



Georgia Professional
Standards Commission
Protecting Georgia's Higher Standard of Learning

2019 GaPSC Georgia Ethics Symposium



*Building School Cultures that Foster
Professional Decision-Making,
with a Special Focus on Use of Social Media*

**Tuesday, August 27, 2019, 1:00pm-4:00pm
Wednesday, August 28, 2019, 8:30am-4:00pm**

Held at Middle Georgia State University, Macon, GA

**Welcome to
the 2019
Georgia Ethics
Symposium!**

Georgia Professional Standards Commission



Symposium Presentation FY
2020

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

Newest Members

Catherine Jones



Steve Barker



Brian Sirmans



Karla Hull



Jennifer Sheffield- Wade



Derek Easterling



GaPSC

- 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

Revocation and Denials

Year	Denied	Revoked	Voluntary Surrender	Total
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
FY 2019	27	144	36	207

Sanctions-July 2018-July 2019

- Legal compliance – 38
- Conduct with Students - 166
- Alcohol and Drugs - 43
- Honesty - 138
- Public Funds and Property - 17
- Remunerative Conduct - 1
- Confidential Information - 0

Sanctions-July 2018-July 2019

- Required Reports - 18
- Professional Conduct - 105
- Testing – 20
- Other-76 (sanction of license in another state, from another licensing agency, other good and sufficient cause)
- Total - 622

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 2018

- CSRA-50
- Chattahoochee-29
- Coastal Plains-44
- First District-51
- Griffin-114
- Heart of Georgia-14
- Metro-542
- Middle Georgia-75
- North Georgia-24

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 2018

- NE Georgia-52
- NW Georgia-46
- Oconee-22
- Okefenokee-23
- Pioneer-38
- SW Georgia-53
- West Georgia-38
- RESA Avg-79.5
- RESA Total-1272

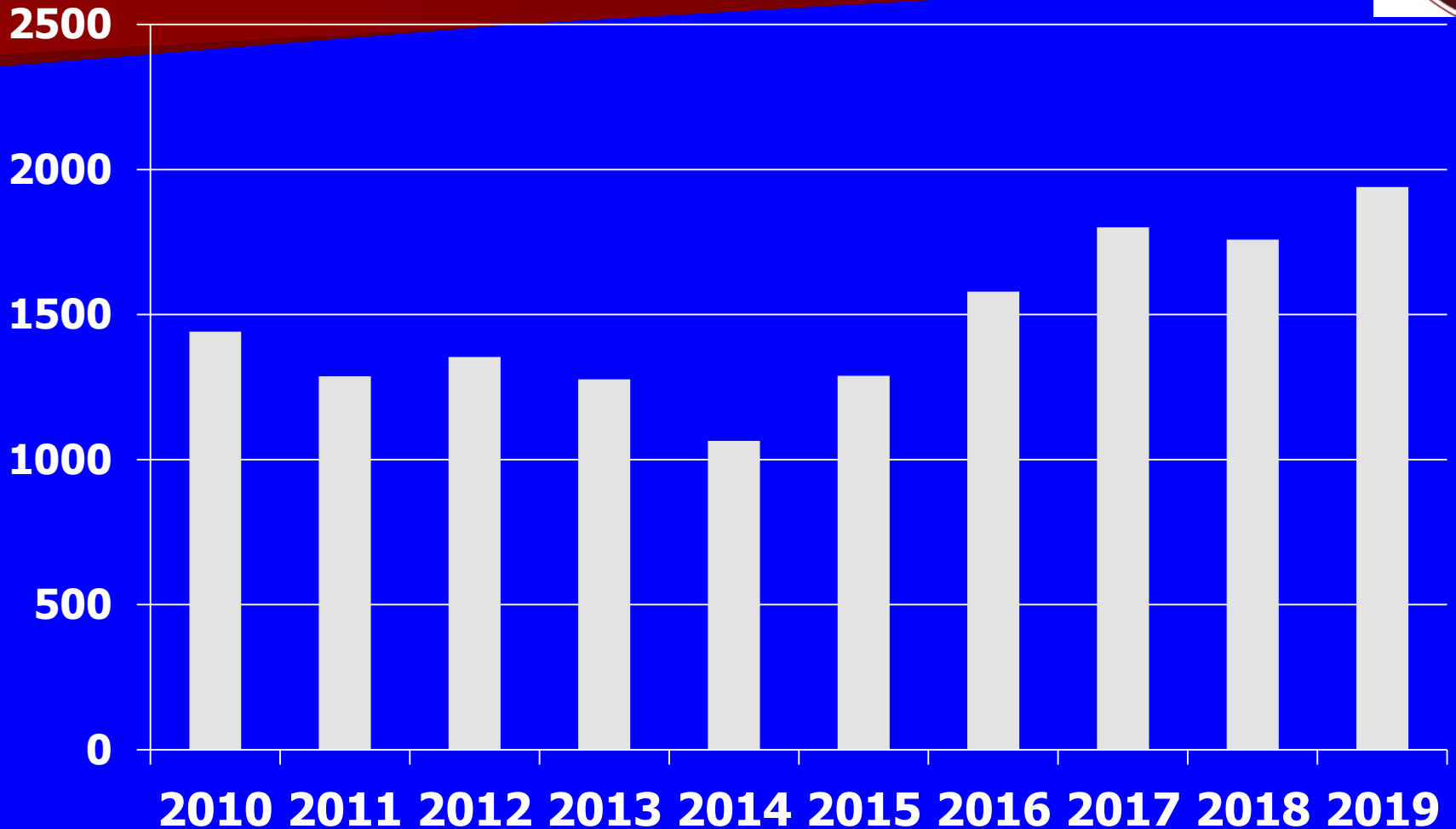
Number of Cases by CPI

- CSRA-.007
- Chattahoochee-.015
- Coastal-.007
- First District-.008
- Griffin-.001
- Heart-.009
- Metro-.011
- Middle-.012
- North-.004
- NE-.008
- NW-.005
- Oconee-.02
- Okefenokee-.011
- Pioneer-.007
- SW-.011
- W Ga-.007

Sanctions

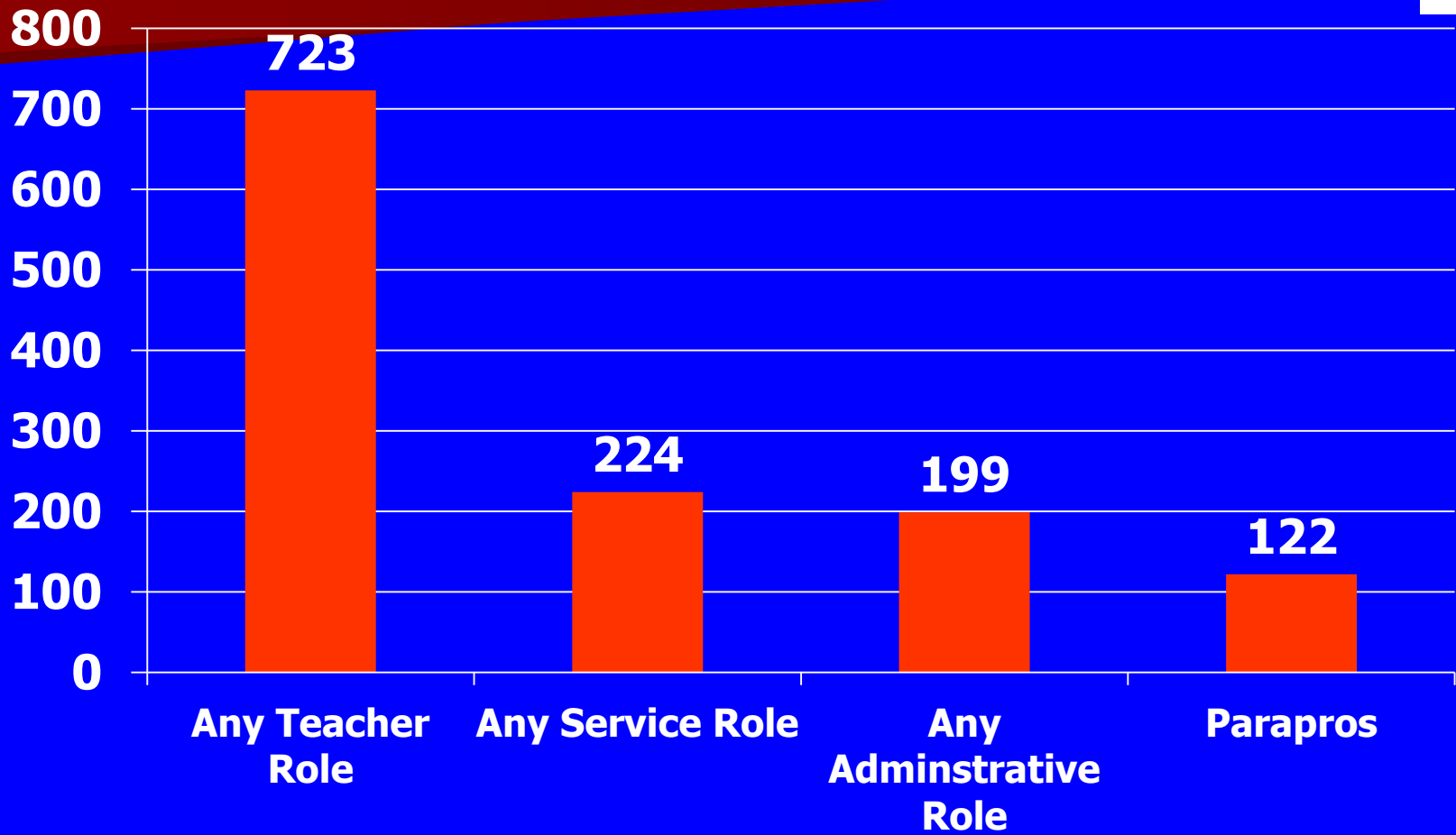
- Warning
- Reprimand
- Suspension-1 day to 3 years
- Revocation
- Denial
- Sanctions are permanent and remain on the certificate
- Suspensions and higher are reported to national database

Ethics Cases Opened in Last Ten Fiscal Years





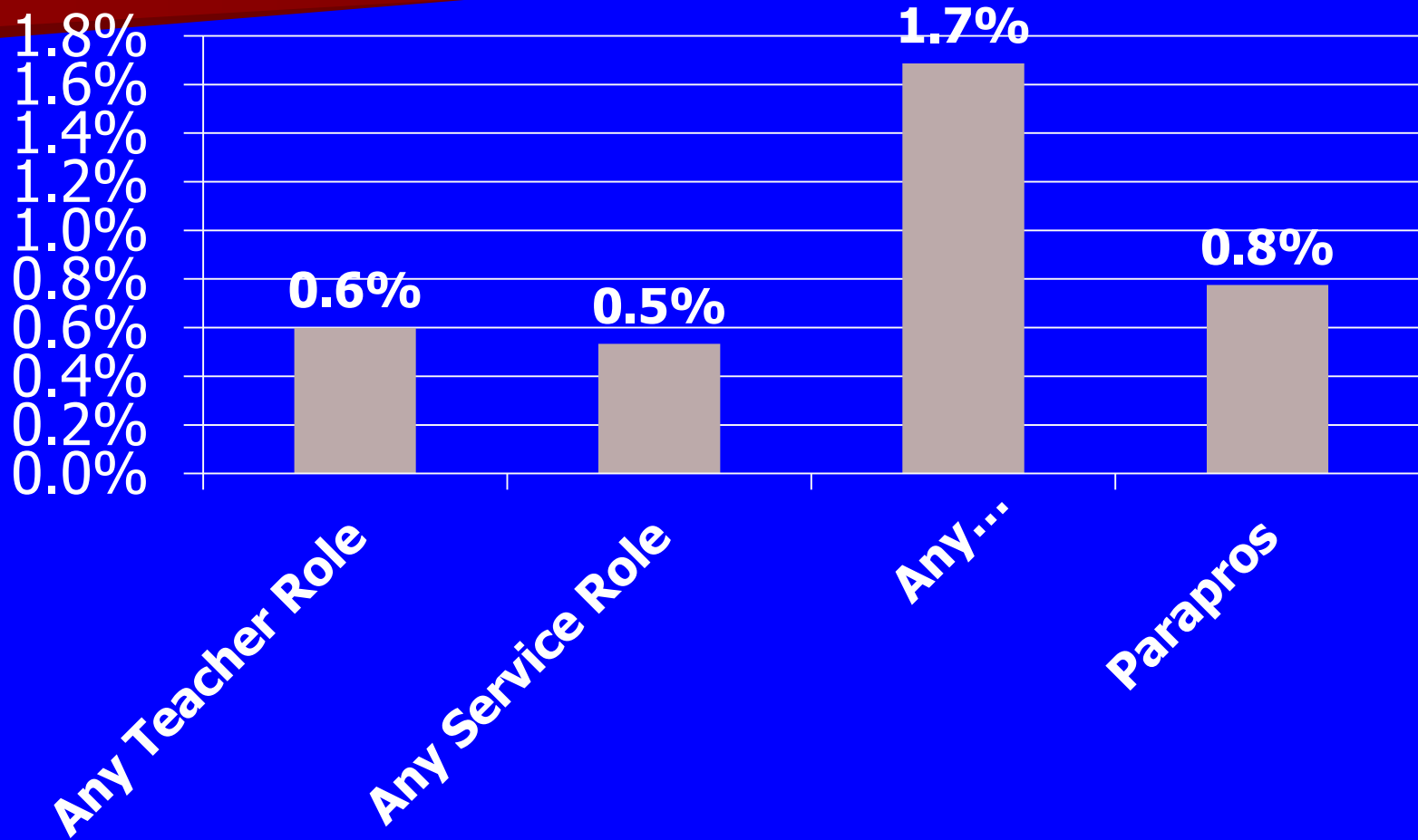
New Cases Opened in FY2019 by Job Role





New Cases Opened in FY2019

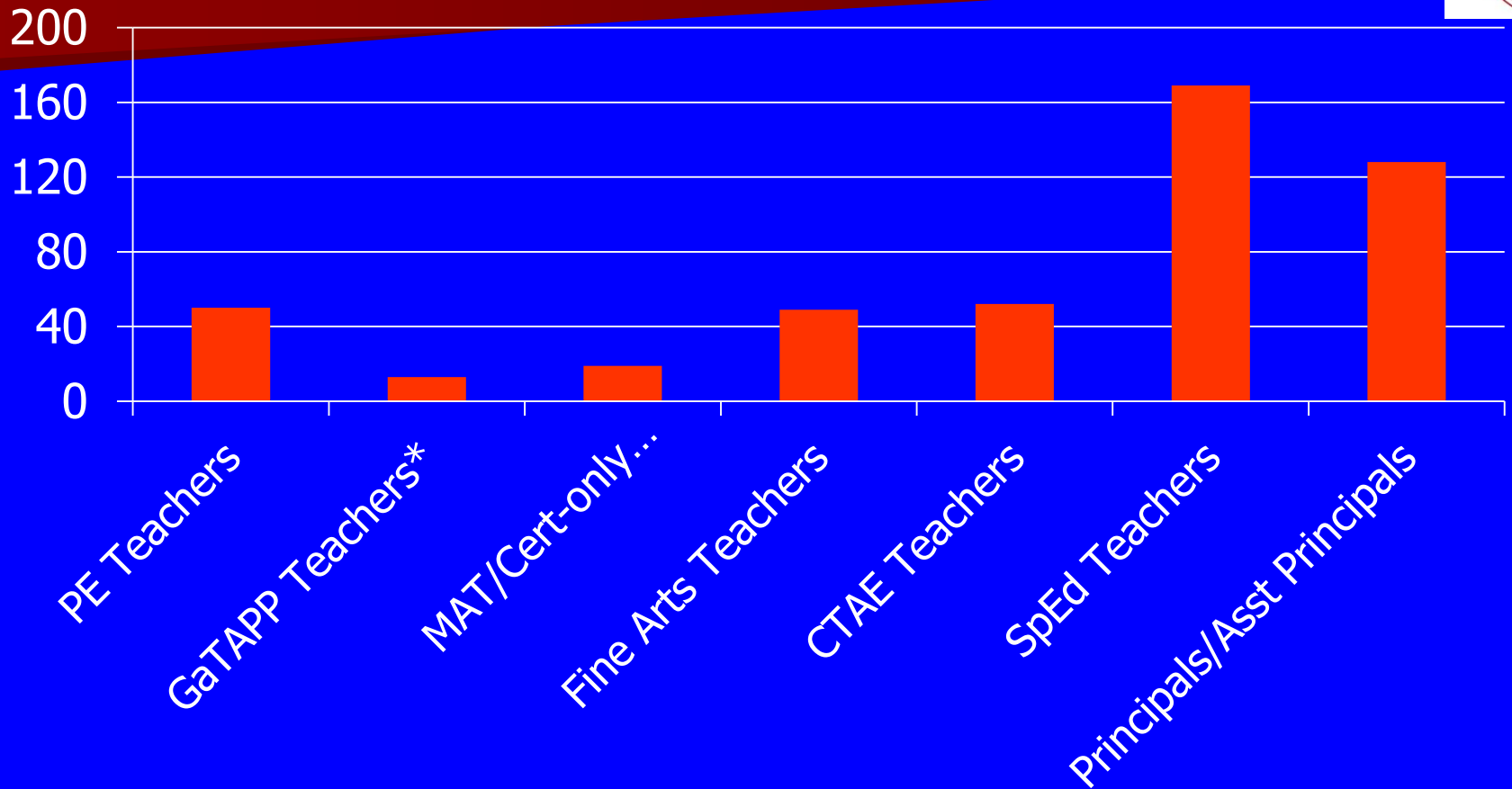
Percent of Work Force by Job Role





New Cases Opened in FY2019

Selected Sub-roles or Groups

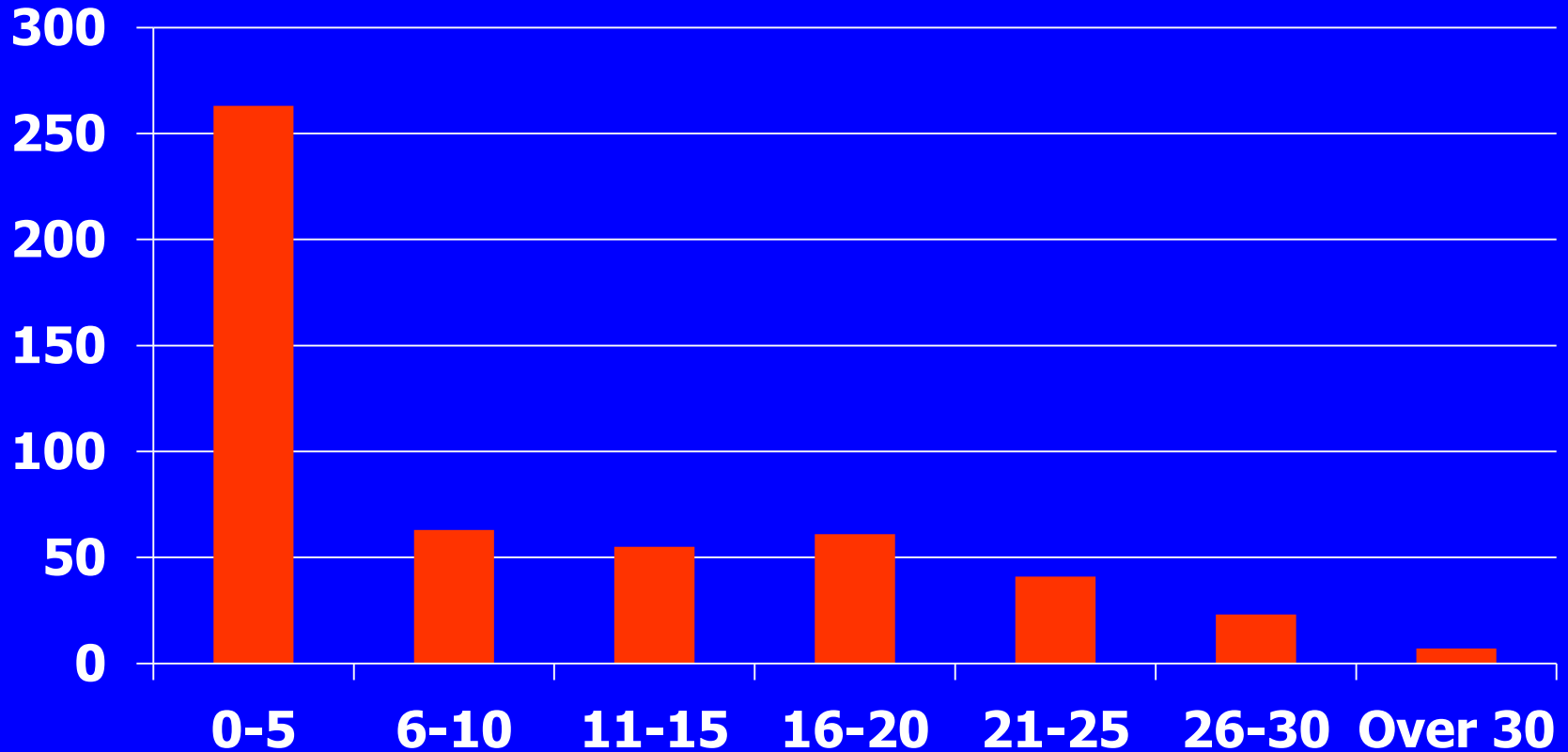


*Teachers employed in a classroom while enrolled in GaTAPP or in a traditional program pursuing a MAT degree or certification only.



New Cases Opened in FY2019 by Experience

Years of Experience Reported by Employing School System





Ethics Cases Closed in FY 2019 by Outcome

Outcome	Count
Administrative Closure	4
Clearance	739
Denial	9
Denied Right to Reapply	13
Duplicate - Closed	173
Granted Right to Reapply	8
Hold New App	91
No Jurisdiction	10
Operator error	32
Remanded	68
Reprimand	159
Reprimand & Monitoring	1
Revocation	104
Suspension	320
Warning	13
Total	1,744

Social Media Guidelines

- If you are participating on a social media site for school or district related business, it must be done with the approval of your supervisor.
- All electronic communication between staff, students, and parents should be transparent.

Social Media Guidelines

- When using a social media site for personal use, even if you do not identify yourself as an educator, people will recognize you as an educator and hold you to a higher standard.
- The inappropriate use of social media places your professional career at risk.

Social Media Guidelines

- Posting of photographs or information considered to be obscene or libelous may result in a referral to the PSC.
- Communicating with student on any public social media site may be viewed as inappropriate.
- Educators should refrain from creating personal web pages, blogs, or social media sites permitting social interaction with students.

Social Guidelines

- These guidelines are not intended to restrict your participation but to provide some protection.

Focus

- Double Standards for Coaches
- Fraud
- Social Media abuse

Contact Information

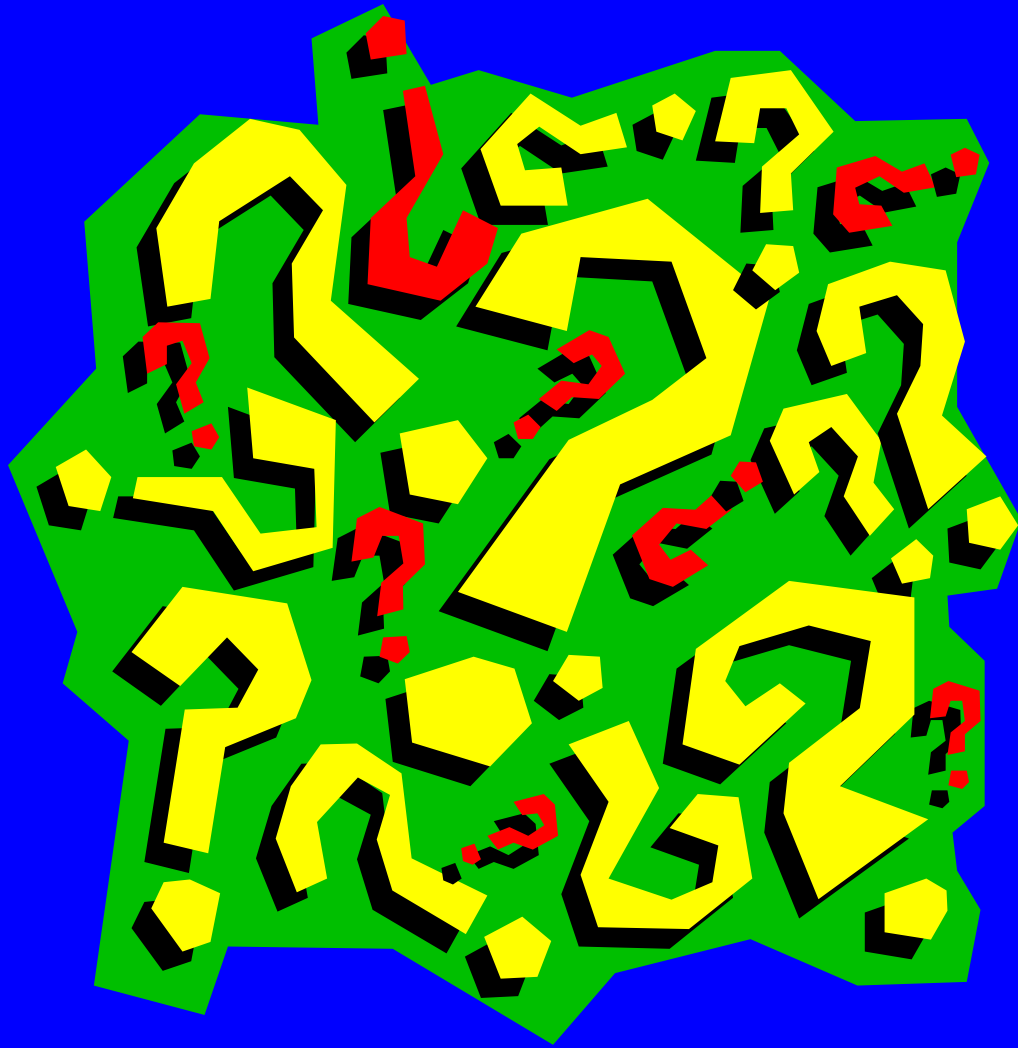
- Paul A. Shaw
- Email-paul.shaw@gapsc.com
- Phone #-404-232-2635

■ David Pumphrey

■ Email:

david.pumphrey@gapsc.com

■ Phone # 404-232-2626





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Elevating the Profession!



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Dr. Phillip S. Rogers
Executive Director
NASDTEC



NASDTEC'S VISION:

NASDTEC believes that all students should have educators who are held to high standards.

NASDTEC'S MISSION:

NASDTEC is dedicated to providing leadership and support to those responsible for the preparation, certification/licensure, ethical and professional practice, and continuing professional development of educators.

Difference Between a Code of Conduct and a Code of Ethics



Code of Conduct



Code of Ethics



Purpose of the Model Code of Ethics (MCEE)

The purpose of the Model Code of Ethics for Educators (MCEE) is to serve as a shared ethical guide for future and current educators faced with the complexities of P-12 education.

The code helps to construct the best course of action when faced with ethical dilemmas and provides a basis for educator learning, self-reflection and self-accountability.

Role of MCEE:

- Clarify to current and future educators the nature of the ethical responsibilities held in common by all educators;
- Establish principles that define best ethical practice;
- Serve as a guide designed to assist educators in constructing the best course of action when faced with ethical dilemmas;
- Serve as a basis for educator learning, self-reflection and accountability; and
- Mitigate the risks and vulnerabilities inherent to the profession.

MCEE 5 Key Principles

1. Responsibility to the Profession

The professional educator is aware that trust in the profession depends upon a level of professional conduct and responsibility that may be higher than required by law. This entails holding one and other educators to the same ethical standards.

MCEE 5 Key Principles

2. Responsibility for Professional Competence

The professional educator is committed to the highest levels of professional and ethical practice, including demonstration of the knowledge, skills and dispositions required for professional competence.

MCEE 5 Key Principles

3. Responsibility to Students

The professional educator has a primary obligation to treat students with dignity and respect. The professional educator promotes the health, safety and well being of students by establishing and maintaining appropriate verbal, physical, emotional and social boundaries.

MCEE 5 Key Principles

4. Responsibility to the School Community

The professional educator promotes positive relationships and effective interactions, with members of the school community, while maintaining professional boundaries.

MCEE 5 Key Principles

5. Responsible and Ethical use of Technology

The professional educator considers the impact of consuming, creating, distributing and communicating information through all technologies. The ethical educator is vigilant to ensure appropriate boundaries of time, place and role are maintained when using electronic communication.



- The MCEE consists of five principles that define ethical behavior, ethical best practice, and ethical responsibilities held in common by P-12 educators.
- The MCEE principles broadly define critical dimensions of ethical practice expected of the professional educator.
- Each principle is followed by performance indicators that more specifically define aspects within each principle.



Principle V: Responsible and Ethical Use of Technology

The professional educator considers the impact of consuming, creating, distributing and communicating information through all technologies.

The ethical educator is vigilant to ensure appropriate boundaries of time, place, and role are maintained when using electronic communication.



Principle V: Responsible and Ethical Use of Technology

- A. The professional educator uses technology in a responsible manner by:
 - 7. Exercising prudence in maintaining separate and professional virtual profiles, keeping personal and professional lives distinct.

Discuss the risks, including any examples, that educators can face related to the above.



**Information about MCEE
and resources are available
at: www.nasdtec.net**



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