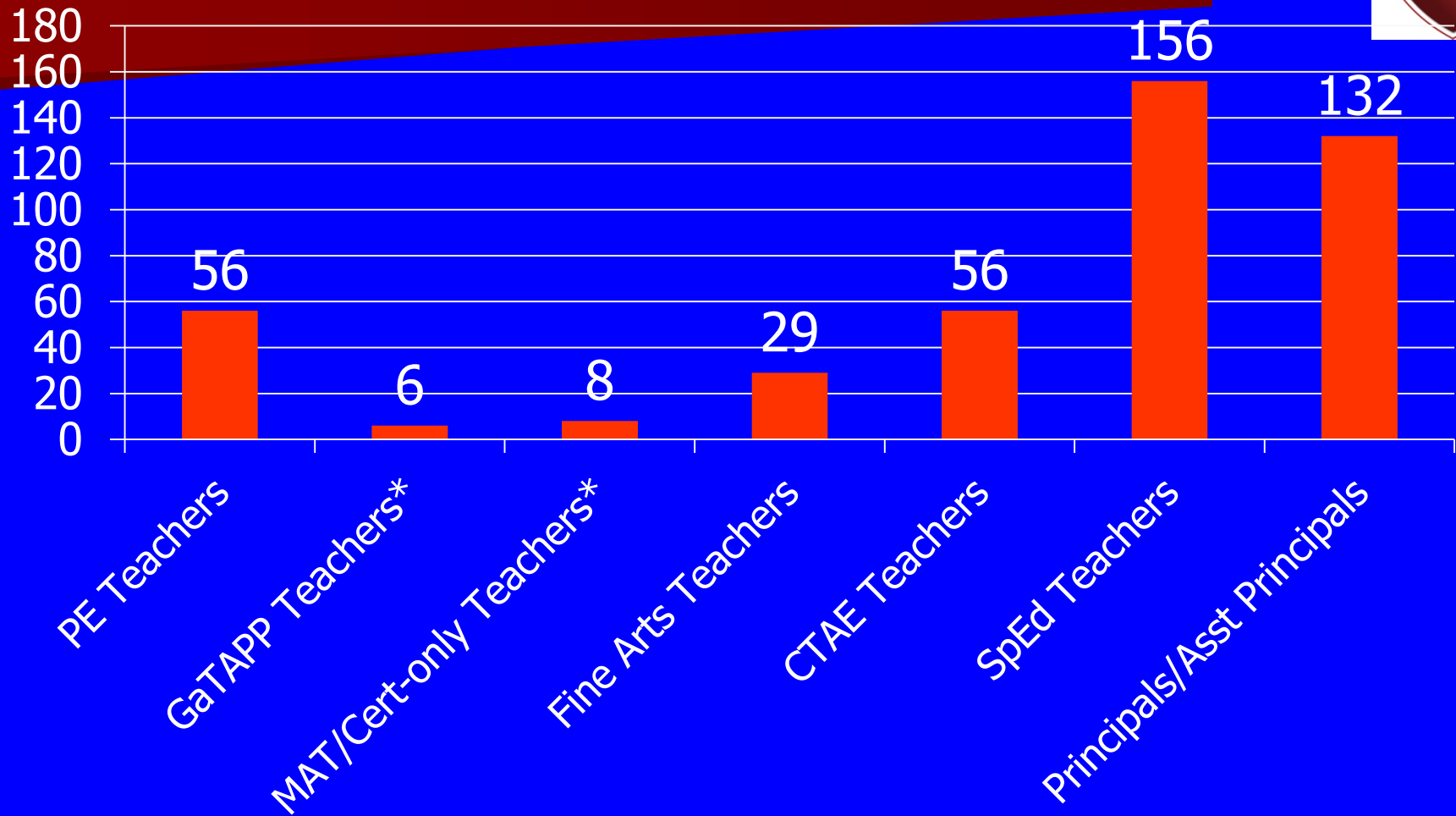
New Cases Opened in FY2017 by Job Role

Cases as Percent of Educators in Role



New Cases Opened in FY2017

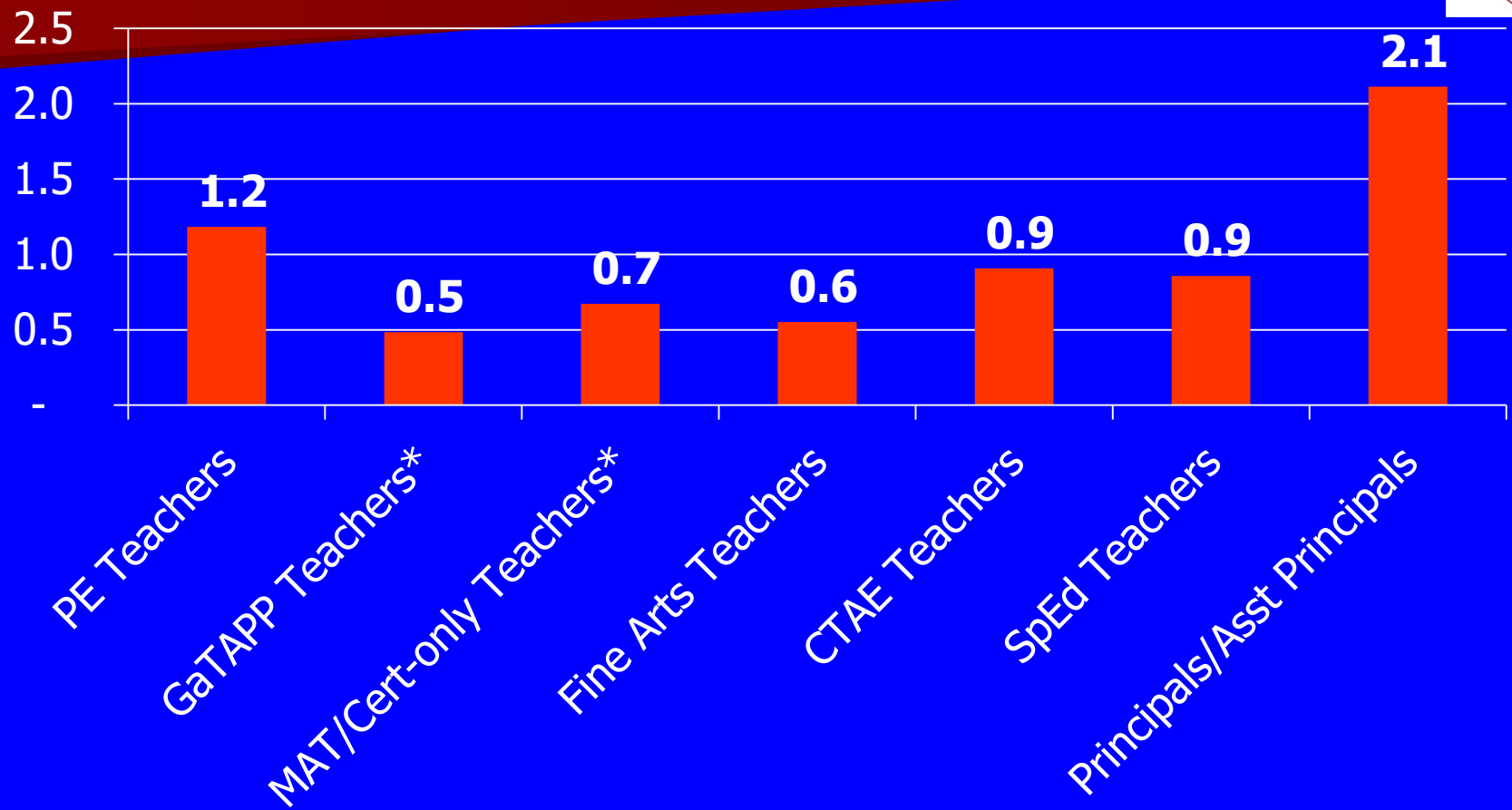
Select Group



*Teachers employed in a classroom while enrolled in GaTAPP or in a traditional program pursuing a MAT degree or certification only.

New Cases Opened in FY2017

Percentage of Group

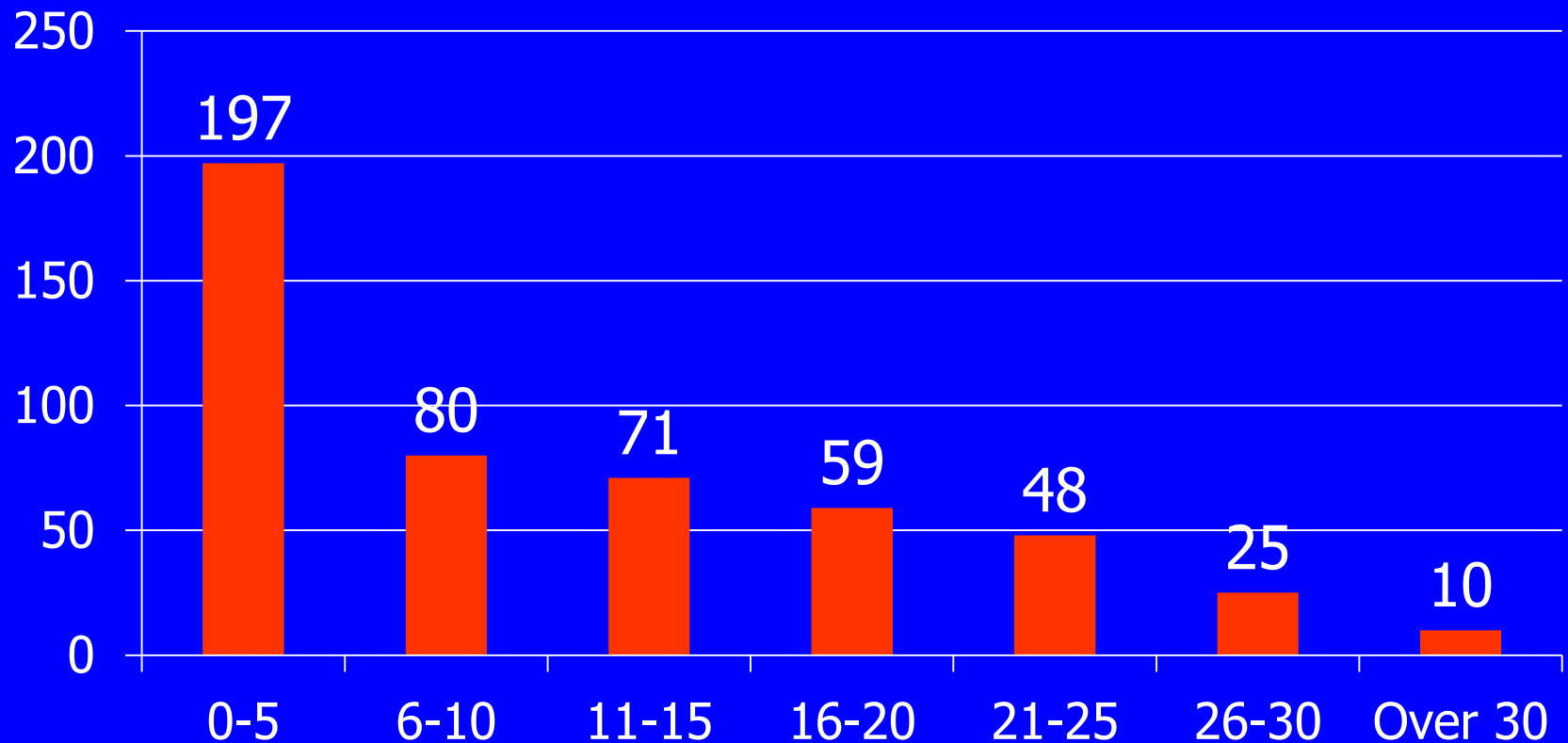


*Teachers employed in a classroom while enrolled in GaTAPP or in a traditional program pursuing a MAT degree or certification only.

New Cases Opened in FY2017 by Experience



Years of Experience Reported by Employing School System



TEST

- Name the 3 Richest People in the World
- Name the 2019 Miss America crowned in September, 2018
- Name the MVP of 2018 Super Bowl
- Name the most recently appointed Supreme Court Judge
- Name three teachers who have had a positive impact on your life

Concerns

- Double standards for coaches
- TKEs not completed with fidelity
- Not reporting violations of standards

Contact Information

- Paul A. Shaw
- [Email-paul.shaw@gapsc.com](mailto:paul.shaw@gapsc.com)
- Phone #-404-232-2635

■ David Pumphrey

■ Email:

david.pumphrey@gapsc.com

■ Phone # 404-232-2626

