

# Code of Ethics: Data Update and Processes as Prevention

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- Updated Data from the PLSB
- PLSB Processes for Prevention





Over the past year, what do you think is the average age for teachers with ethics violations?

44

What does this mean?



# Average Age and Years of Experience of Accused Educators

**Fiscal Year 2025**

- Average Age: 44
- Youngest Accused Educator: 22
- Oldest Accused Educator: 69
- Average Years of Experience: 15





# Average Age and Years of Experience of Accused Educators

**Fiscal Year 2026**

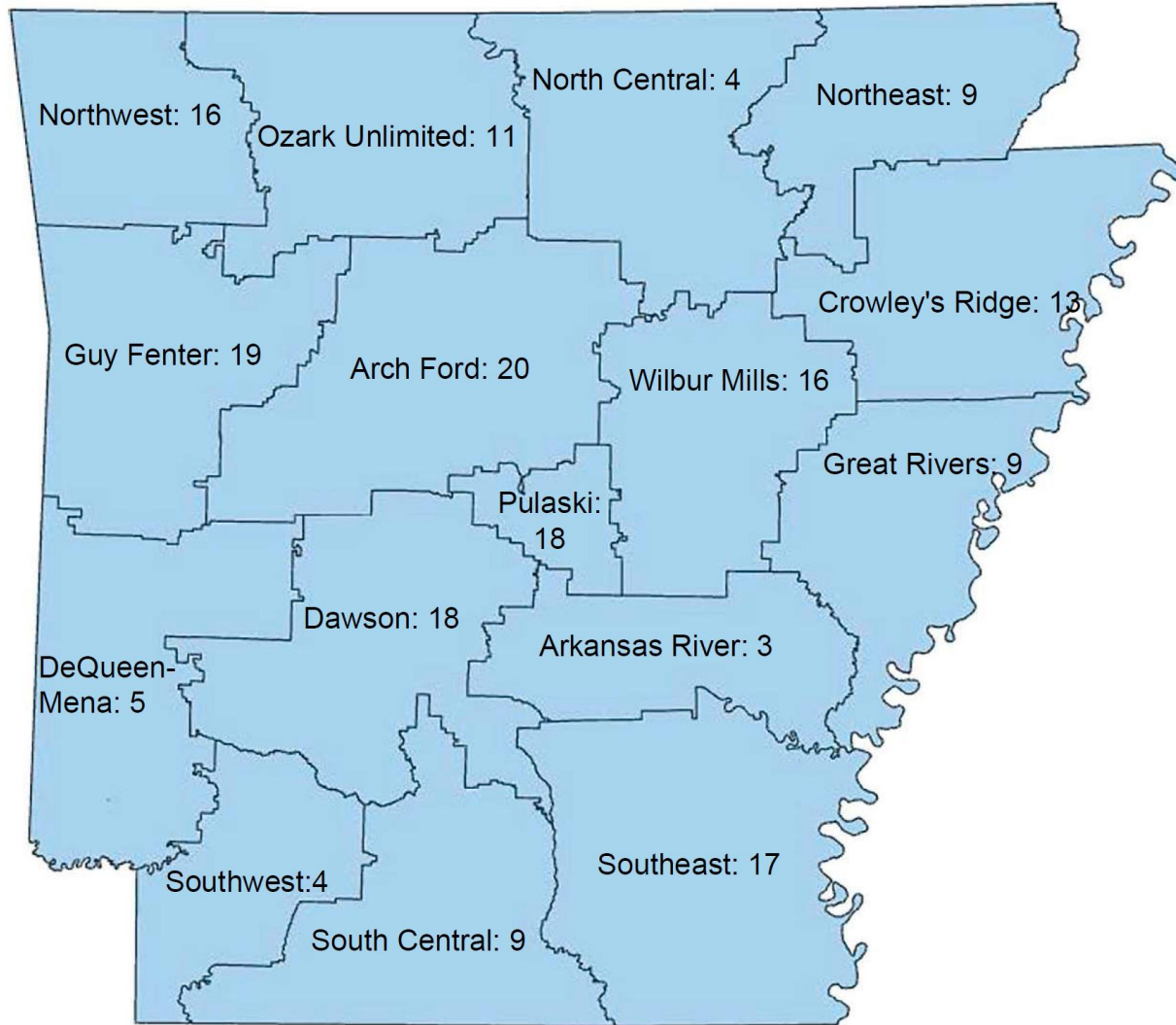
- Average Age: 44
- Youngest Accused Educator: 22
- Oldest Accused Educator: 73
- Average Years of Experience: 18

# Breakdown of Ages



2025 to 2026

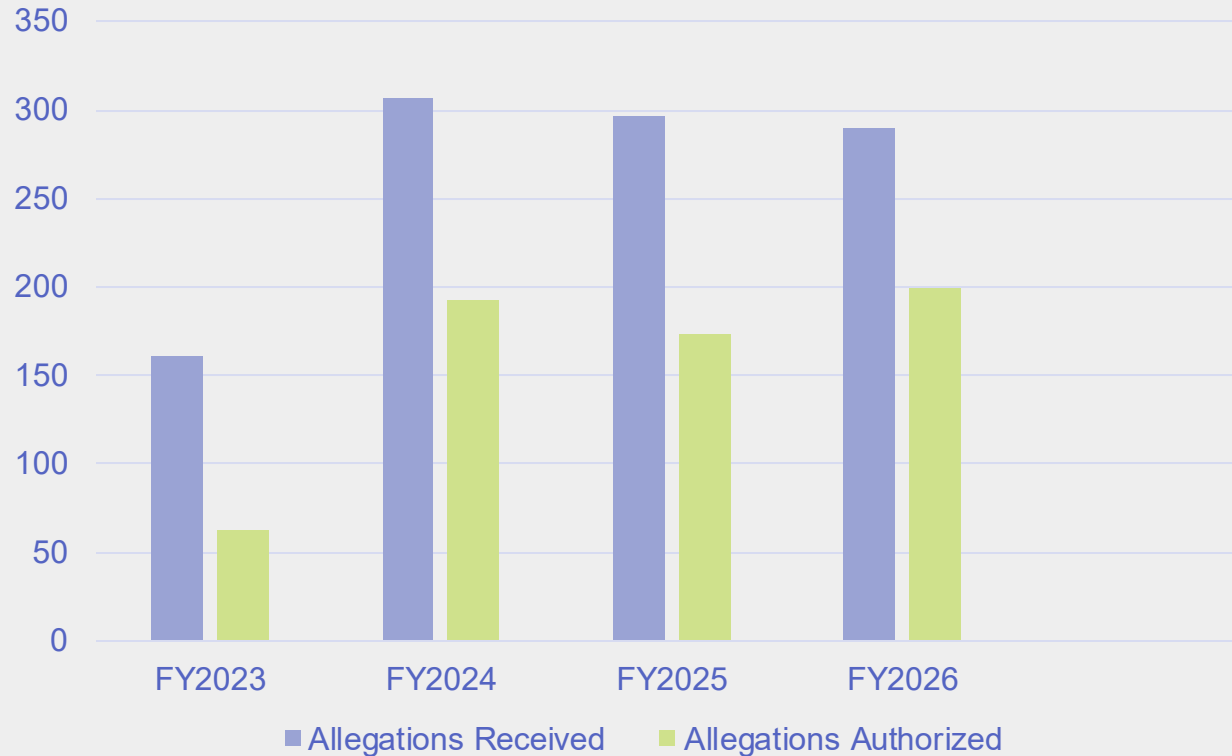
- |           |           |
|-----------|-----------|
| • 20s-17% | • 20s-12% |
| • 30s-15% | • 30s-27% |
| • 40s-32% | • 40s-27% |
| • 50+-32% | • 50+-31% |



# Case Load Trends



## 4 Year Trend on Case Load



# Most common offenses



1. Inappropriate communication
2. Inappropriate interaction
3. Non-sexual physical contact
4. Professional responsibilities
5. Failure to supervise

# Processes for Prevention

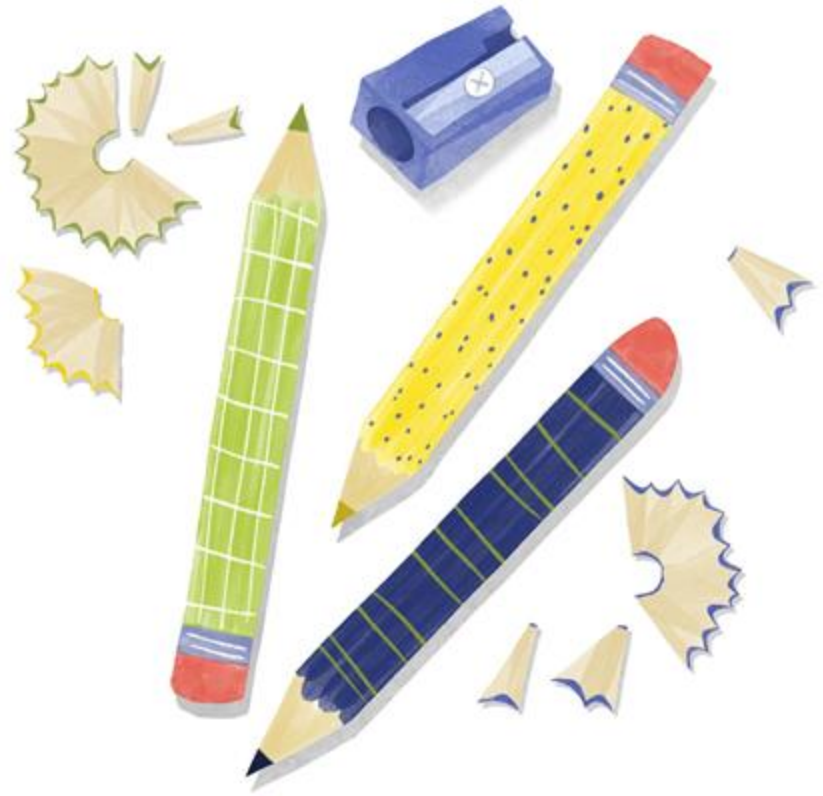
- 24 Hour Standard 1 Reporting
  - Guardrails



# 24-Hour Standard 1 Reporting

All Standard 1 or just sexual  
abuse?

What is the purpose of the  
process?





# Standard 1

**An educator maintains a professional relationship with each student, both in and outside the classroom.**

Examples:

- Inappropriate texting with a student.
- Inappropriate physical contact with a student.
- Inappropriate comments made to a student or in the presence of students
- ***Not just sexual in nature***

# PLSB 24-Hour Standard 1 Process



- It is mandatory that **within 24 hours** of a matter coming to the attention of a **public school supervisor**, an educator in a supervisory role must file an ethics complaint if he or she observes, has reasonable cause to suspect, or there is a **substantiated allegation** that an educator has violated Standard 1. This is anything involving Standard 1, **not just sexual abuse**.
  - Substantiated allegation: Observance of or reasonable cause to believe that a violation of the Code of Ethics has occurred. This may be a preliminary determination by a school and a completion of investigation is not required.

Registered volunteer coaches and individuals with an aspiring teacher permit are also included in the definition of “educator” in the Code of Ethics.

# Standard 1 Reporting Forms



 [PLSB - Main Page](#)



[PLSB History  
& Responsibilities](#)



[Allegation Form](#)



[24-hour Standard 1 Packet](#)

# Completion of the forms

- Once the form is completed and sent via email, you will receive a confirmation number.
- Complete your initial investigation.
- An investigation is NOT required prior to submission of the red form.
- When investigation is complete, file allegation or rationale form (see next slide).



**Arkansas Department of Education**  
Division of Elementary and Secondary Education  
Professional Licensure Standards Board

Form: SL- \_\_\_\_\_

## 24-HOUR STANDARD 1 VIOLATION REPORTING FORM

*Please use this form only for reporting violations of Standard 1 per Ark. Code Ann. § 6-17-428(p)(2)(B), which requires that within 24 hours of a matter coming to the attention of a public school supervisor, an educator in a supervisory role in an Arkansas school shall file an ethics complaint if he or she observes, has reasonable cause to suspect, or there is a substantiated allegation that an educator has violated Standard 1 of the Code of Ethics.*

### Confidential

|                           |             |                      |  |
|---------------------------|-------------|----------------------|--|
| Name of Accused Educator: |             | Educator's Position: |  |
| Educator's Address:       |             |                      |  |
| Work Phone:               | Cell Phone: | Email:               |  |
| Educator's School:        |             | Phone:               |  |
| School Address:           |             |                      |  |
| School District           |             | Phone:               |  |
| District Address:         |             |                      |  |

### Complainant Information

|                   |             |
|-------------------|-------------|
| Complainant Name: | Email:      |
| Address:          |             |
| Daytime Phone:    | Cell Phone: |

### Details of Incident

|                           |                            |
|---------------------------|----------------------------|
| Date of Alleged Incident: | Date Notified of Incident: |
|---------------------------|----------------------------|

### Statement of Alleged Conduct (If needed, add additional pages)

|  |
|--|
|  |
|--|

- ☐ I have reviewed and understand the information in this form.
- ☐ I understand that I may not file this form anonymously.

I hereby swear/affirm that the information on this form is true and correct to the best of my knowledge under penalty of perjury.

Complainant Signature \_\_\_\_\_ Date \_\_\_\_\_

Email a completed copy of this form to: [ade.plsb24@ade.arkansas.gov](mailto:ade.plsb24@ade.arkansas.gov)

# Rationale Forms

- Should include result of initial investigation.
- A district is not required to move forward with filing an allegation; however, the Ethics Subcommittee may choose to file.



# Rationale Form (after initial investigation)



**Arkansas Department of Education**  
Division of Elementary and Secondary Education  
Professional Licensure Standards Board

Confirmation #: \_\_\_\_\_

## RATIONALE FOR DECLINING TO FILE ALLEGATION

*Please use this form after completing a 24-Hour Standard 1 Reporting Violation and following completion of an investigation of a Standard 1 violation only if your district has decided not to proceed with filing a formal allegation with the PLSB.*

### Confidential

|                           |             |                      |
|---------------------------|-------------|----------------------|
| Name of Accused Educator: |             | Educator's Position: |
| Educator's Address:       |             |                      |
| Work Phone:               | Cell Phone: | Email:               |
| Educator's School:        |             | Phone:               |
| School Address:           |             |                      |
| School District           |             | Phone:               |
| District Address:         |             |                      |

### Complainant Information

|                   |             |
|-------------------|-------------|
| Name:             | Position:   |
| District Address: | Email:      |
| Daytime Phone:    | Cell Phone: |

### Details of Incident

|                           |                            |
|---------------------------|----------------------------|
| Date of Alleged Incident: | Date Notified of Incident: |
|---------------------------|----------------------------|

### Summary of Results of District Investigation, Including Rationale

(Please include a detailed rationale for declining to file an allegation form with the PLSB. Please also attach copies of all documentation gathered during your investigation. If additional pages are needed, please attach.)

|  |
|--|
|  |
|--|

### Witness Information

(Please attach additional pages as needed.)

|                                                                       |                                                      |
|-----------------------------------------------------------------------|------------------------------------------------------|
| Witness Name:                                                         | Date of Interview:                                   |
| Association with District:                                            | Contact Information: (ex. phone number, email, etc.) |
| Brief description of witness involvement or attach witness statement: |                                                      |
|                                                                       |                                                      |
| Witness Name:                                                         | Date of Interview:                                   |
| Association with District:                                            | Contact Information: (ex. phone number, email, etc.) |
| Brief description of witness involvement or attach witness statement: |                                                      |
|                                                                       |                                                      |
| Witness Name:                                                         | Date of Interview:                                   |
| Association with District:                                            | Contact Information: (ex. phone number, email, etc.) |
| Brief description of witness involvement or attach witness statement: |                                                      |
|                                                                       |                                                      |

If you are a mandated reporter who believes suspected child maltreatment has occurred pursuant A.C.A. §12-12-501 et. seq., did you report it to the Arkansas State Police Child Abuse Hotline?

☐ No☐ Yes, Date: \_\_\_\_\_

Referral #: \_\_\_\_\_

☐

I have reviewed and understand the information in this form.

☐

I understand that I may not file this form anonymously.

**I hereby swear/affirm that the information on this form is true and correct to the best of my knowledge under penalty of perjury.**

Complainant Signature

Date

Email a completed copy of this form to: [ade.plsb24@ade.arkansas.gov](mailto:ade.plsb24@ade.arkansas.gov)

# Overview of Process

## 24 Hour Standard 1 Reporting Form



Within 24 hours of a matter coming to the attention of a public school supervisor, an educator in a supervisory role in an Arkansas school shall file an ethics complaint with the Professional Licensure Standards Board if he or she observes, has reasonable cause to suspect, or there is a substantiated allegation that an educator has violated Standard 1 of the Code of Ethics.

*Standard 1: An educator maintains a professional relationship with each student, both in and outside the classroom.*

Upon receipt of the 24 - Hour Standard 1 Reporting Form, the PLSB will respond with a confirmation of the receipt of the form and provide additional instructions.

The filing district will continue the investigation process by collecting the needed information to file an Allegation of Violation.

The district will collect the needed evidence for the allegation.  
If the filing district determines an allegation does not need to be filed and no further action is needed, the district will provide rationale on the attached form for not filing an Allegation of Violation.

The PLSB will:  
Validate the Allegation of Violation form; or  
Review the rationale for not filing the Allegation of Violation.



Arkansas Department of Education  
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How does Standard 1 Reporting  
Prevent Additional Violations?

What is the purpose?

- Mandates early reporting
- Eliminates guesswork about how many potential violations are required before reporting
- Helps to establish documented patterns of conduct
- Second step of the process is investigation by the district
- Sexual abuse is not required – addresses conduct that can lead to this



# Failure to Report (Standard 1 Form)

Per Ark. Code Ann. § 6-17-428,  
this can be considered a  
violation of the Code of Ethics.

# Guardrails as Prevention



# Guardrails for Student Interaction



## Interaction with Guardrails

Expressing concern for student well-being

Referring a student to the counselor when concerned

Placing a hand on the student to guide or comfort

Modeling appropriate communication to students

Using school protocol to send messages to students

When trained, using sanctioned holds for student safety

## Interaction without Guardrails

Asking students to confide personal information

Counseling the student in the classroom

Prolonged or aggressive physical touch

Using profanity or demeaning language

Texting, Snapchat, social media messaging

Restraining students in a manner that causes injury

# Contact Information

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DIVISION OF ELEMENTARY  
& SECONDARY EDUCATION