

STATE OF IOWA
BOARD OF EDUCATIONAL EXAMINERS

Grimes State Office Building – 400 E.14th St.
Second Floor State Board Room
Des Moines, IA 50319-0147

June 24, 2010

AGENDA
Times are approximate

- 9:30 a.m.** **1. Call Meeting to Order by Executive Director**
Election of Officers
- 9:45 a.m.** **2. Approve the Agenda (Tab 1)**
- 9:50 a.m.** **3. Consent Agenda**
- Minutes of May 06, 2011 Board Meeting (Tab 2)
 - Adopt [Iowa Administrative Code – Chapter 282 (272)]
 - 1. 282— Amend Chapter 11.39 Denial of application during a pending professional practices case (Tab 3)
- 9:55 a.m.** **4. Professional Practices - Licensee Discipline – Closed Session – Board members only**
- 10:15 a.m.** **5. Open Session – Results of closed session announced**
- 10:35 a.m.** **6. Communications**
- a. Board Reports
 - b. Public Comment
 - c. Executive Director’s Report
- 10:45 a.m.** **7. Rules [Iowa Administrative Code – Chapter 282 (272)]**
- a. Notice**
 - 1. 282— Amend Chapter 13.17 Specific requirements for exchange licenses (Tab 4)
 - 2. 282 — Amend IAC 282 Chapter 13.28(12) Mathematics (Tab 5)
 - 3. 282 — Amend IAC 282 Chapter 13.28(17) Science (Tab 6)
 - 4. 282— Amend Chapter 22.5(272) Preliminary Professional Career Authorization (Tab 7)
 - b. Items for Discussion**
 - 1. 282— Amend Chapter 13.9(272) Teacher Intern license (Tab 8)
- 11:15 a.m.** **8. Lunch for Board Members – Room 3 North**

- 12:00 p.m.** **9.** **Waiver(s)** (Tab 9)
1. 11-07 Shannon Horton (Tab A)
 2. 11-10 Kelly Danilson (Tab B)
 3. 11-11 Buena Vista University (Tab C)
 4. 11-12 Jill Bryant (Tab D)
 5. 11-13 Joel Foster (Tab E)
- 12:15 p.m.** **10.** **Reports / Approvals**
1. Board Retreat Agenda (Tab 10)
 2. Report on teacher candidates by endorsement (Tab 11)
 3. Proposed Budget for FY 12 (Tab 12)
 4. NASDTEC Conference Report – Executive Director (Tab 13)
 5. Ethics report (Tab 14)
 6. Board Operating Guidelines -- Review / Revise (Tab 15)
 7. Legislative Report (Tab 16)
 8. Chair appoints committee assignments
 - a. Executive Committee
 - b. Professional Practices Committee
 - c. Operating Guidelines Committee
 9. Closed Session 21.5(1)(i) (Tab 17)
- 1:00 p.m.** **11.** **Adjournment**

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BOARD OF EDUCATIONAL EXAMINERS
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Minutes

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May 6, 2011

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The Board of Educational Examiners held its monthly meeting on May 6, 2011. Board Chair, Dr. Bev Smith, called the meeting to order. Members attending were Julio Almanza, Tammy Duehr, Jason Glass, Dr. Larry Hill, Merle Johnson, Dr. Marianne Mickelson, Oscar Ortiz, Laura Stevens, Carol Trueg and Richard Wortmann. Also in attendance was Dr. George Maurer, Executive Director of the Board and Julie Bussanmas, Assistant Attorney General. Liz Sheka was unable to attend.

Merle Johnson moved, with a second by Marianne Mickelson, to approve the agenda.

MOTION CARRIED UNANIMOUSLY.

Merle Johnson moved, with a second by Carol Trueg, to approve the consent agenda.

MOTION CARRIED UNANIMOUSLY.

Laura Stevens moved, with a second by Tammy Duehr, that the Board go into closed session for the purposes of discussing whether to initiate licensee disciplinary proceedings and discussing the decision to be rendered in a contested case, pursuant to Iowa Code sections 21.5(1)(d) and 21.5(1)(f). **MOTION CARRIED UNANIMOUSLY.**

Oscar Ortiz moved, with a second by Laura Stevens, that in **case number 10-67**, the Board finds that the evidence gathered in the investigation, including witness statements and the documentary evidence, does not substantiate the allegations in the complaint, and that the Board therefore lacks probable cause to proceed with this matter. **MOTION CARRIED UNANIMOUSLY.**

1 Tammy Duehr moved, with a second by Laura Stevens, that in **case number 10-68**,
2 the Board finds that the evidence gathered in the investigation, including witness
3 statements and the documentary evidence, does not substantiate the allegations in the
4 complaint, and that the Board therefore lacks probable cause to proceed with this
5 matter. **MOTION CARRIED UNANIMOUSLY.**

6

7 Oscar Ortiz moved, with a second by Tammy Duehr, that in **case number 11-23**, the
8 Board find probable cause to establish a violation of the following provisions of the
9 Code of Professional Conduct and Ethics, 282 IAC 25.3(1)c, d, and e (3) and (4) and
10 order this case set for hearing. **MOTION CARRIED UNANIMOUSLY.**

11

12 Oscar Ortiz moved, with a second by Richard Wortmann, that in **case number 11-24**,
13 the Board find that, although one or more of the allegations in the complaint may be
14 substantiated by the witnesses interviewed in the course of the investigation [and/or]
15 the documents gathered in the course of the investigation, the evidence before the
16 Board is insufficient to prove a violation of the Board's rules. The Board will not
17 pursue formal disciplinary action in this matter. **MOTION CARRIED UNANIMOUSLY.**

18

19 Laura Stevens moved, with a second by Tammy Duehr, that in **case number 11-25**,
20 the Board finds that the evidence gathered in the investigation, including witness
21 statements and the documentary evidence, does not substantiate the allegations in the
22 complaint, and that the Board therefore lacks probable cause to proceed with this
23 matter. **MOTION CARRIED UNANIMOUSLY.**

24

25 Julio Almanza moved, with a second by Richard Wortmann, that in **case number 11-**
26 **26**, the Board find that, although one or more of the allegations in the complaint may
27 be substantiated by the witnesses interviewed in the course of the investigation
28 [and/or] the documents gathered in the course of the investigation, and the allegations
29 may constitute a technical violation of the Board's statute or administrative rules; the
30 evidence before the Board indicates that adequate steps have been taken to remedy
31 the violation and to ensure that incidents of a similar nature do not occur in the

1 future. The Board will not pursue formal disciplinary action in this matter. **MOTION**
2 **CARRIED UNANIMOUSLY.**

3
4 Richard Wortmann moved, with a second by Tammy Duehr, that in **case number 11-**
5 **31**, the Board find probable cause to establish a violation of the following provisions of
6 the Code of Professional Conduct and Ethics, 282 IAC 25.3(3) e, and order this case
7 set for hearing. Roll call vote: Almanza – yes; Duehr – yes; Glass – recused; Hill – yes;
8 Johnson – yes; Mickelson – yes; Ortiz – yes; Smith – yes; Stevens – yes; Trueg – yes;
9 Wortmann - yes. **MOTION CARRIED.**

10
11 Tammy Duehr moved, with a second by Laura Stevens, that the Board not initiate
12 review of the proposed decision in **case number 10-42, In the Matter of Jodi Barrus**,
13 and allow the proposed decision to become the final decision of the Board unless an
14 appeal is taken by one of the parties within the time allowed by rule. **MOTION**
15 **CARRIED UNANIMOUSLY.** (Julie Bussanmas, Assistant Attorney General, and Jim
16 McNellis, Investigator, recused themselves, and did not participate in the discussion
17 of this case.)

18
19 Laura Stevens moved, with a second by Julio Almanza, that in **case number 10-11**,
20 the Board accept the Respondent’s waiver of hearing and voluntary surrender and that
21 the Board issue an order permanently revoking the Respondent’s license with no
22 possibility of reinstatement. Roll call vote: Almanza – yes; Duehr – yes; Glass – yes;
23 Hill – yes; Johnson – yes; Mickelson – yes; Ortiz – yes; Smith – yes; Stevens – yes;
24 Trueg – recused; Wortmann - yes. **MOTION CARRIED.**

25
26 Tammy Duehr moved, with a second by Oscar Ortiz, that in **case number 10-22**, the
27 Board accept the Respondent’s waiver of hearing and voluntary surrender and that the
28 Board issue an order permanently revoking the Respondent’s license with no
29 possibility of reinstatement. **MOTION CARRIED UNANIMOUSLY.**

1 Laura Stevens moved, with a second by Julio Almanza, that in **case number 10-41**,
2 the Board accept the Respondent’s waiver of hearing and voluntary surrender and that
3 the Board issue an order permanently revoking the Respondent’s license with no
4 possibility of reinstatement. Roll call vote: Almanza – yes; Duehr – recused; Glass –
5 yes; Hill – yes; Johnson – yes; Mickelson – yes; Ortiz – yes; Smith – yes; Stevens – yes;
6 Trueg – yes; Wortmann - yes. **MOTION CARRIED.**

7

8 Tammy Duehr moved, with a second by Oscar Ortiz, that in **case number 10-44**, the
9 Board accept the Respondent’s waiver of hearing and voluntary surrender and that the
10 Board issue an order permanently revoking the Respondent’s license with no
11 possibility of reinstatement. **MOTION CARRIED UNANIMOUSLY.**

12

13 Laura Stevens moved, with a second by Tammy Duehr, to extend the 180-day deadline
14 for issuance of the final decision in **case numbers 10-62, 10-64, 10-65 and 10-66**,
15 based upon the extraordinary amount of time needed to schedule the hearing, allow
16 review of the proposed decision, and issue a final decision. **MOTION CARRIED**
17 **UNANIMOUSLY.**

18

19 Board Reports:

20 The Board members welcomed new board members, Dr. Marianne Mickelson and Dr.
21 Larry Hill.

22

23 Public Comment:

24 Dr. Tom Micek, Superintendent of Missouri Valley and West Harrison Community
25 School Districts, asked the Board to consider a revision of the Chapter 18.8 – Class B
26 conditional licensure for administrators specifically as it relates to superintendents,
27 not to principals. He’s requesting lowering the requirements to get a conditional
28 license due to the major need and areas of shortage in Iowa. He’s requesting the
29 Board include a combination of experience and courses completed to qualify for a
30 Class B conditional license as a superintendent.

31

1 Dr. Bev Smith stated that the Board continues to have conversations around
2 conditional licensure and the balance between maintaining high standards and being
3 responsive to practitioners and meeting the needs of districts. She asked that this be
4 discussed further at the Board Retreat.

5
6 Executive Director's Report:

7 Jeff DeBruin conducted a short in-service for Board members regarding the
8 use/functions of the iPads which the Board members received for their use in
9 reviewing board packet materials.

10
11 Dr. Maurer reviewed the financial report.

12
13 Dr. Maurer shared information regarding reading and who can teach reading. A
14 proposal is being submitted to allow any secondary teacher who has been trained in
15 Second Chance Reading, to teach this content to any secondary student. This is not a
16 substitute for a comprehensive reading program within a secondary setting, only an
17 option to allow those trained in this specific program to teach the Second Chance
18 Reading curriculum. Dr. Maurer will visit more with BoEE and DE staff regarding
19 these "supplemental type" programs.

20
21 Dr. Maurer informed the Board that the data/results from the ethics survey collected
22 from the districts will be shared at the June meeting.

23
24 Dr. Maurer stated that if a Board member is interested in attending the Iowa
25 Education Summit on July 25-26, that the BoEE will cover their registration fee. They
26 are to register on their own and will then be reimbursed.

27
28 Rules:

29 Carol Trueg moved, with a second by Merle Johnson, to file under Notice of Intended
30 Action, the proposed change to Chapter 12 Fees. **MOTION CARRIED**

31 **UNANIMOUSLY.**

1 The proposed change to Chapter 13.17 Specific requirements for exchange licenses
2 was tabled and will be brought back at the June meeting.

3
4 Items for Discussion:

5 The proposed changes to Chapter 13.28(12) Mathematics and 13.28(17) Science were
6 discussed and will move forward to notice at the June meeting.

7
8 The proposed rule for Chapter 22.5 Preliminary Professional Career Authorization was
9 discussed and will move forward to notice at the June meeting. Of the two options
10 presented, the Board preferred Option 1.

11
12 The proposed changes to Chapter 13.9 Teacher Intern License were discussed and will
13 return for further discussion. (Pete Hathaway from Morningside College and Merrie
14 Schroeder from Iowa Teacher Intern License Pathway were present and shared some
15 insight into the issue of internship year options for teacher interns.)

16
17 Petitions for Waiver:

18 Julio Almanza moved, with a second by Merle Johnson, that in **PFW 11-03**, Cory A.
19 McDonald, the Board deny the Petition for Waiver. Reasons for denial: Mr. McDonald
20 has had ample time to complete the requirements. Mr. McDonald first inquired about
21 the American government endorsement in 1998. He did not follow through on
22 obtaining the Class B license even though he was teaching. He obtained the Class B
23 license in 2007 and an extension valid until June 30, 2011. However, he has only
24 completed one class in American government in all that time. The Board stated that it
25 would be prejudicial to others to allow Mr. McDonald to obtain the American
26 government endorsement after completing three semester hours of credit in that area
27 while all other applicants are required to complete fifteen semester hours of credit in
28 American government before they may add the endorsement to their teaching licenses.
29 The Board stated the public health, safety, and welfare will be compromised if they
30 waive the requirement for course work to be completed. The students deserve an
31 instructor who is well versed in the subject area. **MOTION CARRIED**

32 **UNANIMOUSLY.**

1 Carol Trueg moved, with a second by Merle Johnson, that in **PFW 11-04**, Nancy B.
2 Veit, the Board deny the Petition for Waiver. Reasons for denial: The Board
3 understood that it may be a hardship to continue to complete art classes when she
4 thought she would no longer be teaching art but indicated that Ms. Veit has had
5 ample time to complete the requirements. The Board stated that it would be
6 prejudicial to others to allow Ms. Veit another extension while all other applicants are
7 required to complete the requirements during the term of the Class B license. Ms. Veit
8 indicates she does not complete course work in art because she thought she would
9 lose her job. However, Ms. Veit did complete other course work to renew her full
10 teaching license. Thus, she could have completed the art requirements instead of the
11 other renewal courses. The Board stated the public health, safety, and welfare will be
12 compromised if they waive the requirement for course work to be completed. The
13 students deserve an instructor who is well versed in the subject area. **MOTION**
14 **CARRIED UNANIMOUSLY.**

15

16 Reports/Approvals:

17 Dr. Maurer updated the Board on the current progress of the Board Goals for FY 11.

18

19 Dr. Maurer shared the transcript submission survey responses with the Board. Staff
20 will continue to work with higher ed. regarding this issue.

21

22 The Board Meeting Calendar for fiscal year 2011 was presented to the Board. Julio
23 Almanza moved, with a second by Merle Johnson, to approve the calendar. **MOTION**
24 **CARRIED UNANIMOUSLY.**

25

26 Dr. Maurer reviewed the tentative agenda for the June 23-24 board
27 orientation/meeting.

28

29 Beth Myers provided the Board with an update of the FY 11 legislative session.

30

1 Geri McMahon updated the Board on the electronic curriculum exhibit program and
2 the process for reviewing curriculum exhibits.

3

4 Dr. Maurer reviewed the NASDTEC Interstate Agreement for Educator Licensure
5 (2010-2015) with the Board. Carol Trueg moved, with a second by Merle Johnson, to
6 give Dr. Maurer the authority to sign the agreement. **MOTION CARRIED**
7 **UNANIMOUSLY.**

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9 The meeting adjourned at 1:00 p.m.

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MEMO

Date: June 24, 2011

To: Board Members

From: George J. Maurer, Ed.D., Executive Director

RE: 282— Amend Chapter 11.39 Denial of application during a pending professional practices case - Adopt

This amendment gives the executive director discretion in the approval of an application when the applicant is under investigation and probable cause has been found by the board.

The enclosed noticed rules were filed under Notice of Intended Action and published as ARC 9450B on April 6, 2011.

A public hearing was held Wednesday, April 27, 2011, with written comment accepted until 4 p.m., Friday, April 29, 2010.

The proposed rules were available electronically on the Board's website and available through the Administrative Rules Bulletin both electronically and in hard copy.

No one attended the public hearing. No written comment was received.

I recommend that the proposed rule to Amend Chapter 11.39 Denial of application during a pending professional practices case be Adopted and Filed with no changes.

EDUCATIONAL EXAMINERS BOARD[282]

Notice of Intended Action

Twenty-five interested persons, a governmental subdivision, an agency or association of 25 or more persons may demand an oral presentation hereon as provided in Iowa Code section 17A.4(1)“b.”

Notice is also given to the public that the Administrative Rules Review Committee may, on its own motion or on written request by any individual or group, review this proposed action under section 17A.8(6) at a regular or special meeting where the public or interested persons may be heard.

Pursuant to the authority of Iowa Code section 272.2, the Board of Educational Examiners hereby gives Notice of Intended Action to amend Chapter 11, “Complaints, Investigations, Contested Case Hearings,” Iowa Administrative Code.

This amendment gives the Executive Director discretion in the approval of an application when an applicant is under investigation and probable cause has been determined by the Board.

Any interested party or persons may present their views either orally or in writing at the public hearing that will be held Wednesday, April 27, 2011, at 1 p.m. in Room 3 Southwest, Third Floor, Grimes State Office Building, East 14th Street and Grand Avenue, Des Moines, Iowa.

At the hearing, persons will be asked to give their names and addresses for the record and to confine their remarks to the subject of the proposed amendment. Persons who wish to make oral presentations at the public hearing may contact the Executive Director, Board of Educational Examiners, Grimes State Office Building, East 14th Street and Grand Avenue, Des Moines, Iowa 50319-0147, or at (515)281-5849, prior to the date of the public hearing.

Any person who intends to attend the public hearing and requires special accommodations for specific needs, such as a sign language interpreter, should contact the office of the Executive Director at (515)281-5849.

Any interested person may make written comments or suggestions on the proposed amendment before 4 p.m. on Friday, April 29, 2011. Written comments and suggestions should be addressed to Kim Cunningham, Board Secretary, Board of Educational Examiners, at the above address, or sent by E-mail to kim.cunningham@iowa.gov, or by fax to (515)281-7669.

After analysis and review of this rule making, no impact on jobs has been found.

This amendment is intended to implement Iowa Code chapter 272.

The following amendment is proposed.

Adopt the following new rule 282—11.39(272):

282—11.39(272) Denial of application during a pending professional practices case. The executive director may deny an application for a Class B license if the applicant is currently under investigation and probable cause has been determined by the board.

MEMO

Date: June 24, 2011

To: Board Members

From: George J. Maurer, Ed.D., Executive Director

RE: Amend IAC 282 Chapter 13.17 (272) Specific requirements for exchange licenses - Notice

As requested by the Board, the proposed language has been modified based on the Board's comments at the May meeting.

The proposed amendment will address those out-of-state applicants that cannot receive the license in a timely manner. This will permit the applicant a full year to produce the out-of-state license; however, we will verify that the license is being processed before the Class A license is issued.

282—13.17(272) Specific requirements for exchange licenses. An applicant seeking Iowa licensure who completes the teacher preparation program from a recognized non-Iowa institution shall verify the requirements of subrules 13.18(4) and 13.18(5) through traditional course-based preparation program and transcript review. A recognized non-Iowa teacher preparation institution is one that is state-approved and is accredited by the regional accrediting agency for the territory in which the institution is located. Applicants for nontraditional exchange licenses are not required to have received their preparation through regionally approved teacher education programs.

13.17(1) One-year teacher exchange license.

a. For an applicant applying under 13.3(2), a one-year nonrenewable exchange license may be issued to the applicant under the following conditions:

(1) The applicant has completed a state-approved, regionally accredited teacher education program; and Ch 13, p.8 Educational Examiners[282] IAC 11/3/10

(2) The applicant has the recommendation for the specific license and endorsement(s) from the designated recommending official at the recognized non-Iowa institution where the preparation was completed; and

(3) The applicant holds and submits a copy of a valid regular certificate or license in the state in which the preparation was completed or in which the applicant is currently teaching, exclusive of a temporary, emergency or substitute license or certificate;

1. If the applicant's out of state license is expired, a one-year teacher exchange license may be issued and the valid and current out of state license will be listed as a deficiency

2. If the applicant submits verification that they have applied for and will receive their first teaching license and are waiting for the processing or printing of their valid and current out of state license, a regional exchange license may be issued and the valid and current out of state license will be listed as a deficiency; and

- (4) If the applicant has fewer than three years of teaching experience or is being recommended for a K-6 elementary education endorsement, the applicant must verify successful completion of mandated tests in the state in which the applicant is currently licensed; and
- (5) Each exchange license shall be limited to the area(s) and level(s) of instruction as determined by an analysis of the application, the transcripts and the license or certificate held in the state in which the basic preparation for licensure was completed or of the application and the credential evaluation report. The applicant must have completed at least 75 percent of the endorsement requirements through a two or four-year institution in order for the endorsement to be included on the exchange license; and
- (6) The applicant is not subject to any pending disciplinary proceedings in any state or country; and
- (7) The applicant complies with all requirements with regard to application processes and payment of licensure fees.
- b.* After the term of the exchange license has expired, the applicant may apply to be fully licensed if the applicant has completed all requirements and is eligible for full licensure.
- c.* If the valid and current license was listed as a deficiency, the one-year teacher exchange license shall not be converted or extended until a valid and current out of state license is presented to remove the deficiency.

I recommend that the proposed rule to Amend Chapter 13.17 (272) Specific requirements for exchange licenses be filed under Notice of Intended Action.

MEMO

Date: June 24, 2011

To: Board Members

From: George J. Maurer, Ed.D., Executive Director

RE: Amend IAC 282 Chapter 13.28(12) Mathematics - Notice

Summary of the Math Physics Endorsement Advisory Committee Meeting

Attendees:

Susan Fischer, Licensure Consultant, BOEE (State employee)
Dr. Mary Lou Nosco, Licensure Consultant, BOEE (State employee)
Judith Spitzli, Math Consultant, DE (State employee)
Yvette McCulley, Science Consultant, DE (State employee)
Brad Benton, Math Teacher, Manning Community School District
Dr. Barbara Adams, K-12 Math Coordinator, Des Moines Public Schools
Randall Smith, District Chair of Math and Engineering, DMACC Ankeny Campus
Mark Hey, Physics Teacher, Ankeny Community School District
Dr. Vicky Poole, Principal, West Des Moines School District
Dr. Jeff Morgan, Physics Department, University of Northern Iowa

Outcomes:

To move from Math to Physics the group recommended:

- 12 credits of physics to include coursework in mechanics, electricity, and magnetism.
- A methods class which includes inquiry based instruction, resource management, and lab safety.

To move from a Physics or All Science to Math the group recommended:

- Completion of 17 semester hours of mathematics to include a geometry course, a two course sequence in calculus, a probability and statistics course and coursework in discrete mathematics.
- The group did not feel that they needed to define the requirements that would be contained in the methods class.

Additionally, the committee saw a link between chemistry and physics and felt that someone with a chemistry endorsement should be able to add the endorsement with just 12 credits in physics.

282--13.28(12) Mathematics.

a. K-8. Completion of 24 semester hours in mathematics to include coursework in algebra, geometry, number theory, measurement, computer programming, and probability and statistics.

b. 5-12.

(1) Completion of 24 semester hours in mathematics to include a linear algebra or an abstract (modern) algebra course, a geometry course, a two course sequence in calculus, a computer programming course, a probability and statistics course, and coursework in discrete mathematics.

(2) For holders of the Physics 5-12 or All Science 9-12 endorsements: Completion of 17 semester hours in mathematics to include a geometry course, a two course sequence in calculus, a probability and statistics course, and coursework in discrete mathematics.

I recommend that the proposed rule to Amend IAC 282 Chapter 13.28(12) Mathematics be filed under Notice of Intended Action.

MEMO

Date: June 24, 2011

To: Board Members

From: George J. Maurer, Ed.D., Executive Director

RE: Amend IAC 282 Chapter 13.28(17) Science - Notice

Summary of the Math Physics Endorsement Advisory Committee Meeting

Attendees:

Susan Fischer, Licensure Consultant, BOEE (State employee)
Dr. Mary Lou Nosco, Licensure Consultant, BOEE (State employee)
Judith Spitzli, Math Consultant, DE (State employee)
Yvette McCulley, Science Consultant, DE (State employee)
Brad Benton, Math Teacher, Manning Community School District
Dr. Barbara Adams, K-12 Math Coordinator, Des Moines Public Schools
Randall Smith, District Chair of Math and Engineering, DMACC Ankeny Campus
Mark Hey, Physics Teacher, Ankeny Community School District
Dr. Vicky Poole, Principal, West Des Moines School District
Dr. Jeff Morgan, Physics Department, University of Northern Iowa

Outcomes:

To move from Math to Physics the group recommended:

- 12 credits of physics to include coursework in mechanics, electricity, and magnetism.
- A methods class which includes inquiry based instruction, resource management, and lab safety.

To move from a Physics or All Science to Math the group recommended:

- Completion of 17 semester hours of mathematics to include a geometry course, a two course sequence in calculus, a probability and statistics course and coursework in discrete mathematics.
- The group did not feel that they needed to define the requirements that would be contained in the methods class.

Additionally, the committee saw a link between chemistry and physics and felt that someone with a chemistry endorsement should be able to add the endorsement with just 12 credits in physics.

13.28(17) Science

g. Physics. 5-12.

- (1) Completion of twenty-four semester hours in physics or thirty semester hours in the broad area of science to include fifteen semester hours in physics.
- (2) For holders of the Mathematics 5-12 endorsement:
 - a. Completion of 12 credits of physics to include coursework in mechanics, electricity and magnetism.
 - b. A methods class that includes inquiry based instruction, resource management, and lab safety.
- (3) For holders of the Chemistry 5-12 endorsement: Completion of 12 credits of physics to include coursework in mechanics, electricity and magnetism.

I recommend that the proposed rule to Amend IAC 282 Chapter 13.28(17) Science be filed under Notice of Intended Action.

MEMO

Date: June 24, 2011

To: Board Members

From: George J. Maurer, Ed.D., Executive Director

RE: Amend IAC 282 Chapter 22.5(272) Preliminary Professional Career Authorization - Notice

The following rule is being proposed to address the Board's flexibility goal. At the last meeting a rule was presented that you supported but when presented to a constituent group concerns were expressed that needed to be addressed. Therefore, due to the number of issues and options that need to be discussed by the Board, I am resubmitting the rule as a discussion item.

282-22.5(272) Preliminary Professional Career Authorization.

22.5(1) Authorization. The preliminary professional career authorization is provided to noneducators entering the education profession to teach in one of the approved content areas in grades 9-12.

22.5(2) Application process. Any person interested in the preliminary professional career authorization shall submit the application to the board of educational examiners for an evaluation. Application materials are available from the office of the board of educational examiners, online at <http://www.boee.iowa.gov/>

22.5(3) Requirements.

- a. The applicant has completed a baccalaureate degree from a regionally accredited institution with a minimum cumulative grade point average of 2.5 on a 4.0 scale.
- b. The applicant has at least five years of post-baccalaureate work experience in the content areas to be taught.
- c. The applicant meets the subject matter course work requirements for the secondary teaching endorsement of science, math, music or foreign language or is a native speaker of a foreign language.
- d. Iowa division of criminal investigation background check. Applicants must have successfully completed an Iowa division of criminal investigation background check. The background check fee will be assessed to the applicant.
- e. National criminal history background check. Applicants must have successfully completed a national criminal history background check. The background check fee will be assessed to the applicant.
- f. The applicant must have the recommendation from a school district administrator verifying that the school district wishes to hire the applicant. The school district administrator must verify a diligent search was completed to hire a fully licensed teacher for this position.

g. During the term of the authorization, the applicant must complete Board approved training in the following:

(1)Methods and techniques of teaching. Develop skills to use a variety of learning strategies that encourage students' development of critical thinking, problem solving, and performance skills. The methods course must include specific methods and techniques of teaching the content endorsement listed on the authorization.

(2)Curriculum development. Develop an understanding of how students differ in their approaches to learning and create learning opportunities that are equitable and adaptable to diverse learners.

(3)Measurement and evaluation of programs and students. Develop skills to use a variety of authentic assessments to measure student progress.

(4)Classroom management. Develop an understanding of individual and group motivation and behavior which creates a learning environment that encourages positive social interactions, active engagement in learning, and self-motivation.

(5)Code of ethics. Develop an understanding of how to foster relationships with parents, school colleagues, and organizations in the larger community to support student's learning and development and become aware of the Board's rules of Professional Practice and Code of Ethics.

(6)Diversity training for educators. Develop understanding and sensitivity of the values, beliefs, lifestyles and attitudes of individuals and the diverse groups found in a pluralistic society including preparation that contributes to the education of individuals with disabilities and the gifted and talented.

h. The applicant must be assigned a mentor by the hiring school district. The mentor must have four years of teaching experience in a related subject area.

i. *Approved content areas.* The authorization is provided for teaching in the following approved areas:

(1)foreign language. This area requires 24 semester hours of credit in the foreign language and proficiency in conversation and composition in the foreign language as demonstrated through the Board approved secondary content test for the foreign language in conversation and composition. The cut score may not be waived by the Board.

(2)foreign language. If the applicant is a native speaker of a foreign language, the applicant must demonstrate proficiency in conversation and composition in the foreign language as demonstrated through the Board approved secondary content test for the foreign language in conversation and composition. The cut score may not be waived by the Board.

(3)math. This area requires 24 semester hours in math to include calculus and probability and statistics and proficiency in math as demonstrated through the Board approved secondary content test for math. The cut score may not be waived by the Board.

(4)chemistry. This area requires 30 semester hours in science to include 15 semester hours of credit in chemistry and proficiency in chemistry as demonstrated through the Board approved secondary content test for chemistry. The cut score may not be waived by the Board.

(5)physics. This area requires 30 semester hours in science to include 15 semester hours of credit in physics and proficiency in physics as demonstrated through the Board

approved secondary content test for physics. The cut score may not be waived by the Board.

(6)biology. This area requires 30 semester hours in science to include 15 semester hours of credit in biology and proficiency in biology as demonstrated through the Board approved secondary content test for biology. The cut score may not be waived by the Board.

(7)music. This area requires 24 semester hours in music to include music theory and proficiency in music as demonstrated through the Board approved secondary content test for music. The cut score may not be waived by the Board.

22.5(4)*Validity*. This authorization is valid for three years. No Class B licenses may be issued to applicants holding the preliminary professional career authorization. No additional endorsement areas may be added unless the requirements in 25.5(3)b and i are met.

22.5(5). *Renewal*. The authorization is nonrenewable.

22.5(6) *Conversion*. The preliminary professional career authorization may be converted to professional career authorization. The applicant must provide official transcripts verifying the completion of the course work required in 22.5(3)g.

22.5(6) *Revocation and suspension*. Criteria of professional practice and rules of the board of educational examiners shall be applicable to the holders of the preliminary professional career authorization. A complaint may be filed against the teacher and administrator of a school district that hires this applicant to teach without the valid authorization.

22.5(7) *Approval of courses*. Each institution of higher education, private college or university, community college or area education agency wishing to offer the training for the preliminary professional career authorization must submit course descriptions for each offering to the board of educational examiners for approval. After initial approval, any changes by agencies or institutions in course offerings shall be filed with the board of educational examiners.

I recommend that the proposed rule to Amend IAC 282 Chapter 22.5(272) Preliminary Professional Career Authorization be filed under Notice of Intended Action.

MEMO

Date: June 24, 2011

To: Board Members

From: George J. Maurer, Ed.D., Executive Director

RE: Amend IAC 282 Chapter 13.9 Teacher Intern License - Discussion

Over the past meetings we have discussed options to the intern license when the prospective intern is unable to secure an intern position. We have amend the proposed rule after the May meeting discussion.

(272)Teacher intern license.

13.9(1)Authorization.

The teacher intern is authorized to teach in grades 7 to 12. The teacher intern is authorized to substitute teach in grades 7 to 12 during the internship year if an internship is not available.

13.9(2)Term.

The term of the teacher intern license will be one year from the date of issuance. This license is nonrenewable. The fee for the teacher intern license is in [282—Chapter 12](#).

13.9(3)Teacher intern requirements.

A teacher intern license shall be issued upon application provided that the following requirements have been met. The applicant shall:

- a. Hold a baccalaureate degree with a minimum cumulative grade point average of 2.50 on a 4.0 scale from a regionally accredited institution.
- b. Meet the requirements of at least one of the board's secondary (5-12) teaching endorsements listed in rule [282—13.28\(272\)](#).
- c. Possess a minimum of three years of postbaccalaureate work experience. An authorized official at a college or university with an approved teacher intern program will evaluate this experience.
- d. Successfully complete the teacher intern program requirements listed in subrule [13.9\(4\)](#) and approved by the state board of education.
- e. Successfully pass a basic skills test at the level approved by the teacher education institution.

13.9(4) Program requirements.

The teacher intern shall:

- a. Complete the following requirements prior to the internship year:
 - (1) Learning environment/classroom management. The intern uses an understanding of individual and group motivation and behavior to create a learning environment that

encourages positive social interaction, active engagement in learning, and self-motivation.

(2) Instructional planning. The intern plans instruction based upon knowledge of subject matter, students, the community, curriculum goals, and state curriculum models.

(3) Instructional strategies. The intern understands and uses a variety of instructional strategies to encourage students' development of critical thinking, problem solving, and performance skills.

(4) Student learning. The intern understands how students learn and develop and provides learning opportunities that support intellectual, career, social, and personal development.

(5) Diverse learners. The intern understands how students differ in their approaches to learning and creates instructional opportunities that are equitable and are adaptable to diverse learners.

(6) Collaboration, ethics and relationships. The intern fosters relationships with parents, school colleagues, and organizations in the larger community to support students' learning and development.

(7) Assessment. The intern understands and uses formal and informal assessment strategies to evaluate the continuous intellectual, social, and physical development of the learner.

(8) Field experiences that provide opportunities for interaction with students in an environment that supports learning in context. These experiences shall total at least 50 contact hours in the field prior to the beginning of the academic year of the candidate's initial employment as a teacher intern.

b. Complete four semester hours of a teacher intern seminar during the teacher internship year to include support and extension of coursework from the teacher intern program.

c. Complete the coursework and competencies in the following areas:

(1) Foundations, reflection, and professional development. The intern continually evaluates the effects of the practitioner's choices and actions on students, parents, and other professionals in the learning community and actively seeks out opportunities to grow professionally.

(2) Communication. The intern uses knowledge of effective verbal, nonverbal, and media communication techniques, and other forms of symbolic representation, to foster active inquiry and collaboration and to support interaction in the classroom.

(3) Exceptional learner program, which must include preparation that contributes to the education of individuals with disabilities and the gifted and talented.

(4) Preparation in the integration of reading strategies into the content area.

(5) Computer technology related to instruction.

(6) An advanced study of the items set forth in [13.9\(4\)“a”\(1\)](#) to (7) above.

13.9(5) Local school district requirements.

The local school district shall:

a. Provide an offer of employment to an individual who has been evaluated by a college or university for eligibility or acceptance in the teacher intern program.

b. Participate in a mentoring and induction program.

c. Provide a district mentor for the teacher intern.

d. Provide other support and supervision, as needed, to maximize the opportunity for the teacher intern to succeed.

e. Not overload the teacher intern with extracurricular duties not directly related to the teacher intern's teaching assignment.

f. Provide evidence to the board from a licensed evaluator that the teacher intern is participating in a mentoring and induction program.

g. At the board's request, provide information including, but not limited to, the teacher intern selection and preparation program, institutional support, local school district mentor, and local school district support.

13.9(6) Requirements to convert the teacher intern license to the initial license.

a. An initial license shall be issued upon application provided that the teacher intern has met all of the following requirements:

(1) Successful completion of the coursework and competencies in the teacher intern program approved by the state board of education.

(2) Verification from a licensed evaluator that the teacher intern served successfully for a minimum of 160 days.

(3) Verification from a licensed evaluator that the teacher intern is participating in a mentoring and induction program and is being assessed on the Iowa teaching standards.

(4) Recommendation by a college or university offering an approved teacher intern program that the individual is eligible for an initial license.

(5) At the board's request, the teacher intern shall provide to the board information including, but not limited to, the teacher intern selection and preparation program, institutional support, local school district mentor, and local school district support.

b. The teacher intern year will count as one of the years that is needed for the teacher intern to convert the initial license to the standard license if the conditions listed in paragraph [13.9\(6\) "a"](#) have been met.

13.9(7) Requirements to obtain the initial license if the teacher intern does not complete the internship year.

An initial license shall be issued upon application provided that the teacher intern has met ~~all of the following requirements:~~ one of the following options:

Option #1:

a. Successful completion of the coursework and competencies in the teacher intern program approved by the state board of education and

b. Verification by a college or university that the teacher intern successfully completed the college's or university's state-approved student teaching requirements and

c. Recommendation by a college or university offering an approved teacher intern program that the individual is eligible for an initial license.

Option #2

a. Successful completion of the course work and competencies in the teacher intern program approved by the state board of education and

b. Verification by the approved teacher intern program that the teacher intern successfully completed 40 days of paid substitute teaching of which at least 60% of the time is recommended to be in the intern's endorsement area and

c. Verification by the teacher intern program that the teacher intern successfully completed 40 days of co-teaching and

d. Recommendation by the approved teacher intern program that the individual is eligible for an initial license.

~~d.~~ e. At the board's request, the teacher intern shall provide to the board information including, but not limited to, the teacher intern selection and preparation program, institutional support, local school district mentor, and local school district support.

13.9(8) *Requirements to extend the teacher intern license if the teacher intern does not complete all of the education coursework during the term of the teacher intern license.*

a. A one-year extension of the teacher intern license may be issued upon application provided that the teacher intern has met both of the following requirements:

(1) Successful completion of 160 days of teaching experience during the teacher internship.

(2) Verification by the recommending official at the approved teacher intern program that the teacher intern has not completed all of the coursework required for the initial license.

b. Only one year of teaching experience during the term of the teacher intern license or the extension of a teacher intern license may be used to convert the teacher intern license to a standard teaching license.

Petition for Waiver

Name: Shannon Horton

License: 992634. Working towards a teacher intern license valid for serving as the teacher librarian in grades 7-12.

Reason for Waiver: Ms. Horton has a teacher intern possibility in Decorah but they would like her to work in grades 5-8.

Rationale: Once Ms. Horton is recommended for her full teaching license, she will have the authority to serve as a teacher librarian in grades 5 through 12.

Rule Citation: 282—13.9(272)Teacher intern license.

13.9(1)Authorization.

The teacher intern is authorized to teach in grades 7 to 12.

13.28(22)Secondary school teacher librarian.

a. Authorization.

The holder of this endorsement is authorized to serve as a teacher librarian in grades five through twelve.

Hardship: Ms. Horton would be working in a middle school building that serves 5-8. The teacher intern license would not authorize her to teach 5th and 6th grade students. The teacher librarian who is authorized K-12 is only available in the afternoons because she works in another building across town.

Prejudice to others: Ms. Horton stated there would be no prejudice to others if the rule is waived.

Public health and safety: Ms. Horton indicates the equal protection of public health, safety and welfare would not change if the rule is waived.

Decision: Should the Board waive the rule that the intern cannot serve on the 5th and 6th grade level?

Recommendation: Approve the waiver.

Similar waiver: Wayne Lu, Waiver # 06-05. Mr. Lu was working on a teacher intern license for 7-12 music and the school district requested that he also teach music in grades 5 & 6. The Board granted the waiver.

Rationale: The endorsement is actually 5-12 teacher librarian. Thus Ms. Horton will be authorized to serve in grades 5-12 once she has completed the teacher intern program.

Her preparation has been reviewed and she does meet all of the requirements for the 5-12 teacher librarian endorsement.

Hardship: Working in a middle school as a teacher librarian for just 7th and 8th graders would be impractical. It would be a hardship to indicate that only the other teacher librarian could work with 5th and 6th graders.

Prejudice to others: Since the endorsement is actually 5-12, it would not be prejudicial to allow Ms. Horton to serve in grades 5 and 6 during her internship.

Public health and safety: There would be no threat to the public health and safety of the 5th and 6th graders in that building. Their welfare would be positively affected to have a teacher librarian working with them any time of the day and not just in the afternoons.

Petition for Waiver

Name: Kelly Danilson

License: Folder # 357827

Holds a Class A extension of an expired standard license in secondary family and consumer studies valid until July 2011.

Reason for Waiver: Ms. Danilson completed course work through Le Cordon Bleu which is not a regionally accredited college. Le Cordon Bleu is accredited by the Accrediting Commission of Career Schools and Colleges.

Rationale: Ms. Danilson had intensive training in baking and pastry arts which increased her knowledge and skill to teach a culinary arts class.

Rule Citation: 282—20.5(272)

Specific renewal requirements for the standard license.

20.5(2) Six units are needed for renewal. These units may be earned in any combination listed as follows:

- a. One unit may be earned for each semester hour of graduate credit, completed from a regionally accredited institution, which leads toward the completion of a planned master's, specialist's, or doctor's degree program.
- b. One unit may be earned for each semester hour of graduate or undergraduate credit, completed from a regionally accredited institution, which may not lead to a degree but which adds greater depth/breadth to present endorsements held.
- c. One unit may be earned for each semester hour of credit, completed from a regionally accredited institution, which may not lead to a degree but which leads to completion of requirements for an endorsement not currently held.
- d. One unit may be earned upon completion of each licensure renewal course or activity approved through guidelines established by the board of educational examiners.

Hardship: Ms. Danilson spent 15 months completing the associate of arts program at Le Cordon Bleu. It would be a hardship if the course work is not accepted because it is not from a regionally accredited college. She would have to complete 2 semester hours of credit this summer in order to renew her license.

Prejudice to others: Ms. Danilson believes there would be no prejudice to others if the waiver is granted.

Public Health, Welfare & Safety: Ms. Danilson believes the public health, safety, and welfare would benefit from the course work she completed at Le Cordon Bleu. She became ServSafe Certified which is additional training in keeping food and the environment safe.

Decision: Should the Board waive the rules for renewal credit to be completed through a regionally accredited institution?

Staff Recommendation: Approve the waiver.

Rationale: The Associate in Applied Science program in Le Cordon Bleu Culinary Arts and Patisserie and Baking programs are accredited by the American Culinary Federation Education Foundation Accrediting Commission. The credits are provided for a minimum of 10 lecture of hours of not less than 50 minutes each plus outside reading and/or preparation; 20 laboratory hours; or 30 internship hours; or the appropriate combination of all three constitutes one quarter hour of credit. This would equate to more contact hours than is generally defined through a Carnegie unit which is 15 contact hours for one semester hour of credit. Ms. Danilson spent 1,282.5 hours in labs learning content and perfecting her skills. She also spent 180+ hours on an internship. This preparation would truly add depth and breadth to her teaching endorsement.

Hardship: Ms. Danilson would have to complete two additional semester hours of credit to renew her license. She could take a two hour class at DMAcc this summer but she has already learned the same competencies through Le Cordon Bleu.

Prejudice to Others: There would be no prejudice to others if this waiver is approved. This course work is completed through an accredited institution; it is just not regionally accredited.

Public Health, Welfare & Safety: Ms. Danilson earned an associate's degree at Le Cordon Bleu and is now a certified chef. Thus she will have much more expertise to share with her students.

Petition for Waiver

Name: Buena Vista University

Reason for Waiver: BV needs additional time to meet the requirements for the new elementary education endorsement.

Rationale: BV has taken steps to meet the current deadline but has several obstacles that prohibit meeting the 2015 deadline.

Rule Citation: 13.26(5)

13.26(5) Teacher—elementary classroom. Effective September 1, 2015, the following requirements apply to persons who wish to teach in the elementary classroom:

a. Authorization. The holder of this endorsement is authorized to teach in kindergarten and grades one through six.

b. Program requirements.

(1) Degree—baccalaureate, and

(2) Completion of an approved human relations component, and

(3) Completion of the professional education core. See subrules 13.18(3) and 13.18(4).

c. Content.

(1) Child growth and development with emphasis on the emotional, physical and mental characteristics of elementary age children, unless completed as part of the professional education core. See subrule 13.18(4).

(2) At least 9 semester hours in literacy which must include:

1. Content:

- Children's literature;
- Oral and written communication skills for the twenty-first century.

2. Methods:

- Assessment, diagnosis and evaluation of student learning in literacy;
- Integration of the language arts (to include reading, writing, speaking, viewing, and listening);
- Integration of technology in teaching and student learning in literacy;
- Current best-practice, research-based approaches of literacy instruction;
- Classroom management as it applies to literacy methods;
- Pre-student teaching clinical experience in teaching literacy.

(3) At least 9 semester hours in mathematics which must include:

1. Content:

- Numbers and operations;
- Algebra/number patterns;
- Geometry;
- Measurement;
- Data analysis/probability.

2. Methods:

- Assessment, diagnosis and evaluation of student learning in mathematics;
- Current best-practice, research-based instructional methods in mathematical processes (to include problem solving; reasoning; communication; the ability to recognize, make and apply connections; integration of manipulatives; the ability to construct and to apply multiple connected representations; and the application of content to real world experiences);
- Integration of technology in teaching and student learning in mathematics;
- Classroom management as it applies to mathematics methods;
- Pre-student teaching clinical experience in teaching mathematics.

(4) At least 9 semester hours in social sciences which must include:

1. Content:

- History;
- Geography;
- Political science/civic literacy;
- Economics;
- Behavioral sciences.

2. Methods:

- Current best-practice, research-based approaches to the teaching and learning of social sciences;
- Integration of technology in teaching and student learning in social sciences;
- Classroom management as it applies to social science methods.

(5) At least 9 semester hours in science which must include:

1. Content:

- Physical science;
- Earth/space science;
- Life science.

2. Methods:

- Current best-practice, research-based methods of inquiry-based teaching and learning of science;
- Integration of technology in teaching and student learning in science;
- Classroom management as it applies to science methods.

(6) At least 3 semester hours to include all of the following:

1. Methods of teaching elementary physical education, health, and wellness;
2. Methods of teaching visual arts for the elementary classroom;
3. Methods of teaching performance arts for the elementary classroom.

(7) Pre-student teaching field experience in at least two different grade levels to include one primary and one intermediate placement.

(8) A field of specialization in a single discipline or a formal interdisciplinary program of at least 12 semester hours.

Hardship: Changes need to be in place by the fall of 2011 for freshmen to be able to complete the new requirements by 2015. BV is collaborating with the 12 remote teacher preparation sites on revising the courses for the elementary education program which is time intensive. In addition, the new INTASC standards were released so they are adapting their program to meet these requirements. BV is also developing a new program and a new data management system which are quite detailed. BV has taken many steps to overcome these obstacles but needs until 2016 to fully implement the new requirements.

Prejudice to others: Dr. Kalsow believes there would be no prejudice to others if the waiver is granted.

Public Health, Welfare & Safety: Dr. Kalsow believes the public health, safety, and welfare would benefit if teachers graduated from a program that is connected to the overall program revision.

Decision: Should the Board waive the rules for one year for implementation of the new elementary education endorsement requirements?

Staff Recommendation: Approve the waiver.

Rationale: Buena Vista has been taking steps to meet the current deadline through weekly meetings. Revising curriculum and assessments takes time to complete it well. Many of the endorsement requirement changes pertain to curriculum not under the control of the education department so the collaboration between the education department and the content areas takes time.

Hardship: BV has indicated there are several obstacles to meeting the deadline. One large obstacle is working with the 12 remote teacher preparation sites to plan the curriculum changes. Change takes thoughtful preparation, research and implementation time.

Prejudice to Others: There would be no prejudice to others if this waiver is approved. All of the colleges that prepare teachers were provided the opportunity to submit a waiver if more time was needed. The waiver would only be for one year.

Public Health, Welfare & Safety: Granting the waiver would allow BV to have one more year for students to complete the all of the new elementary education requirements. The students will still be completing the new requirements that BV is able to implement by the time they graduate. The college just may not be able to offer all of the new requirements and ensure that those new requirements are met by 2015. This one year delay will not affect public health, welfare and safety.

Petition for Waiver

Name: Jill Bryant

License: Folder # 212071

Held a master educator license issued July 1, 1997 which expired on July 31, 2003.

Reason for Waiver: Completed her doctorate course work in 2005 and wants to utilize this course work for renewal purposes. The course work does not meet the requirement for recent course work in order to renew an expired license.

Rationale: Ms. Bryant believes the doctorate course work in counseling should be accepted for renewal because she has been improving her skills. She has achieved a terminal degree and has been utilizing that education to educate, train and supervise other counselors.

Rule Citation: 282—20.3(272)

Renewal of licenses.

20.3(5)*Recency of units for renewal.*

If a license is renewed on or before the date of expiration, the units for renewal are acceptable if earned during the term of the license. If a license is not renewed on the date of expiration, the units for renewal must have been completed within the five-year period immediately preceding the date of application for the renewal.

Hardship: Ms. Bryant is able to complete credits for no cost at the university where she currently works but with her doctorate degree, it has been difficult to find any courses that would add depth and breadth to her endorsements. She has reviewed the courses the AEA offers and did not believe they would add depth and breadth to her license either. Ms. Bryant is conducting research and needs a current school counseling license to do so.

Prejudice to others: Ms. Bryant states there would be no prejudice to others by waiving this rule.

Public Health, Welfare & Safety: Ms. Bryant believes waiving the requirement would allow her to work with students and better prepare them for school counseling.

Decision: Should the Board waive the rules for renewal?

Staff Recommendation: Deny the waiver.

Rationale: Ms. Bryant may apply for an extension of her master educator license if she needs a valid license in order to conduct the research.

Hardship: Ms. Bryant has indicated it would be a hardship to complete course work because the free course work that is offered to her at her university would not add depth and breadth to her license. She could complete other education classes that would add depth and breadth to her license even though they are not free. Numerous courses are offered online. They would not have to be graduate course work.

Prejudice to Others: The Board of Educational Examiners has always required recent course work for renewal. It would be prejudicial to others to grant this waiver when Ms. Bryant has not completed any course work in the last six years.

Public Health, Welfare & Safety: Completing recent course work in educational issues or practices would positively affect public health, welfare and safety of the counseling students since Ms. Bryant would be able to relate current information to her students.

Petition for Waiver

Name: Joel Foster

License: Folder # 307282

Holds a professional administrator license with elementary and secondary principal and new evaluator valid until 2013.

Reason for Waiver: Applied for the Class B license to serve as a superintendent. Mr. Foster's program of study indicated he would complete 21 semester hours of credit in June and 24 credits by the end of the summer. This would have met the 2/3 requirement for the Class B license in administration that was in effect when he began his superintendent program. Now flooding has impacted both the West Harrison school building as well as Mr. Foster's home. Mr. Foster has had to relocate his family due to flooding. He has not been able to complete the course work since he is securing the school building also.

Rationale: Mr. Foster would like to be able to serve as the superintendent with the Class B license since it was through a natural disaster that he was not able to complete the course work this summer.

Rule Citation: 282—18.8([272](#))

Specific requirements for a Class B license.

A nonrenewable Class B license valid for two years may be issued to an individual under the following conditions:

18.8(1) Endorsement in progress.

The individual has a valid Iowa teaching license but is seeking to obtain an administrator endorsement. A Class B license may be issued if requested by an employer and the individual seeking this endorsement has completed at least 75 percent of the requirements leading to completion of all requirements for this endorsement.

Hardship: Mr. Foster indicates the flood has impacted his life personally and professionally. He has had to relocate his family to temporary housing and he continues working to secure the school from flooding damage.

Prejudice to others: Mr. Foster states there would be no prejudice to others by waiving this rule.

Public Health, Welfare & Safety: Mr. Foster indicates there would be no impact to the public health safety and welfare if the waiver is granted.

Decision: Should the Board waive the rules for the Class B license?

Staff Recommendation: Approve the waiver.

Rationale: Mr. Foster has worked in good faith to complete the requirements for the superintendent endorsement. It is through a natural disaster that Mr. Foster is not able to complete the course work in a timely manner.

Hardship: Mr. Foster has had to move his family to temporary housing. He has been working diligently at the school site to secure the school. He should not have to choose between his studies and his home while fighting the flooding.

Prejudice to Others: The Board of Educational Examiners allowed individuals additional time to complete renewal requirements when the flooding of 2008 and 1993 occurred. It would not be prejudicial to allow Mr. Foster additional time to complete his superintendent course work.

Public Health, Welfare & Safety: Mr. Foster has shown a true concern for the public health, welfare and safety of his school by working to secure the school from flooding.

MEMO

Date: June 24, 2011

To: Board Members

From: George J. Maurer, Ed.D., Executive Director

RE: Reports and Approvals – Board Retreat

At the Board meeting, staff will suggest items for consideration at the Board Retreat. Additional documents will be in your folders on the day of the meeting.

MEMO

Date: June 24, 2011

To: Board Members

From: George J. Maurer, Ed.D., Executive Director

RE: Reports and Approvals 2 – Report on teacher candidates by endorsement

Dr. Kris Crabtree-Groff from the DE will present a report on the teacher candidates by endorsement. Please review the attached documents as this may be an issue you may want to discuss at the Board Retreat.

TEACHER CANDIDATES BY ENDORSEMENT
from
ANNUAL SUMMARY REPORT ON PRACTITIONER PREPARATION
Iowa Department of Education
Division of Early Childhood, Elementary and Secondary Education

* 2007-08 Projected is missing data from 4 programs that graduated a total of 250 education majors in 2005-06.
**2008-9 Data missing from one program that graduated 6 education majors in 2007-2008 (Elem = K-8, Sec = 5-12)

End. #	Grade	Endorsement Name	# Eligible for IA Licensure						
			2003-2004 (actual)	2004-2005 (actual)	2005-2006 (actual)	2006-2007 (actual)	2007-2008 (actual)*	2008-2009 (current)**	2009-2010 (current)
100	Pre K-3	Tchr. Birth-3 Incl. Spec. Ed	218	214	81	59	185	155	196
101	K - 12	Athletic Coach	246	227	263	179	162	307	200
102	K - 6	Teacher Elem. Classroom	1901	1710	1787	1351	1200	1254	1291
103	PK - K	Teacher, PK - K Classroom	127	124	105	41	50	46	78
104	K - 12	ESL Teacher	66	70	84	79	56	37	128
106	PK - 3	PK -3 Classroom Teacher	155	155	235	160	158	49	32
107	K - 12	Talented and Gifted	19	26	30	30		6	41
108	K - 6	School Media Specialist	10	11	7	1		4	5
109	7-12	School Media Specialist	5	6	7	1		2	1
112	7-12	Agriculture	18	28	13	15	12	10	13
113	K - 6	Art	73	103	105	81	82	75	66
114	7-12	Art	73	96	101	81	91	72	65
115	7-12	Business - General	58	38	44	32	24	27	11
116	7-12	Business - Office	16	12	11	7	5	3	
117	7-12	Business - Marketing/Mgmt.	26	37	15	20	11	8	3
118	7-12	Driver and Safety Ed	27	35	27	22	18	3	8
119	K - 6	English/Language Arts	255	256	235	202	170	260	244
120	7-12	English/Language Arts	244	207	201	199	175	173	161
121	K - 6	Chinese	0						
122	7-12	Chinese	0				2		2
123	K - 6	French	5	3		1	1		1
124	7-12	French	6	9	10	14	8	6	8
125	K - 6	German	3	2		1			1
126	7-12	German	2	3	6	4	4	4	4
127	K - 6	Japanese	1	1					
128	7-12	Japanese	1	2		1	1		
129	K - 6	Latin	0						
130	7-12	Latin	0		1	1			4
131	K - 6	Russian	1				1		
132	7-12	Russian	2	2		1	1		
133	K - 6	Spanish	38	67	33	38	22	32	29
134	7-12	Spanish	42	50	63	62	63	52	53
135	K - 6	Language (Other)	0	4	4		2		

End. #	Grade	Endorsement Name	# Eligible for IA Licensure						
			2003-2004 (actual)	2004-2005 (actual)	2005-2006 (actual)	2006-2007 (actual)	2007-2008 (actual)*	2008-2009 (current)**	2009-2010 (current)
136	7-12	Language (Other)	0	4					
137	K - 6	Health	23	27	48	37	37	28	33
138	7-12	Health	40	46	53	57	46	52	57
139	7-12	Home Economics – General (Family & Consumer Science)	18	23	13	14	20	16	13
140	7-12	Industrial Technology	22	20	27	21	14	10	15
141	7-12	Journalism	3	9	5	4	8	8	10
142	K - 6	Mathematics	135	125	157	122	94	104	88
143	7-12	Mathematics	111	125	119	124	105	132	96
144	K - 6	Music	106	130	141	138	93	97	151
145	7-12	Music	100	138	147	83	104	103	147
146	K - 6	Physical Education	134	154	124	118	96	101	114
147	7-12	Physical Education	146	141	154	119	98	204	123
148	K - 6	Reading	949	915	881	670	677	682	806
149	7-12	Reading	38	33	28	50	63	17	79
150	K - 6	Science - Basic	67	47	35	42	38	28	38
151	7-12	Biological	69	83	67	68	62	84	79
152	7-12	Chemistry	44	42	44	39	33	53	41
153	7-12	Earth Science	17	26	29	26	14	17	15
154	7-12	General Science	56	52	53	37	43	129	59
155	7-12	Physical Science	44	42	35	27	25	177	28
156	7-12	Physics	21	20	18	14	13	20	15
157	7-12	American Government	79	69	91	85	109	226	43
158	7-12	American History	207	203	206	171	158	145	147
159	7-12	Anthropology	19	3	2	2	2	3	1
160	7-12	Economics	10	13	5	6	6	10	7
161	7-12	Geography	12	25	10	5	7	13	2
162	K - 6	History	12	4	24	21	13	3	3
163	7-12	Psychology	80	53	40	31	40	33	28
164	K - 6	Social Studies	259	224	197	154	195	209	222
165	7-12	Sociology	53	47	24	18	12	24	15
166	7-12	World History	177	155	148	131	135	122	133
167	K - 6	Speech Comm/Theatre	1	1	3	1	7	4	5
168	7-12	Speech Comm/Theatre	23	25	24	11	14	11	5
169	PK - 6	Principal	84	58	40	42	90		146
170	7-12	Principal	106	58	39	42	90		146
171	PK - 12	Superintendent	31	41	43	43	41		30
172	K - 6	Counselor	61	29	42	39	347		40
173	7-12	Counselor	62	55	52	46	45		40
174	K - 12	School Media Specialist	16	6	2	2	5	2	21

End. #	Grade	Endorsement Name	# Eligible for IA Licensure						
			2003-2004 (actual)	2004-2005 (actual)	2005-2006 (actual)	2006-2007 (actual)	2007-2008 (actual)*	2008-2009 (current)**	2009-2010 (current)
175	PK - 12	School Nurse	0						
176	K - 12	Reading Specialist	5	5	8	5	5		6
182	5-8	Middle School	137	202	197	126	123	128	183
184	5-8	All Science I	1	6	6	7	2	1	3
185	7-12	All Science II	8	2	6	8	8	4	4
186	7-12	All Social Studies	7	17	17	20	31	52	57
188	9-12	Portuguese							1
189	PK-12	Principal and Supervisor of Special Education		134	75	77	97		15
201	K - 6	Behavioral Disorders	50	4					
202	7-12	Behavioral Disorders	45	5					
204	K - 6	Mental Disabil Mild/Mod	7						
205	7-12	Mental Disabil Mild/Mod	8	1					
207	K - 12	MD: Mod/Severe/Profound	16	2	14				
208	K - 6	Learning Disabilities	82	5					
209	7-12	Learning Disabilities	27	2					
211	K - 6	Physically Handicapped	0						
221	K - 6	Multicat Resource Mild	152	39	17	19			
222	7-12	Multicat Resource Mild	56	13	2	2			
223	PK - K	Early Child Spec Ed	11	4					
225	K - 6	Multicat Spec Class Intg	34	4					
226	7-12	Multicat Spec Class Intg	28	3					
230	ITINERANT	Hosp/Home Serv.	0						
233	K - 12	Supv. Sp. Ed/Inst.	2	1					
234	7-12	Work Exp. Coordinator	1	1	2	2	2		1
235	B-21	School Audiologist	0	1					
236	B -21	School Psychologist	8	2	2	1	2		4
237	B -21	Speech - Lang. Pathologist	3	17	8	8	3		16
239		Director of Special Education	4			1	1		
240	B -21	School Social Worker	4	2	8	13	5		8
241	AGES 5-21	Consultant: MD	2	2	3	3			
242	AGES 5-21	Consultant: BD	2	3	2	2			
243	AGES 5-21	Consultant: LD	1	1	1	1			
244	AGES 5-21	Consultant: PH	0						
245	AGES 5-21	Consultant: HI	0						
246	AGES 5-21	Consultant: VI	0						
247	BIRTH - 6	Consultant: ECSE	3		1	1			
248	AGES 5-21	Consultant: MCR	4	3	3	3			
249	AGES 5-21	Consultant: MC-SCI	3	1	2	2			
250	AGES 5-21	Special Ed Consultant		7	1	23	15		1

MEMO

Date: June 24, 2011

To: Board Members

From: George J. Maurer, Ed.D., Executive Director

RE: Reports and Approvals 3 – Proposed budget for FY 12

I have attached the budget for FY 12 that has been submitted to the Department of Management. I will explain in detail the rationale for each line item and when a fee increase may be warranted.

SFY 11 Spending Plan Board of Education Examiners Appropriation Unit #0154		Licensure Fee % Increase 0001-9397
Revenue		
Appropriation		-
Brought Fwd 10		650,000
401 Licensure Fees		1,307,000
704 DCI Check		300,000
Total Funds Available		2,257,000
Expenditures		
	FTE's	16
101 Personal Services		1,317,300
202 In-State Travel		25,000
203 Assigned Vehicle Operation		4,000
204 Vehicle Depreciation		3,000
205 Out-of-State Travel		20,000
301 Office Supplies		20,000
304 Workshop Materials		10,000
309 Printing & Binding		17,000
313 Postage		40,000
401 Communications/ ICN		18,000
402 Rentals		2,500
405 Professional Services		20,000
406 Outside Services		285,000
407 Intra State Transfer		8,500
408 Advertising		2,000
409 Outside Repairs/Services		4,500
411 Atty General Reimb		28,000
412 Auditor of state Reimbursement		7,500
414 Other Agency Reimb		17,000
416 ITE Reimbursement		30,000
418 IT Contracted Services		20,000
502 Office Equipment		5,000
503 Equipment Non-Inventory		5,000
510 Data Processing		40,000
602 IDC/SWICAP/Other Expense		30,000
801 State Aid (Pass Through)		-
Total Expenditures		1,979,300
Estimated Carry Forward 12 (E8-E38)		277,700

Do not use budget in shaded areas
Calculations in cells highlighted

SFY 12 Spending Plan Board of Education Examiners Appropriation Unit #0154		Licensure Fee % Increase 0001-9397
Revenue		
Appropriation		-
Brought Fwd 11		400,000
401 Licensure Fees		1,450,000
704 DCI Check		360,000
Total Funds Available		2,210,000
Expenditures		
	FTE's	15
101 Personal Services		1,450,000
101 SERIP		40,830
202 In-State Travel		25,000
203 Assigned Vehicle Operation		4,000
204 Vehicle Depreciation		3,000
205 Out-of-State Travel		20,000
301 Office Supplies		10,000
304 Workshop Materials		-
309 Printing & Binding		17,000
313 Postage		40,000
401 Communications/ ICN		15,000
402 Rentals		3,500
405 Professional Services		20,000
406 Outside Services		320,000
407 Intra State Transfer		-
408 Advertising		3,000
409 Outside Repairs/Services		8,000
411 Atty General Reimb		30,000
412 Auditor of state Reimbursement		10,000
414 Other Agency Reimb		15,000
416 ITE Reimbursement		35,000
418 IT Contracted Services		20,000
502 Office Equipment		5,000
503 Equipmment Non-Inventory		3,000
510 Data Processing		60,000
602 IDC/SWICAP/Other Expense		30,000
801 State Aid (Pass Through)		-
Total Expenditures		2,187,330
Estimated Carry Forward 13 (E8-E38)		22,670

Do not use budget in shaded areas
Calculations in cells highlighted

MEMO

Date: June 24, 2011

To: Board Members

From: George J. Maurer, Ed.D., Executive Director

RE: Reports and Approvals 4 – NASDTEC Conference Report

Beth and I will update you on the NASDTEC Annual Conference which we attended on June 5-8, 2011, in Sacramento, California.

MEMO

Date: June 24, 2011

To: Board Members

From: George J. Maurer, Ed.D., Executive Director

RE: Reports and Approvals 5 – Ethics Report

I have attached the survey data collected from each teacher preparation institution and the findings from the data collected regarding the cases over the past six plus years.

- Exhibit 1 is sorted on: College ID – Age – Gender
- Exhibit 2 is sorted on: College ID – Action – Age

Below is the legend for the attached data on Exhibit 1 and Exhibit 2.

Legend - Action Type

- 1 Revoked
- 2 Suspension
- 3 Letter of Reprimand
- 4 Voluntary Surrender/Resignation
- 5 Closed/Not Moved Forward/Dismissed/Returned
- 6 Withdrawn
- 7 Other
- 8 In-Process

Legend - License Type

- 1 Administrator
- 2 Teacher
- 3 Coaching Authorization
- 4 Other
 - *Board Member; Occupational Secondary;
Professional Service; SPR; Substitute Authorization

Also, I have attached the proposed rules that were under discussion when the Board requested additional information.

EXHIBIT I
CASE PROJECT: SORTED ON
COLLEGE ID - AGE - GENDER

Case #	Complaints	Citation / Allegation(s)	Action	Age As Of 5/1/11	Gender	College State	College Name	College ID	License Type
07-34	Unprofessional conduct	25.3(8) b	5	58	M	AZ	Arizona State University	2057	1
08-12	Unprofessional conduct	25.3(6) c d e h 25.3(8) a b	5	54	F	CA	Shasta College Two Year	4891	2
10-53	Fraud; Student Abuse	25.3(1) e (1) 25.3(6) c 1 25.3(8) a b	8	54	F	CO	Univ of Northern Colorado	5095	2
11-09	Performing duties- improper licensure	25.3(5) a 5 25.3(6) m o q	8	37	F	CO	Fort Lewis College	5133	1
08-38	Unprofessional conduct	25.3(6) m o q	6	43	F	GA	University of Georgia	10857	2
10-42	sexual exploitation by sch employee	25.3(1) c d 25.3(1)(e)3 4	5	34	F	ID	Idaho State College	11057	2
06-02	Various violations	25.3(6) d e m n 26.2(2)(3)	5	61	F	ID	Idaho State College	11057	1
08-21	Unprofessional conduct	25.3(6) m o q	6	52	F	IL	Augustana College	12009	2
08-24	Unprofessional conduct	25.3(6) m r	5	58	M	IL	Eastern Illinois University	12144	2
06-07	Various violations	25.3(1)(e)(1) 25.3(6) b c d e m o 25.3(3)(4)	5	55	F	IL	Illinois State University	12225	2
07-35	Various violations	25.3(1)c 25.3(6) c h	5	62	M	IL	Illinois State University	12225	1
07-36	Unprofessional conduct	25.3(1)(e)(1) 25.3(6)(h)	5	62	M	IL	Illinois State University	12225	1
07-41	Unprofessional conduct	25.3(6)(b)(f)	5	62	M	IL	Illinois State University	12225	1
06-44	Unprofessional conduct	25.3(6)	5	62	M	IL	Illinois State University	12225	1
07-14	Various violations	25.3(8) a b 25.3(6) d	5	62	M	IL	Illinois State University	12225	1
07-16	Various violations	25.3(8) a b 25.3(6) d	5	62	M	IL	Illinois State University	12225	1
08-107	Unprofessional conduct	25.3	5	62	M	IL	Illinois State University	12225	1
10-37	misuse of public property; fail to protect hlth...	25.3(4)(b) 25.3(6)(c) 25.3(6)(m) 25.3(8)(a) 25.3(1)(e)(5)	4	59	M	IL	Millekin University	12350	2
05-14	Alcohol/Drug	25.3(2)(b)	5	59	M	IL	Millekin University	12350	2
08-94	Supervising those w/improper licensure	25.3(6) m r	6	70	F	IL	Mundelein College	12387	1
09-44	Unprofessional conduct	25.3(6)b	5	54	F	IL	Northern Illinois University	12432	1
07-05	Sexual contact/abuse	25.3(e)(1) 25.3(3)(c) 25.3(6)(c)(d)(m) 25.8(a)(b) 26.3(1)(3)(4)(7)	3	57	M	IL	Northwestern University	12441	2
10-60	Pymt of debt to state, local govt	25.3(7)	5	38	F	IL	Southern Illinois University	12576	2

EXHIBIT I
CASE PROJECT: SORTED ON
COLLEGE ID - AGE - GENDER

Case #	Complaints	Citation / Allegation(s)	Action	Age As Of 5/1/11	Gender	College State	College Name	College ID	License Type
06-24	Offensive language	25.3(6) 25.3(6)d 26.3(3)(11)	5	39	M	IL	Western Illinois Univ	12630	3
08-22	Unprofessional conduct	25.3(6) m o q	6	44	F	IL	Western Illinois University	12630	2
08-78	Unprofessional conduct- improper licensure	25.3(6) m o q	6	45	M	IL	Western Illinois University	12630	2
09-73	falsifying...; failing to account for funds; contrac	25.3(3)e 25.3(4)a 25.3(5)	5	68	F	IL	Western Illinois University	12630	2
06-32	Contract	25.3(5)(3)	2	61	M	IN	Purdue University	13476	2
10-65	Student abuse	25.3(1)(e)(3)(4)	8	29	F	IA	Briar Cliff College	14038	2
06-18	Improper administration of standardized tests	25.3(3)(e)	5	40	F	IA	Briar Cliff College	14038	2
08-61	Unprofessional conduct- improper licensure	25.3(6) m o q	6	49	M	IA	Briar Cliff College	14038	2
08-50	Unprofessional conduct	25.3(6) m r	6	62	F	IA	Briar Cliff College	14038	1
07-23	Unprofessional conduct	25.3(3)(e) 25.3(8)(a)	6	64	F	IA	Briar Cliff College	14038	2
10-40	Inappropriate relationship	25.3(1)(e)(3)(4)	5	29	M	IA	Buena Vista College	14057	2
08-44	Unprofessional conduct	25.3(6) m o q	6	32	F	IA	Buena Vista College	14057	2
10-23	Inappropriate relationship	25.3(1)(e)(4) 25.3(3)(c)	4	33	F	IA	Buena Vista College	14057	2
09-62	Criminal conviction	25.3(1)b 2	8	33	M	IA	Buena Vista College	14057	2
10-27	Criminal conviction; sexual abuse	25.3(1) c d e(4) 25.3(1) b 1	8	33	M	IA	Buena Vista College	14057	2
05-30	Contract	25.3(5)(a)(1)	5	37	F	IA	Buena Vista College	14057	1
06-33	Criminal conviction	25.3(1)(b)(20)	2	38	F	IA	Buena Vista College	14057	2
05-34	Falsifying/misrepresenti ng/omitting inquiry info	25.3(6)(c)	5	40	F	IA	Buena Vista College	14057	2
09-82	Student Abuse	25.3(1)e(1)	5	42	F	IA	Buena Vista College	14057	2
09-52	Performing duties- improper licensure	25.3(5)(a)(5) 25.3(6) m o	6	46	F	IA	Buena Vista College	14057	2
05-32	Sexual contact/abuse	25.3(1)(e)(3)(4)	4	48	M	IA	Buena Vista College	14057	2
10-66	Fraud-	25.3(6) b c d e l m 26.3(8) (12)	5	48	M	IA	Buena Vista College	14057	1
07-18	Unprofessional conduct	25.3(6) b c d e l m 26.3(8)(12)	5	48	M	IA	Buena Vista College	14057	1
07-31	Unprofessional conduct	25.3(6) d m	5	49	F	IA	Buena Vista College	14057	2
08-43	Unprofessional conduct	25.3(6) m r	6	50	F	IA	Buena Vista College	14057	1
05-42	Misrepresentation, falsification of information	25.3(3) c e	5	50	M	IA	Buena Vista College	14057	1

EXHIBIT I
CASE PROJECT: SORTED ON
COLLEGE ID - AGE - GENDER

Case #	Complaints	Citation / Allegation(s)	Action	Age As Of 5/1/11	Gender	College State	College Name	College ID	License Type
06-06	Misrepresentation, falsification of information	25.3(3)(c)(e) 25.3(6)(b)(d)(e)	5	50	M	IA	Buena Vista College	14057	1
08-106	Unprofessional conduct	25.3	5	50	M	IA	Buena Vista College	14057	1
11-06	embarrassment; disparagement; failure to protect..	25.3(6) c d m	5	52	F	IA	Buena Vista College	14057	2
08-109	Student abuse	25.3(1) e	8	53	M	IA	Buena Vista College	14057	2
08-111	Student abuse	25.3(1) e	8	53	M	IA	Buena Vista College	14057	2
09-58	Performing duties-improper licensure	25.3(5)(a)(5) 25.3(6) m o	6	55	F	IA	Buena Vista College	14057	2
05-19	Inappropriate touching	25.3(1)(c)	5	56	M	IA	Buena Vista College	14057	2
09-57	Performing duties-improper licensure	25.3(5)(a)(5) 25.3(6) m o	2	57	F	IA	Buena Vista College	14057	1
06-22	Contract w/ pract req duties beyond auth scope	12.3(4)(a) 25.3(5)(a)(4) 25.3(6)(j)(m)	2	57	F	IA	Buena Vista College	14057	1
10-29	failing to protect hlth/safety of stud; incompeten	25.3(6)a b c d e h 25.3(8) a b	5	57	F	IA	Buena Vista College	14057	2
08-46	Unprofessional conduct	25.3(6) m r	6	57	M	IA	Buena Vista College	14057	1
07-24	Unprofessional conduct	25.3(4)(e) 25.3(6) b c 25.3(8) a b	5	58	M	IA	Buena Vista College	14057	2
05-31	Contract	25.3(5)(a)(2)	3	62	M	IA	Buena Vista College	14057	1
08-65	Supervising those w/improper licensure	25.3(6) m r	6	66	M	IA	Buena Vista College	14057	1
07-12	Physical	25.3(1)(e)(1) 26.3(4) 26.3(11)	5	68	M	IA	Buena Vista College	14057	2
09-32	Sexual contact/abuse	25.3(1)(e)	2	27	M	IA	Central College	14114	2
09-80	Inappropriate relationship	25.3(1)(c)(d) 25.3(1)(e)(3)(4)	4	27	M	IA	Central College	14114	1
06-21	Perf. Services beyond authorized scope	25.3(6)(m)(o) 25.3(8)(a)	7	32	M	IA	Central College	14114	2
08-14	Physical	25.3(1)e(1)	5	38	M	IA	Central College	14114	1
07-26	Unprofessional conduct	26.3(3)(4)(11)	5	40	M	IA	Central College	14114	1
06-17	Improper administration of standardized tests	25.3(3)(e)	5	42	F	IA	Central College	14114	2
08-77	Unprofessional conduct-improper licensure	25.3(6) m o q	6	43	F	IA	Central College	14114	2
08-67	Supervising those w/improper licensure	25.3(6) m r	6	44	M	IA	Central College	14114	11

EXHIBIT I
CASE PROJECT: SORTED ON
COLLEGE ID - AGE - GENDER

Case #	Complaints	Citation / Allegation(s)	Action	Age As Of 5/1/11	Gender	College State	College Name	College ID	License Type
10-15	student abuse; failing to protect; incompetence	25.3(1)e(1) 25.3(6) c m 25.3(8)a b	5	48	M	IA	Central College	14114	1
11-22	delegating tasks to unqualif personnel-BEDS	25.3(5)a(4) 25.3(6) l m r	6	49	M	IA	Central College	14114	1
08-88	Unprofessional conduct-improper licensure	25.3(6) m o q	6	56	F	IA	Central College	14114	2
07-02	Internet	25.3(6) c d 25.3(8) a b 26.3(1) (3) (4)	2	60	M	IA	Central College	14114	2
08-04	Unprofessional conduct	25.3(6) a b c d l m	5	71	M	IA	Central College	14114	1
09-22	Unprofessional conduct	25.3(1)(e)(1) (3)(5) 25.3(2)(b) 25.3(6)(a)(c)(d)(e) 25.3(8)	5	29	F	IA	Clarke University	14152	2
09-23	Unprofessional conduct	25.3(1)(e)(1) (3)(5) 25.3(2)(b) 25.3(6)(a)(c)(d)(e) 25.3(8)	5	29	F	IA	Clarke University	14152	2
07-38	Criminal conviction	25.3(1)(b)(2)	4	34	M	IA	Clarke University	14152	1
06-11	Physical	25.3(1)(e)(1)	5	59	F	IA	Clarke University	14152	2
09-20	Fraud; inappropriate use of computer	25.3(1) b (2) 1-6 25.3(3) b 25.3(1)(c)(d)(e) 3, 4, 5, 6 25.3(3) a-e a-e 25.3(4) 25.3(5) 25.3(6) a-d g h k m 25.3(8) a b	5	29	F	IA	Coe College	14190	2
08-11	Inappropriate relationship	25.3(1)(e)(4)	2	41	F	IA	Coe College	14190	2
10-22	Criminal conviction; sexual exploitation of studen	25.3(1) b 1	4	28	M	IA	Cornell College	14219	2
05-18	Physical	25.3(1)(e)	2	63	M	IA	Dordt College	14250	2
08-35	Unprofessional conduct	25.3(6) m r	6	65	M	IA	Dordt College	14250	1
10-35	Discrimination, disrespecting, embarrassing student	25.3(6) a c d e m	5	28	F	IA	Drake University	14257	2
10-24	non compliance w/state re:pymt of debts to state	25.3(7) a	2	30	M	IA	Drake University	14257	2
05-21	Alcohol/Drug resulting in founded child abuse	25.3(1)(b)(2)	2	39	F	IA	Drake University	14257	2
09-75	Founded abuse report	25.3(1)(e)(1)	4	51	M	IA	Drake University	14257	2
08-95	Unprofessional conduct	25.3(6)b	5	51	M	IA	Drake University	14257	1

EXHIBIT I
CASE PROJECT: SORTED ON
COLLEGE ID - AGE - GENDER

Case #	Complaints	Citation / Allegation(s)	Action	Age As Of 5/1/11	Gender	College State	College Name	College ID	License Type
11-12	delegating tasks to unqualif personnel w/impro lic	25.3(5)a(4) 25.3(6) l m r	6	58	M	IA	Drake University	14257	6
11-20	performing duties-improper licensure	25.3(5)a(5) 25.3(6) m o q	6	33	F	IA	Graceland University	14371	1
08-101	Physical	25.3(1)(e) 25.3(6) c d	5	52	F	IA	Graceland University	14371	3
08-75	Unprofessional conduct-improper licensure	25.3(6) m o q	6	26	F	IA	Iowa State University	14438	2
09-56	Performing duties-improper licensure	25.3(5)(a)(5) 25.3(6) m o	6	32	M	IA	Iowa State University	14438	2
10-45	Fraud	25.3(1)(a) 25.3(3)(d)	8	35	F	IA	Iowa State University	14438	2
09-50	Performing duties-improper licensure	25.3(5)(a)(5) 25.3(6) m o	6	35	M	IA	Iowa State University	14438	2
09-06	Misuse of public funds & property	25.3(4)(a)(b)(c)(d)(e)	5	38	M	IA	Iowa State University	14438	2
08-20	Unprofessional conduct	25.3(6) m o q	6	40	F	IA	Iowa State University	14438	2
11-17	performing duties-improper licensure	25.3(5)a(5) 25.3(6) m o q	6	41	F	IA	Iowa State University	14438	2
08-112	Criminal conviction; child endangerment	25.3(b)(1)(1) 25.3(b)(2)	5	41	F	IA	Iowa State University	14438	2
07-28	Unprofessional conduct	25.3(6) a b d m 26.3(11)	5	44	M	IA	Iowa State University	14438	1
10-49	Tching w/expired license; falsifying, info...	25.3(6)(o)	8	45	F	IA	Iowa State University	14438	2
08-68	Unprofessional conduct-improper licensure	25.3(6) m o q	6	45	F	IA	Iowa State University	14438	1
11-02	Student Abuse	25.3(1)e(1)	6	45	M	IA	Iowa State University	14438	2
07-44	Unprofessional conduct	25.3(6) c d	5	46	M	IA	Iowa State University	14438	2
09-16	Contract	25.3(5)(a)(3)	5	48	M	IA	Iowa State University	14438	2
11-05	Embarrassment/disparagement; incompet; stud abuse	25.3(1)e(1) 25.3(3) c 25.3(6) d h 25.3(8) a b	5	50	F	IA	Iowa State University	14438	2
08-92	Supervising those w/improper licensure	25.3(6) m r	6	51	M	IA	Iowa State University	14438	1
08-83	Supervising those w/improper licensure	25.3(6) m r	6	52	M	IA	Iowa State University	14438	1
08-57	Unprofessional conduct	25.3(6) m o q	6	54	F	IA	Iowa State University	14438	1
05-39	Sexual contact/abuse	25.3(1)(b) 25.3(1)(b)(1)(2) 25.3(1)(d) (e)(3)(4)	4	55	M	IA	Iowa State University	14438	2
07-08	Unprofessional conduct	25.3(7)(b)	5	55	M	IA	Iowa State University	14438	4

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Case #	Complaints	Citation / Allegation(s)	Action	Age As Of 5/1/11	Gender	College State	College Name	College ID	License Type
11-01	Inappropriate relationship	25.3(1) e 4	8	56	M	IA	Iowa State University	14438	2
07-17	Unprofessional conduct	25.3(6) d m	5	59	F	IA	Iowa State University	14438	2
10-14	student abuse; failing to protect; incompetence	25.3(1)e(1) 25.3(6) c m 25.3(8)a b	5	59	F	IA	Iowa State University	14438	1
10-68	bullying; harassment; alcohol	25.3(2) b 25.3(6) c d	5	60	M	IA	Iowa State University	14438	1
09-10	Inappropriate relationship	25.3(1) c d 25.3(1)(e)(3)(4)	2	61	F	IA	Iowa State University	14438	2
05-25	Misrepresentation, falsification of info	25.3(3)(6)	5	62	F	IA	Iowa State University	14438	2
08-55	Unprofessional conduct	25.3(6) m o q	6	64	F	IA	Iowa State University	14438	1
08-49	Unprofessional conduct	25.3(6) m o q	6	65	F	IA	Iowa State University	14438	1
08-01	Unprofessional conduct	25.3(6)(c)	5	69	F	IA	Iowa State University	14438	2
07-22	Alcohol/Drug	25.3(1)(e)(5)	2	28	F	IA	Univ of Northern Iowa	14457	2
06-01	Various violations	25.3(6) d e l o 26.2(2)	5	29	F	IA	Univ of Northern Iowa	14457	2
09-07	Inappropriate relationship	25.3(1)(b)	4	29	F	IA	Univ of Northern Iowa	14457	2
06-27	Inappropriate relationship	25.3(1)(e)(4)	2	30	M	IA	Univ of Northern Iowa	14457	2
08-05	Unprofessional conduct	25.3(6) d h	5	31	F	IA	Univ of Northern Iowa	14457	2
08-32	Inappropriate relationship	25.3(1)e(4)	5	31	M	IA	Univ of Northern Iowa	14457	2
11-27	performing duties-improper licensure	25.3(5)a(5) 25.3(6) m o q	6	32	M	IA	Univ of Northern Iowa	14457	2
09-29	Student Abuse	25.3(1)(e)(1) 25.3(6)(c) 25.3(8)(a)(b)	5	33	F	IA	Univ of Northern Iowa	14457	2
10-50	Inappropriate relationship	25.3(1) c e(3) (4) 25.3(3)(c) 25.3(6) c l m 25.3(8) a b	4	34	M	IA	Univ of Northern Iowa	14457	2
05-12	Verbal threat	25.3(6) b c d 25.3(8)(a)(b) 26.3(3)(11)	5	36	F	IA	Univ of Northern Iowa	14457	2
06-40	Discrimination	25.3(6)(e) 26.3(7)	5	36	M	IA	Univ of Northern Iowa	14457	1
09-04	Criminal conviction	25.3(1)(b)(1)(2) 25.3(1)(e)(3)(4)	4	36	M	IA	Univ of Northern Iowa	14457	2
06-36	Contract	25.3(5)(3)	5	37	F	IA	Univ of Northern Iowa	14457	2
05-03	Contract	25.3(5)(a)(3)	3	37	F	IA	Univ of Northern Iowa	14457	2
08-103	Unethical practice delegating tasks to unqualif personnel	25.3(6)(d) 26.3(272) 25.3(5)a(4) 25.3(6)	2	37	M	IA	Univ of Northern Iowa	14457	2
11-28		l m r	6	38	M	IA	Univ of Northern Iowa	14457	1
08-42	Unprofessional conduct	25.3(6) m o q	6	39	F	IA	Univ of Northern Iowa	14457	2

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Case #	Complaints	Citation / Allegation(s)	Action	Age As Of 5/1/11	Gender	College State	College Name	College ID	License Type
10-26	misrepresentation; falsificat of info re: test adm	25.3(3)e	5	39	F	IA	Univ of Northern Iowa	14457	2
05-01	Contract	25.3(5)(a)(3)	3	39	M	IA	Univ of Northern Iowa	14457	2
05-17	Sexual contact/abuse	25.3(1)(c)(d)(e)(4)	4	39	M	IA	Univ of Northern Iowa	14457	2
08-30	Unprofessional conduct	25.3(1)e(1) 25.3(6)b c	5	39	M	IA	Univ of Northern Iowa	14457	2
10-03	Misrepresent.; falsification; Unethical practice	25.3(3)(c) 25.3(6) a b c d l 25.3(8)a b	5	40	M	IA	Univ of Northern Iowa	14457	1
06-13	Various violations	25.3(6) a b c d l m o 25.3(4)(5)(7)(11)	5	41	M	IA	Univ of Northern Iowa	14457	1
06-23	Inappropriate touching & inappropriate comments	25.3(1)(c) 25.3(1)(e)(3) 25.3(6)(d)	2	41	M	IA	Univ of Northern Iowa	14457	2
09-28	Inappropriate relationship	25.3(1)(c)(e)	2	41	M	IA	Univ of Northern Iowa	14457	2
09-77	Student Abuse	25.3(1)(e)	5	42	M	IA	Univ of Northern Iowa	14457	2
05-07	Sexual harassment	25.3(6) d e m	3	42	M	IA	Univ of Northern Iowa	14457	2
09-02	Criminal conviction	25.3(1)(b)(2) 25.3(1)(e)(1)	8	42	M	IA	Univ of Northern Iowa	14457	2
10-05	unethical practice	25.3(6)f	5	42	M	IA	Univ of Northern Iowa	14457	2
08-104	Criminal conviction	25.3(1) (b) & e(1)	4	42	M	IA	Univ of Northern Iowa	14457	2
10-01	Unethical practice...failing to protect...	25.3(6)c,d,h 25.3 3,4,9,11	5	43	F	IA	Univ of Northern Iowa	14457	2
05-41	Misrepresentation, falsification of information	25.3(3) c e 25.3(6) b d e	5	46	F	IA	Univ of Northern Iowa	14457	1
06-05	Misrepresentation, falsification of information	25.3(3)(c)(e) 25.3(6)(b)(d)(e)	5	46	F	IA	Univ of Northern Iowa	14457	1
09-60	Improper licensure	25.3(5)(a)(5) 25.3(6) m o	6	46	M	IA	Univ of Northern Iowa	14457	1
08-31	Unprofessional conduct	25.3(6) a d e h	5	46	M	IA	Univ of Northern Iowa	14457	1
08-73	Unprofessional conduct- improper licensure	25.3(6) m o q	6	47	F	IA	Univ of Northern Iowa	14457	2
08-52	Unprofessional conduct	25.3(6) m r	6	48	F	IA	Univ of Northern Iowa	14457	1
05-08	Sexual harassment	25.3(6)c d e 25.3(1)(e)(4)	3	48	M	IA	Univ of Northern Iowa	14457	2
08-47	Unprofessional conduct	25.3(6) m r	6	49	M	IA	Univ of Northern Iowa	14457	1
10-47	Student Abuse, Indecent contact w/student	25.3(1)(c) (e)(1) (3)	5	49	M	IA	Univ of Northern Iowa	14457	2

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Case #	Complaints	Citation / Allegation(s)	Action	Age As Of 5/1/11	Gender	College State	College Name	College ID	License Type
09-41	Child endangerment; failure to protect	25.3(1)(b)(1)(1) 25.3(1)(e)(6) 25.3(6)(c)(k)(l) 25.3(8)(a)(b)	5	50	F	IA	Univ of Northern Iowa	14457	1
09-47	Unethical practice	25.3(5)(a)(4) 25.3(6) l m	6	50	F	IA	Univ of Northern Iowa	14457	1
08-13	Fraud	25.3(3) b 25.3(4) c 25.3(6) b d f m n o	8	50	F	IA	Univ of Northern Iowa	14457	4
11-19	delegating tasks to unqualif personnel- BEDS	25.3(5) a 4 25.3(6) 1 r	6	50	M	IA	Univ of Northern Iowa	14457	2
07-10	Various violations	25.3(6) c d e j l m o 25.3(1)(e)(3) 25.9(8)(a)	5	51	F	IA	Univ of Northern Iowa	14457	2
08-48	Unprofessional conduct	25.3(6) m o q	6	52	F	IA	Univ of Northern Iowa	14457	2
10-04	Misrepresent,; falsification; Unethical practice	25.3(3)(c) 25.3(6) a b c b 25.3(8)a	5	52	F	IA	Univ of Northern Iowa	14457	1
06-09	Various violations	25.3(1)(e)(1) 25.3(6) b c d e m o 25.3(3)(4)	5	52	M	IA	Univ of Northern Iowa	14457	1
11-16	delegating tasks to unqualif personnel- BEDS	25.3(5)a(4) 25.3(6) l m r	6	52	M	IA	Univ of Northern Iowa	14457	1
10-52	misuse of public property (computer)	25.3(4)(b) 25.3(6)(d)(m)	8	53	M	IA	Univ of Northern Iowa	14457	4
07-06	Physical	25.3(1) e 1 25.3(3) c 25.3(4) c 25.3(6) c d m 25.3(8) a b	3	53	M	IA	Univ of Northern Iowa	14457	2
06-03	Various violations	25.3(6)(e) 25.2(2)	5	55	M	IA	Univ of Northern Iowa	14457	1
08-89	Supervising those w/improper licensure	25.3(6) m r	6	56	M	IA	Univ of Northern Iowa	14457	1
06-29	Internet	25.3(4)(e)	2	56	M	IA	Univ of Northern Iowa	14457	2
06-08	Various violations	25.3(1)(e)(1) 25.3(6) b c d e m o 25.3(3)(4)	5	57	F	IA	Univ of Northern Iowa	14457	1
05-40	Misrepresentation, falsification of information	25.3(3)(c)(e)	5	58	M	IA	Univ of Northern Iowa	14457	1
10-46	embarrassment, disparagement, discrim., incompeten	25.3(6) c d e h 25.3(8) a	5	58	M	IA	Univ of Northern Iowa	14457	1
06-04	Misrepresentation, falsification of information	25.3(3)(c)(e) 25.3(6)(b)(d)(e)	5	58	M	IA	Univ of Northern Iowa	14457	1
11-04	Falsify information	25.3(3) c 25.3(8) a	8	58	M	IA	Univ of Northern Iowa	14457	2

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Case #	Complaints	Citation / Allegation(s)	Action	Age As Of 5/1/11	Gender	College State	College Name	College ID	License Type
07-43	Criminal conviction	25.3(1)(b)	2	59	F	IA	Univ of Northern Iowa	14457	2
10-51	Student abuse; failing to protect...	25.3(1)(e)(1) 25.3(6) c m	5	59	F	IA	Univ of Northern Iowa	14457	1
08-07	Unprofessional conduct	25.3(6) d h	5	59	F	IA	Univ of Northern Iowa	14457	1
09-14	Supervising those w/improper licensure	25.3(3)(b) 25.3(5)(a)(4) 25.3(6)(l)(m)(r)	6	59	F	IA	Univ of Northern Iowa	14457	1
05-23	Internet	25.3(3)(c) 25.3(6)(c)	2	59	M	IA	Univ of Northern Iowa	14457	2
11-13	delegating tasks to unqual personnel-BEDS	25.3(5)a(4) 25.3(6) l m r	6	59	M	IA	Univ of Northern Iowa	14457	1
11-29	misuse of public property	25.3(1) b 25.3(6) m	8	60	F	IA	Univ of Northern Iowa	14457	2
08-41	Unprofessional conduct	25.3(6) m o q	6	61	M	IA	Univ of Northern Iowa	14457	2
08-91	Supervising those w/improper licensure	25.3(6) m r	6	61	M	IA	Univ of Northern Iowa	14457	1
07-21	Unprofessional conduct	25.3(4)(a)(e)	3	61	M	IA	Univ of Northern Iowa	14457	2
06-46	Sexual harassment	25.3(6)(d)	2	62	F	IA	Univ of Northern Iowa	14457	2
07-01	Sexual harassment	25.3(6)(d)	2	62	F	IA	Univ of Northern Iowa	14457	2
08-71	Supervising those w/improper licensure	25.3(6) m r	6	63	M	IA	Univ of Northern Iowa	14457	1
06-13*	Various violations	25.3(6) a b c d l m o 25.3(4)(5)(7)(11)	5	64	F	IA	Univ of Northern Iowa	14457	2
08-39	Unprofessional conduct	25.3(6) m r	6	64	M	IA	Univ of Northern Iowa	14457	1
08-53	Unprofessional conduct	25.3(6) m r	6	64	M	IA	Univ of Northern Iowa	14457	1
08-17	Criminal conviction	25.3(1)b(1)	4	64	M	IA	Univ of Northern Iowa	14457	2
05-26	Sexual contact/abuse	25.3(1)(b)(1)(2) 25.3(1)(c)(d) 26.3(6)	4	33	M	IA	Iowa Wesleyan College	14476	2
10-36	Sexual contact/abuse	25.3(1) c d e(4)	8	39	M	IA	Iowa Wesleyan College	14476	2
07-37	Fraud	25.3(4) a b c d e	5	46	M	IA	Iowa Wesleyan College	14476	2
07-11	Fraud	25.3(4) a b c d e	1	46	M	IA	Iowa Wesleyan College	14476	1
08-117	Fraud	25.3(1) a 25.3(3) a c 25.3(5)a(5) 25.3(6) o & (12) 26.3(2)	7	46	M	IA	Iowa Wesleyan College	14476	1
08-76	Supervising those w/improper licensure	25.3(6) m r 25.3(6) c d e h	6	47	M	IA	Iowa Wesleyan College	14476	2
05-38	Incompetence	26.3(3)(4)(7)	5	59	F	IA	Iowa Wesleyan College	14476	2
10-32	Student Abuse	25.3(1)e 1	8	59	M	IA	Iowa Wesleyan College	14476	2
07-13	Physical	25.3(1)(e)(1)	5	62	M	IA	Iowa Wesleyan College	14476	1
09-61	Performing duties-improper licensure	25.3(5)(a)(5) 25.3(6) m o	6	31	M	IA	Loras College	14495	2

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Case #	Complaints	Citation / Allegation(s)	Action	Age As Of 5/1/11	Gender	College State	College Name	College ID	License Type
05-24	Sexual contact/abuse	25.3(1)(c)(e)	2	33	M	IA	Loras College	14495	2
08-74	Supervising those w/improper licensure	25.3(6) m r	6	38	M	IA	Loras College	14495	1
06-43	Unprofessional conduct	25.3(1) 25.3(6) 25.3(8)	5	41	M	IA	Loras College	14495	2
08-82	Unprofessional conduct-improper licensure	25.3(6) m o q	6	49	M	IA	Luther College	14514	1
09-46	misrepresentation; falsification of information	25.3(3)e 25.3(6)d	5	55	M	IA	Luther College	14514	1
10-57	Bullying; harassment	25.3(6)	5	55	M	IA	Luther College	14514	1
06-13*	Various violations	25.3(6) a b c d l m o 25.3(4)(5)(7)(11)	5	59	F	IA	Luther College	14514	2
10-59	Sexual abuse	25.3(1) c d e(4)	4	83	M	IA	Morningside College	14571	2
10-56	Fraud	25.3(3) a 25.3(5) (a) (5) 25.3(6) m o q	8	25	F	IA	Mount Mercy University	14590	2
10-62	Fraud	25.3(3) a 25.3(6) m o q	8	31	M	IA	Mount Mercy University	14590	2
09-31	Fraud	25.3(3)a d	7	32	F	IA	Mount Mercy University	14590	2
10-30	Inappropriate relationship	25.3(1)(e)(4) (5)	4	37	F	IA	Mount Mercy University	14590	3
07-07	Fraud - minuse of public funds/property	25.3(4) a b c d e	2	39	M	IA	Mount Mercy University	14590	2
09-79	Internet; Student Abuse	25.3(1)(e)	6	46	F	IA	Mount Mercy University	14590	2
05-27	Various violations	25.3(3)(b) 25.3(4)(a)(e) 25.3(6)(b)(l) 26.3(3)(15)	5	51	F	IA	Mount Mercy University	14590	1
10-34	Misuse of public funds, property	25.3(4) a b d e 25.3(6) f	8	53	M	IA	Mount Mercy University	14590	3
07-19	Unprofessional conduct	26.3(1)(3)(4)(8)(12) 26.2(3) 25.3(6) a b c d e l m o 25.3(3)(e)	5	61	F	SD	Mount Marty College	14590	2
10-06	unethical practice; improper admin. of test	25.3(3)e 25.3(6) c d	5	28	F	IA	Ashford University	14600	2
10-28	verbal harassment; failing to protect...	25.3(1) 25.3(6)(c)	2	39	M	IA	Ashford University	14600	2
09-71	Improper licensure	25.3(6)m o 25.3(5)(a)(5)	5	30	F	IA	Northwestern College	14657	2
09-19	Unprofessional conduct		5	48	M	IA	Northwestern College	14657	1
10-63	Student abuse	25.3(1) e (1) 25.3(6)(c) (d)	5	56	F	IA	Northwestern College	14657	2
06-26	Various violations	26.3(3)(4)(11)(14)	5	56	M	IA	Northwestern College	14657	1

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08-29	Unprofessional conduct	25.6(6) a c d h j o r	5	58	F	IA	Northwestern College	14657	2
08-09	Inappropriate relationship	25.3(1)(e)(4)	4	33	F	IA	Saint Ambrose College	14714	2
10-13	student abuse; failing to protect; incompetence	25.3(1)e(1) 25.3(6) c m 25.3(8)a b	5	37	M	IA	Saint Ambrose College	14714	1
10-38	fail to protect, embarrassment, disparagement...	25.3(6) a b c d	5	51	M	IA	Saint Ambrose College	14714	2
09-64	Inappropriate touching; internet	25.3(1)(e)(3)(4) 25.3(6)(c)(d)	4	59	M	IA	Saint Ambrose College	14714	2
05-10	Sexual contact/abuse	25.3(1)(c)	4	62	M	IA	Saint Ambrose College	14714	1
08-93	Inappropriate relationship	25.3(1)e(4)	2	29	F	IA	Simpson College	14752	2
09-67	Contract	25.3(5)(a)(3)	5	29	M	IA	Simpson College	14752	2
08-97	Inappropriate relationship	25.3(1) c d e(4)	1	34	M	IA	Simpson College	14752	2
09-63	Founded abuse report	25.3(1) 25.3(6)(k)	5	41	M	IA	Simpson College	14752	2
09-37	FERPA violation	FERPA	5	51	F	IA	Simpson College	14752	2
06-10	Various violations	25.3(1)(e)(1) 25.3(6) b c d e m o 25.3(3)(4)	5	57	F	IA	Simpson College	14752	1
09-42	Child endangerment; failure to protect	25.3(1)(b)(1)(1) 25.3(1)(e)(6) 25.3(6)(c)(k)(l) 25.3(8)(a)(b)	5	59	F	IA	Simpson College	14752	2
10-16	unethical practice; embarrassment or disparagement	25.3(6)a b d	5	61	M	IA	Simpson College	14752	3
10-55	Contract	25.3(5)(a)(1) (3)	8	24	M	IA	University of Iowa	14771	2
11-08	embarrassment or disparagement	25.3(6) b d j l	5	34	M	IA	University of Iowa	14771	3
05-22	Inappr relat & inapprop conduct in studs presence	25.3(6)(c)	1	35	F	IA	University of Iowa	14771	2
09-45	Unprofessional conduct	25.3(6)d e l	5	38	F	IA	University of Iowa	14771	1
09-36	Physical	25.3(1)b(1)1	5	41	F	IA	University of Iowa	14771	2
09-24	Unprofessional conduct	25.3(1)(c) 25.3(1)(e)(6) 25.3(6) 25.3(8) 25.3(6)(c) 25.3(8)(b)	5	41	M	IA	University of Iowa	14771	1
09-25	Unprofessional conduct	25.3(1)(c) 25.3(1)(e)(6) 25.3(6) 25.3(8) 25.3(6)(c) 25.3(8)(b)	5	41	M	IA	University of Iowa	14771	1
06-41	Unprofessional conduct	25.3(1)(b)(1)	4	46	M	IA	University of Iowa	14771	2

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Case #	Complaints	Citation / Allegation(s)	Action	Age As Of 5/1/11	Gender	College State	College Name	College ID	License Type
10-58	Bullying; harassment	25.3(6)	5	46	M	IA	University of Iowa	14771	2
08-80	Supervising those w/improper licensure	25.3(6) m r	6	46	M	IA	University of Iowa	14771	1
07-20	Unprofessional conduct	25.3(6)(d) 25.3(8)(a)	4	50	M	IA	University of Iowa	14771	2
09-69	Unethical practice; misrepresentation, falsifi...	25.3(3)c 25.3(6) a c d m	5	51	M	IA	University of Iowa	14771	1
07-04	Sexual contact/abuse	25.3(1)	4	52	M	IA	University of Iowa	14771	2
07-09	Various violations	25.3(6) c d e j l m o 25.3(1)(e)(3)	5	54	M	IA	University of Iowa	14771	1
11-07	Student Abuse	25.3(6) b c d	8	55	M	IA	University of Iowa	14771	2
08-33	Physical	25.3(1) e (1) 25.3(6) c m 25.3(8) a b	5	56	M	IA	University of Iowa	14771	2
11-03	Student Abuse	25.3(6) b c d	8	56	M	IA	University of Iowa	14771	2
10-12	improper licensure	25.3(5)(a)(5) 25.3(6) m o	8	57	F	IA	University of Iowa	14771	2
05-35	Falsifying/misrepresenting/omitting inquiry info	25.3(3)(c)	5	59	M	IA	University of Iowa	14771	2
08-96	Physical	25.3(1)(2)(e)(1)	5	60	F	IA	University of Iowa	14771	2
11-15	delegating tasks to unqualif personnel w/impro lic	25.3(5)a(4) 25.3(6) l m r	6	60	F	IA	University of Iowa	14771	1
08-15	Unprofessional conduct	25.3(6) a b c d e	5	60	M	IA	University of Iowa	14771	1
08-100	Unprofessional conduct	25.3(6) c e	5	61	M	IA	University of Iowa	14771	2
06-19	Various violations	25.3(3)(4) & (6)(c)(d)(h)(m) 26.3(3) (4) (6) (9)	5	29	M	IA	University of Dubuque	14790	2
08-116	Criminal conviction; inapp relationship	25.3(1)(b)(1)(2) 25.3(1)(b)(2)	4	32	M	IA	University of Dubuque	14790	2
09-26	Unprofessional conduct	25.3(1)(e)(6) 25.3(6)(c)(m) 25.3(8)	5	55	M	IA	University of Dubuque	14790	1
08-105	Fraud (misuse of funds)	25.3(4)a b c d e	2	56	M	IA	University of Dubuque	14790	2
09-05	Inappropriate relationship & Crim Conviction	25.3(1)(b)(2) 25.3(1)(e)(4)	2	28	M	IA	Upper Iowa University	14819	2
11-14	performing duties-improper licensure	25.3(5)a(5) 25.3(6) m o q	6	30	M	IA	Upper Iowa University	14819	2
08-59	Unprofessional conduct	25.3(6) m o q	6	32	M	IA	Upper Iowa University	14819	2
08-63	Supervising those w/improper licensure	25.3(6) m r	6	35	M	IA	Upper Iowa University	14819	1

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Case #	Complaints	Citation / Allegation(s)	Action	Age As Of 5/1/11	Gender	College State	College Name	College ID	License Type
10-25	misrepresentation; falsification of information re: test adm	25.3(3)e	5	39	F	IA	Upper Iowa University	14819	2
10-67	bullying; harassment; alcohol	25.3(2) b 25.3(6) c d	5	40	F	IA	Upper Iowa University	14819	1
10-07	improper licensure	25.3(5)a 5 m o	2	40	M	IA	Upper Iowa University	14819	2
09-15	Unprofessional conduct	25.3(6)(o)	5	41	M	IA	Upper Iowa University	14819	2
08-45	Unprofessional conduct	25.3(6) m r	6	43	M	IA	Upper Iowa University	14819	1
09-38	Criminal conviction	25.3(1)b 2	2	56	F	IA	Upper Iowa University	14819	2
10-69	bullying; harassment; alcohol	25.3(2) b 25.3(6) c d	5	59	M	IA	Upper Iowa University	14819	1
06-30	Unprofessional conduct	325.3(1) (3) (6) (8)	5	59	M	IA	Upper Iowa University	14819	1
08-62	Unprofessional conduct-improper licensure	25.3(6) m o q	6	61	M	IA	Upper Iowa University	14819	2
09-27	Unprofessional conduct	25.3(1)(e)(6)	5	61	M	IA	Upper Iowa University	14819	1
06-42	Unprofessional conduct	25.3 - 728.15(2)	5	62	M	IA	Upper Iowa University	14819	1
05-29	Failure to protect	25.3(6)(b)(c)	5	62	M	IA	Upper Iowa University	14819	1
09-78	Inappropriate relationship	25.3(1)e(4)	5	28	F	IA	Wartburg College	14857	2
05-20	Sexual contact/ abuse & E-mail	25.3(1)(c) 25.3(1)(e)(3)(4)	2	30	F	IA	Wartburg College	14857	2
10-18	unethical practice; embarrassment or disparagement	25.3(6) a b d	5	30	M	IA	Wartburg College	14857	2
10-19	Student abuse; sending inapprop. text messages	25.3(1)(e) 3, 4	8	32	M	IA	Wartburg College	14857	2
10-08	Sexual exploitation of a minor	25.3(1)d	4	35	M	IA	Wartburg College	14857	2
08-18			8	46	M	IA	Wartburg College	14857	2
07-29	Criminal conviction	25.3(1)b(2)	5	53	M	IA	Wartburg College	14857	2
10-09	Improper licensure	25.3(5)a 5 m o	8	56	M	IA	Wartburg College	14857	1
08-98	Student abuse; unethical practice	25.3(e) 25.3(3) 25.3(6)(d)	5	57	M	IA	Wartburg College	14857	2
07-39	Unprofessional conduct	25.3(1)(e)(1) 25.3(6) a c d e h	5	61	F	IA	Wartburg College	14857	2
06-25	Inappropriate touching	25.3(1)(e)(3) (4); (6)(c)(d)	4	59	M	IA	Westmar College	14895	2
11-24	Student Abuse; failure to protect...	25.3(1) e (1) 25.3(6) c	5	24	M	IA	William Penn College	14914	2
07-25	IEP	26.3(3)(4)(11)	5	36	F	IA	William Penn College	14914	2
07-15	Unprofessional conduct	25.3(6)(c)	5	37	M	IA	William Penn College	14914	1

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Case #	Complaints	Citation / Allegation(s)	Action	Age As Of 5/1/11	Gender	College State	College Name	College ID	License Type
05-02	Failure to protect re: Internet usage	25.3(6)(c) 25.3(6)(d)	2	42	M	IA	William Penn College	14914	2
10-41	Sexual/indecent contact w/student; Student Abuse	25.3(1)(b)(1)	4	41	M	IA	Tri-College Coop Effort	14930	1
08-102	Founded abuse report	25.3(1)(b)(2)	5	46	M	KS	Mcpherson College	15496	2
08-81	Unprofessional conduct-improper licensure	25.3(6) m o q	6	62	F	KS	Southwestern College	15714	2
11-18	delegating tasks to unqualif personnel w/impro lic	25.3(5)a(4) 25.3(6) l m r	6	48	M	KS	Washburn Municipal Univ-Topeka	15819	1
10-21	Inappropriate relationship	25.3(1)(e)(4)	2	39	M	MA	Northeastern University	20495	2
09-70	Unethical; unprofessional conduct	25.3(6) c d	5	27	F	MI	Okland University	21575	2
05-16	Failure to protect	25.3(6)(c) 25.3(11)	5	47	M	MN	MN State Univ- Mankato	22571	1
09-35	Unethical practice; misrepresentation, falsify...	25.3(3)(e) 25.3(6)(c) 25.3(6)(1)	5	58	F	MN	MN State Univ - Mankato	22571	2
08-90	Unprofessional conduct-improper licensure	25.3(6) m o q	6	30	F	MN	Moorehead State Univ	22590	2
09-51	Performing duties-improper licensure	25.3(5)(a)(5) 25.3(6) m o	5	27	F	MN	Northwestern College	22594	2
06-16	Various violations	25.1 25.2 25.3(6)(c)(d)(m) 25.3(8) 25.3(8)9a)(b) 26.3(3)94)(11)	5	56	M	MN	St Cloud State University	22619	2
09-54	Performing duties-improper licensure	25.3(5)(a)(5) 25.3(6) m o	6	37	F	MO	Columbia College	24115	2
09-72	Improper licensure	25.3(6) m o 25.3(5)(a)(5)	5	30	M	MO	Culver Stockton College	24133	2
08-60	Unprofessional conduct performing duties-improper licensure	25.3(6) m r 25.3(5)a(5) 25.3(6) m o q	6	61	M	MO	Culver Stockton College	24133	1
11-11	Student Abuse; Failure to protect...	25.3(1) e (1) 25.3(6) c	5	50	F	MO	Truman State University	24533	2
09-33	Physical	25.3(1)(b)(1) 1	5	57	F	MO	Truman State University	24533	2
05-15	Failure to protect	25.3(1)(e)(5) 25.3(6)(c)	2	63	F	MO	Truman State Univ	24533	2
10-43	Inappropriate relationship	25.3(1)(e) 3 4	8	33	F	MO	NW Missouri State Univ	24552	2
11-23	Sexual exploitation by sch employee	25.3(1)b(1)2 25.3(1) c d e (3) & (4) n	8	34	M	MO	NW Missouri State Univ	24552	2
08-10	Inappropriate relationship	25.3(1)(e)(4)	4	35	M	MO	NW Missouri State Univ	24552	2
08-16	Unprofessional conduct	25.3(4) a b d e	5	38	M	MO	NW Missouri State Univ	24552	2

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Case #	Complaints	Citation / Allegation(s)	Action	Age As Of 5/1/11	Gender	College State	College Name	College ID	License Type
11-21	delegating tasks to unqualif personnel w/impro lic	25.3(5)a(4) 25.3(6) l m r	6	39	F	MO	NW Missouri State Univ	24552	1
10-10	Discrimination against child	25.3(6)	5	40	M	MO	NW Missouri State Univ	24552	1
06-35	Inappropriate relationship	25.3(1)(c)(d)(e)	4	44	M	MO	Northwest Missouri State Univer	24552	2
08-08	Physical	25.3(1)(e)(1) 25.3(6) c d 25.3(8) a b	2	48	M	MO	NW Missouri State Univ	24552	2
09-11	Unprofessional conduct	25.3(3)(c) 25.3(6)(d) 25.3(3)(c) 25.3(8)(a)	5	49	M	MO	NW Missouri State Univ	24552	2
08-69	Supervising those w/improper licensure	25.3(6) m r	6	50	M	MO	NW Missouri State Univ	24552	1
10-11	Criminal conviction; sexual contact w/stud; stud a		4	50	M	MO	NW Missouri State Univ	24552	2
09-39	Unethical/unprofessional conduct	25.3(6)(d)(h)	5	52	F	MO	NW Missouri State Univ	24552	2
08-64	Supervising those w/improper licensure	25.3(6) m r	6	54	M	MO	NW Missouri State Univ	24552	1
07-45	Unprofessional conduct	25.3(e)(1) 25.3(6) a c d e h l	6	58	F	MO	NW Missouri State Univ	24552	2
08-26	Unprofessional conduct	25.3(6) a c d e l m	5	58	F	MO	Northwest Missouri State	24552	2
08-113	Criminal conviction	25.3(1)(b)(2)	4	60	M	MO	NW Missouri State Univ	24552	2
10-54	Student Abuse	25.3(1)(b)(1) 25.3(3)(1)(e) 25.3(6)	5	61	F	MO	NW Missouri State Univ	24552	2
06-37	Criminal conviction	25.3(4)(a)(b)(c)(d)(e)	4	66	M	MO	NW Missouri State Univ	24552	2
10-33	Misrepresentation...; unethical prac; incompetence	25.3(3) b c 25.3(6) a b c d m 25.3(8) a b	5	59	F	MO	Truman State University	24633	1
09-21	Various violations; unprofessional conduct	25.3(1) e 6 25.3(3) c e	5	49	F	MO	SE Missouri State University	24676	1
06-12	Physical	25.3(1)(e)(1) 25.3(6)(c)	2	31	F	MO	University of Missouri	24838	2
06-14	Physical	25.3(2)(6)(e)(1) 26.3	2	31	F	MO	University of Missouri	24838	2
10-31	Criminal conviction	25.3(1)b	5	57	M	MO	University of Missouri	24838	2
08-36	Unprofessional conduct	25.3(6) m o q	6	26	F	NE	Concordia University	26038	2
11-10	performing duties-improper licensure	25.3(5) a 5 25.3(6) m o q	8	34	M	NE	Concordia University	26038	1

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Case #	Complaints	Citation / Allegation(s)	Action	Age As Of 5/1/11	Gender	College State	College Name	College ID	License Type
08-37	Unprofessional conduct	25.3(6) m o q r	6	38	M	NE	Concordia University	26038	2
08-115	Contract; Unethical Conduct	25.3(5)a(5) 25.3(6) m o	2	38	M	NE	Concordia University	26038	2
07-42	Criminal conviction;	25.3(1)(b) 25.3(1)(2)(e)(5)	2	47	M	NE	Concordia University	26038	2
09-55	Performing duties- improper licensure	25.3(5)(a)(5) 25.3(6) m o	6	31	F	NE	Dana College	26076	2
09-66	Performing duties not qualified to perform	25.3(5)a(5)	5	39	M	NE	Dana College	26076	2
08-86	Supervising those w/improper licensure	25.3(6) m r	6	49	F	NE	Dana College	26076	1
08-84	Supervising those w/improper licensure	25.3(6) m r	6	58	M	NE	Dana College	26076	1
09-68	embarrassment or disparagement	25.3(6)(d)	2	69	M	NE	Dana College	26076	3
05-09	Failure to protect	25.3(6)(c)	5	29	F	NE	Doane College	26095	2
05-36	Alcohol/Drug	25.3(2)	2	56	M	NE	Grace University	26121	2
08-06	Unprofessional conduct	25.3(6) d h	5	52	M	NE	Hastings College	26152	1
09-65	Contract	25.3(5)a(4)	3	44	M	NE	Midland Luthern College	26219	1
08-110	Contract	25.3(5)(a)(3)	3	41	F	NE	Univ of Nebraska - Omaha	26238	2
09-09	Criminal conviction; improper licensure	25.3(1)(b)(2) 25.3(5)(a)(5) 25.3(6)(l)(m)(o)	6	44	F	NE	Univ of Nebraska - Omaha	26238	2
06-20	Various violations	25.3(2)(a) (c) 25.3(4)(a)(b)(e) 25.3(6)(c)(d)(g)(l) 25.3(8)(a)(b) 26.3(1)(3)(4)(8)(14)(15)	4	49	M	NE	Univ of Nebraska - Omaha	26238	2
08-25	Unprofessional conduct	25.3(6) m r	5	61	M	NE	Kearney State College	26295	1
08-85	Unprofessional conduct- improper licensure	25.3(6) m o q	6	30	F	NE	Peru State College	26314	2
08-87	Supervising those w/improper licensure	25.3(6) m r	6	50	M	NE	Peru State College	26314	1
07-33	Founded abuse report	25.3(1) e	5	67	M	NE	Peru State College	26314	2
09-53	Performing duties- improper licensure	25.3(5)(a)(5) 25.3(6) m o	6	37	F	NE	Wayne State College	26333	2
05-33	Contract	25.3(5)(a)(3)	2	39	M	NE	Wayne State College	26333	2
08-56	Unprofessional conduct	25.3(6) m r	6	57	M	NE	Wayne State College	26333	1

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Case #	Complaints	Citation / Allegation(s)	Action	Age As Of 5/1/11	Gender	College State	College Name	College ID	License Type
06-45	Unprofessional conduct	25.3(6) c e 26.4(3)(4)(7)(11)	5	58	M	NE	Wayne State College	26333	1
08-70	Supervising those w/improper licensure	25.3(6) m r	6	59	M	NE	Wayne State College	26333	1
06-34	Unprofessional conduct	25.3(1)(b) (1)(4) 25.3(1)(e) 25.3(2)(3)	5	61	M	NE	Wayne State College	26333	1
06-39	Unprofessional conduct	25.3(6)(c)(d)	5	61	M	NE	Wayne State College	26333	1
07-27	Unprofessional conduct	25.3(1)(b)(1)(4) 25.3(1)(e) 25.3(2)(e)	5	61	M	NE	Wayne State College	26333	1
09-30	Unprofessional conduct	25.3(6)	5	48	M	NE	Univ of Nebraska - Lincoln	26438	1
07-32	Unprofessional conduct	25.3(6) b c d 25.3(3) e	5	50	F	NE	Univ of Nebraska - Lincoln	26438	2
11-26	Unethical practice...embarrassment or disparagement..	25.3(6)(b)(d)	5	56	M	NE	Univ of Nebraska - Lincoln	26438	1
09-49	Performing duties-improper licensure	25.3(5)(a)(5) 25.3(6) m o	5	57	M	NE	Univ of Nebraska - Lincoln	26438	2
09-34	Failure to comply w/federal,state...	25.3(6)(m)	5	58	M	NE	Univ of Nebraska - Lincoln	26438	1
08-79	Supervising those w/improper licensure	25.3(6) m r	6	59	M	NE	Univ of Nebraska - Lincoln	26438	1
09-13	Falsified student data	25.3(3)(b)(e)	5	60	F	NE	Univ of Nebraska - Lincoln	26438	2
08-72	Unprofessional conduct-improper licensure	25.3(6) m o q	6	36	M	NM	University of New Mexico	30171	2
05-04	Sexual harassment	25.3(6)(c)(d) 26.3(3)(4)	4	61	M	NC	Wake Forest College	32432	2
10-20	Criminal conviction; lascivious acts w/child	25.3(1) e 3, 4 25.3(6) d 25.3(1) b 1	8	53	M	OH	Cedarville College	34072	2
05-28	Various violations	25.3(3)(b) 25.3(4)(a)(e) 25.3(6)(b)	5	52	F	OH	Kent State University	34198	1
08-03	Unprofessional conduct	25.3(6) a b c d l m	5	54	M	PA	State Teachers College	37657	1
08-58	Unprofessional conduct	25.3(6) m o q	6	61	F	PA	University of Pittsburg	37711	1
08-28	Unprofessional conduct	25.3(6) a c d h j o r	5	43	M	SD	Augustana College	40019	1
08-34	Unprofessional conduct	25.3(6) m o q	6	69	M	SD	Augustana College	40019	2
08-40	Unprofessional conduct	25.3(6) m r	6	69	M	SD	Augustana College	40019	1
10-44	Criminal conviction	25.3(1)(b)(2)	4	34	M	SD	Huron College	40114	2

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09-40	Inappropriate relationship	25.3(1)(c) 25.3(1)(d) 25.3(1)(e)(3) 25.3(1)(b)(1)	4	57	M	SD	Mount Marty College Two Yr	40133	1
08-54	Unprofessional conduct	25.3(6) m o q	6	31	F	SD	South Dakota State Univ	40238	2
06-15	Contract	25.3(5)(3)(1)(3)	5	50	M	SD	South Dakota State Univ	40238	2
09-12	Improper Licensure	25.3(5)(a)(5) 25.3(6)(m)(o)	6	55	M	SD	South Dakota State Univ	40238	2
08-66	Supervising those w/improper licensure	25.3(6) m r	6	45	F	SD	University of South Dakota	40276	1
09-48	Performing duties-improper licensure	25.3(5)(a)(5) 25.3(6) m o	6	64	M	SD	University of South Dakota	40276	2
08-23	Unprofessional conduct	25.3(6) m o q	6	41	F	TX	Texas A&M University	42018	2
08-02	Unprofessional conduct	25.3(6)(c)	5	40	M	TX	Samuel Huston College	42486	1
07-03	Contract	25.3(5)(a)(3)	2	42	F	TX	University of North Texas	42790	2
06-31	Contract	25.3(5)(5)	5	56	F	UT	Utah State Agricultural College	43114	2
10-61	??-no complaint rec'd-submitted vol surr	Unknown	4	36	M	VA	Eastern Mennonite College	45114	2
05-37	Contract	25.3(5)(3)	3	35	M	WI	Univ of WI - Platteville	48425	2
09-81	Inappropriate relationship	25.3(1)(c)(d) 25.3(1)(e)(3)(4)	4	29	M	WI	WI State University	48459	2
09-76	Contract	25.3(5)a(5) 25.3(6)j l m 26.3(272)14	5	51	M	WI	University of Wisconsin	48468	1
08-51	Unprofessional conduct	25.3(6) m o q	6	36	F	WI	University of Wisconsin	48486	2
08-114	Sexual harassment	25.3(6)(c) 26.3(272)(3)(4)	5	62	M	WI	University of Wisconsin	48495	2
07-40	Unprofessional conduct	25.3(6) a c d e h	6	53	M	WI	Univ of Wisconsin - Madison	48513	1
08-27	Unprofessional conduct	25.3(6) a c d e h l m	5	53	M	WI	Univ of Wisconsin-Madison	48513	1
09-18	Inappropriate relationship	25.3(1)(e)(3)(4)	2	23	M		None Listed - COAUTH		3
10-39	Inappropriate relationship	25.3(1) e (4)	2	24	M		None Listed - COAUTH		3
09-03	Criminal conviction	25.3(1)(b)(1)	1	25	M		None Listed - COAUTH		3
09-59	Performing duties-improper licensure	25.3(5)(a)(5) 25.3(6) m o	6	28	M		None Listed - COAUTH		3
10-64	Inappropriate relationship	25.3(1)(b)(1)	8	28	M		None Listed - COAUTH		3
08-99	Physical	25.3(1)(e)	5	28	M		None Listed - COAUTH		3
10-48	Inappropriate relationship	25.3(1)(e)(4)	4	29	M		None Listed - COAUTH		3
06-38	Fraud	25.3(1)(a) 25.3(3)(a) 25.3(8)(a)	4	30	M		None Listed - COAUTH		3
09-17	Inappropriate relationship	25.3(1) c d e	4	30	M		None Listed - COAUTH		3

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Case #	Complaints	Citation / Allegation(s)	Action	Age As Of 5/1/11	Gender	College State	College Name	College ID	License Type
05-06	Sexual contact/abuse	25.3(3)(1)(e) 3 4	4	31	M		None Listed - COAUTH		3
10-17	unethical practice; embarrassment or disparagement	25.3(6) b d	5	34	M		None Listed - COAUTH		3
05-13	Sexual contact/abuse	25.3(1)(b)(c)	4	41	M		None Listed - COAUTH		3
09-74	Fraud	25.3(1)a 25.3(3)a	5	44	M		None Listed - COAUTH		3
10-02	Student Abuse	25.3(1)e(1)	5	44	M		None Listed - COAUTH		3
07-30	Unprofessional conduct	25.3(6)(m) 25.3(8)(a)	3	46	M		None Listed - COAUTH		3
08-19	Unprofessional conduct	25.3(6) c d j	5	49	M		None Listed - COAUTH		3
09-43	Child endangerment; failure to protect	25.3(1)(b)(1)(1) 25.3(1)(e)(6) 25.3(6)(c)(k)(l) 25.3(8)(a)(b)	5	54	F		None Listed - SPR		4
09-08	Sexual contact/harassment	25.3(1)(c) 25.3(1)(e)(4)	2	55	M	CO	Univ of Colorado		4
06-28	Physical	25.3(1)(e)(1) (6)(c) (d)	5	57	M		None Listed - COAUTH		3
05-05	Sexual contact/abuse	25.3(1)(b)(c)(d) 25.3(1)(e)(4)(5) 25.3(3)(c) 25.3(6)(c)	4	58	M		None Listed		4
09-01	Physical	25.3(3)(1)(e) 25.3(6) c m 25.3(8) a b	2	67	M		None Listed - COAUTH		3
05-11	Sexual contact/abuse	25.3(2)(c)(e)(3)(4)	4		F		No Iowa License		4
08-108	Unprofessional conduct	25.3	5		F		Board Member		4
06-13*	Various violations	25.3(6) a b c d l m o 25.3(4)(5)(7)(11)	5				School Nurse		4

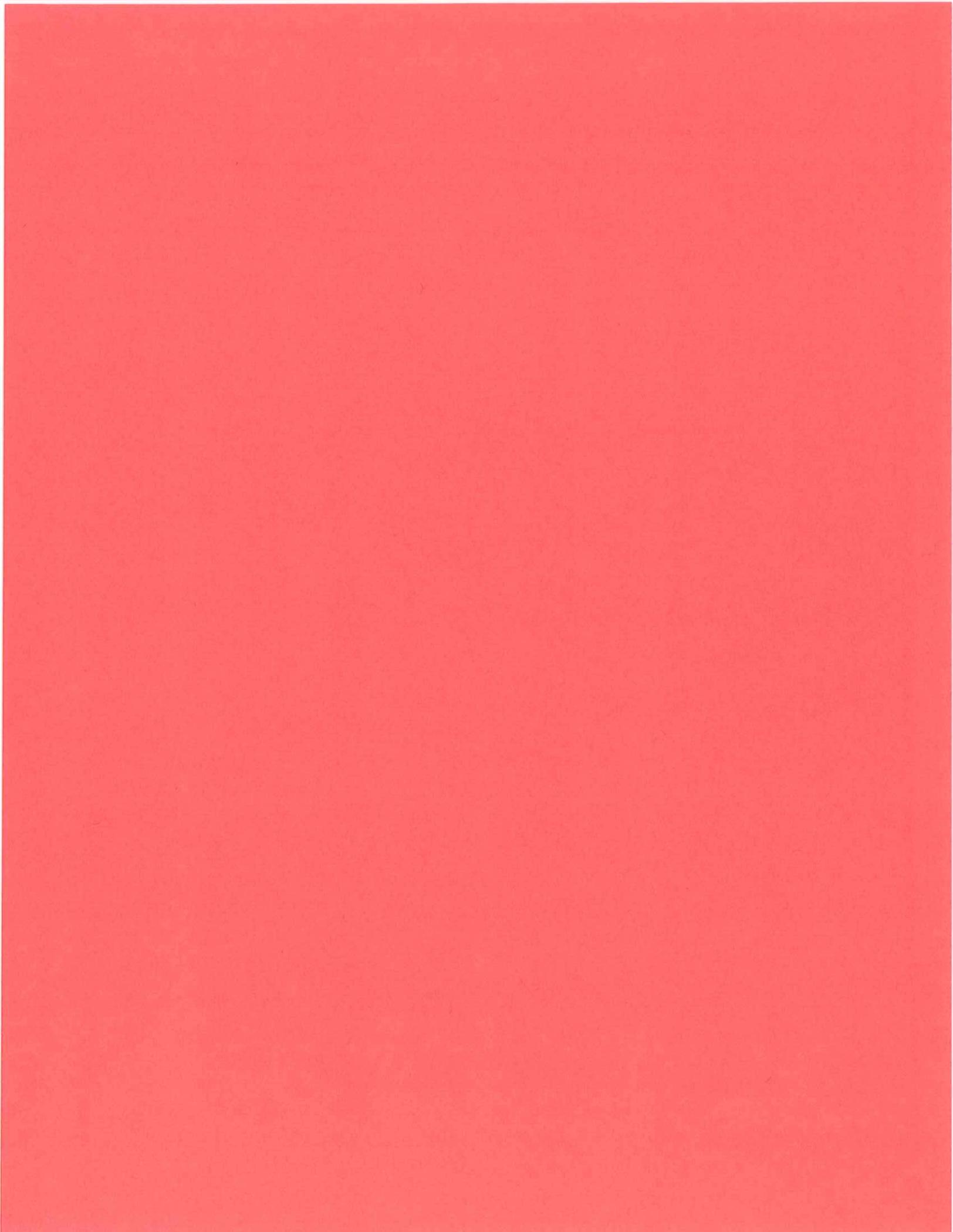


EXHIBIT II
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Case #	Complaints	Citation / Allegation(s)	Action	Age As Of 5/1/11	Gender	College State	College Name	College ID	License Type
07-34	Unprofessional conduct	25.3(8) b	5	58	M	AZ	Arizona State University	2057	1
08-12	Unprofessional conduct	25.3(6) c d e h 25.3(8) a b	5	54	F	CA	Shasta College Two Year	4891	2
10-53	Fraud; Student Abuse	25.3(1) e (1) 25.3(6) c 1 25.3(8) a b	8	54	F	CO	Univ of Northern Colorado	5095	2
11-09	Performing duties- improper licensure	25.3(5) a 5 25.3(6) m o q	8	37	F	CO	Fort Lewis College	5133	1
08-38	Unprofessional conduct	25.3(6) m o q	6	43	F	GA	University of Georgia	10857	2
10-42	sexual exploitation by sch employee	25.3(1) c d 25.3(1)(e)3 4	5	34	F	ID	Idaho State College	11057	2
06-02	Various violations	25.3(6) d e m n 26.2(2)(3)	5	61	F	ID	Idaho State College	11057	1
08-21	Unprofessional conduct	25.3(6) m o q	6	52	F	IL	Augustana College	12009	2
08-24	Unprofessional conduct	25.3(6) m r	5	58	M	IL	Eastern Illinois University	12144	2
06-07	Various violations	25.3(1)(e)(1) 25.3(6) b c d e m o 25.3(3)(4)	5	55	F	IL	Illinois State University	12225	2
07-35	Various violations	25.3(1)c 25.3(6) c h	5	62	M	IL	Illinois State University	12225	1
07-36	Unprofessional conduct	25.3(1)(e)(1) 25.3(6)(h)	5	62	M	IL	Illinois State University	12225	1
07-41	Unprofessional conduct	25.3(6)(b)(f)	5	62	M	IL	Illinois State University	12225	1
06-44	Unprofessional conduct	25.3(6)	5	62	M	IL	Illinois State University	12225	1
07-14	Various violations	25.3(8) a b d 25.3(6)	5	62	M	IL	Illinois State University	12225	1
07-16	Various violations	25.3(8) a b d 25.3(6)	5	62	M	IL	Illinois State University	12225	1
08-107	Unprofessional conduct	25.3	5	62	M	IL	Illinois State University	12225	1
10-37	misuse of public property; fail to protect hlth...	25.3(4)(b) 25.3(6)(c) 25.3(6)(m) 25.3(8)(a) 25.3(1)(e)(5)	4	59	M	IL	Millekin University	12350	2
05-14	Alcohol/Drug	25.3(2)(b)	5	59	M	IL	Millekin University	12350	2
08-94	Supervising those w/improper licensure	25.3(6) m r	6	70	F	IL	Mundelein College	12387	1
09-44	Unprofessional conduct	25.3(6)b	5	54	F	IL	Northern Illinois University	12432	1
07-05	Sexual contact/abuse	25.3(e)(1) 25.3(3)(c) 25.3(6)(c)(d)(m) 25.8(a)(b) 26.3(1)(3)(4)(7)	3	57	M	IL	Northwestern University	12441	2
10-60	Pymt of debt to state, local govt	25.3(7)	5	38	F	IL	Southern Illinois University	12576	2

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06-24	Offensive language	25.3(6) 25.3(6)d 26.3(3)(11)	5	39	M	IL	Western Illinois Univ	12630	3
09-73	falsifying...; failing to account for funds; contrac	25.3(3)e 25.3(4)a 25.3(5)	5	68	F	IL	Western Illinois University	12630	2
08-22	Unprofessional conduct	25.3(6) m o q	6	44	F	IL	Western Illinois University	12630	2
08-78	Unprofessional conduct-improper licensure	25.3(6) m o q	6	45	M	IL	Western Illinois University	12630	2
06-32	Contract	25.3(5)(3)	2	61	M	IN	Purdue University	13476	2
06-18	Improper administration of standardized tests	25.3(3)(e)	5	40	F	IA	Briar Cliff College	14038	2
08-61	Unprofessional conduct-improper licensure	25.3(6) m o q	6	49	M	IA	Briar Cliff College	14038	2
08-50	Unprofessional conduct	25.3(6) m r	6	62	F	IA	Briar Cliff College	14038	1
07-23	Unprofessional conduct	25.3(3)(e) 25.3(8)(a)	6	64	F	IA	Briar Cliff College	14038	2
10-65	Student abuse	25.3(1)(e)(3)(4)	8	29	F	IA	Briar Cliff College	14038	2
06-33	Criminal conviction	25.3(1)(b)(20)	2	38	F	IA	Buena Vista College	14057	2
09-57	Performing duties-improper licensure	25.3(5)(a)(5) 25.3(6) m o	2	57	F	IA	Buena Vista College	14057	1
06-22	Contract w/ pract req duties beyond auth scope	12.3(4)(a) 25.3(5)(a)(4) 25.3(6)(j)(m)	2	57	F	IA	Buena Vista College	14057	1
05-31	Contract	25.3(5)(a)(2)	3	62	M	IA	Buena Vista College	14057	1
10-23	Inappropriate relationship	25.3(1)(e)(4) 25.3(3)(c)	4	33	F	IA	Buena Vista College	14057	2
05-32	Sexual contact/abuse	25.3(1)(e)(3)(4)	4	48	M	IA	Buena Vista College	14057	2
10-40	Inappropriate relationship	25.3(1)(e)(3)(4)	5	29	M	IA	Buena Vista College	14057	2
05-30	Contract	25.3(5)(a)(1)	5	37	F	IA	Buena Vista College	14057	1
05-34	Falsifying/misrepresenting/omitting inquiry info	25.3(6)(c)	5	40	F	IA	Buena Vista College	14057	2
09-82	Student Abuse	25.3(1)e(1)	5	42	F	IA	Buena Vista College	14057	2
10-66	Fraud-	25.3(6) b c d e l m 26.3(8) (12)	5	48	M	IA	Buena Vista College	14057	1
07-18	Unprofessional conduct	25.3(6) b c d e l m 26.3(8)(12)	5	48	M	IA	Buena Vista College	14057	1
07-31	Unprofessional conduct	25.3(6) d m	5	49	F	IA	Buena Vista College	14057	2
05-42	Misrepresentation, falsification of information	25.3(3) c e	5	50	M	IA	Buena Vista College	14057	1
06-06	Misrepresentation, falsification of information	25.3(3)(c)(e) 25.3(6)(b)(d)(e)	5	50	M	IA	Buena Vista College	14057	1
08-106	Unprofessional conduct	25.3	5	50	M	IA	Buena Vista College	14057	1
11-06	embarrassment; disparagement; failure to protect..	25.3(6) c d m	5	52	F	IA	Buena Vista College	14057	2
05-19	Inappropriate touching	25.3(1)(c)	5	56	M	IA	Buena Vista College	14057	2

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10-29	failing to protect hlth/safety of stud; incompeten	25.3(6)a b c d e h 25.3(8) a b	5	57	F	IA	Buena Vista College	14057	2
07-24	Unprofessional conduct	25.3(4)(e) 25.3(6) b c 25.3(8) a b	5	58	M	IA	Buena Vista College	14057	2
07-12	Physical	25.3(1)(e)(1) 26.3(4) 26.3(11)	5	68	M	IA	Buena Vista College	14057	2
08-44	Unprofessional conduct	25.3(6) m o q	6	32	F	IA	Buena Vista College	14057	2
09-52	Performing duties- improper licensure	25.3(5)(a)(5) 25.3(6) m o	6	46	F	IA	Buena Vista College	14057	2
08-43	Unprofessional conduct	25.3(6) m r	6	50	F	IA	Buena Vista College	14057	1
09-58	Performing duties- improper licensure	25.3(5)(a)(5) 25.3(6) m o	6	55	F	IA	Buena Vista College	14057	2
08-46	Unprofessional conduct	25.3(6) m r	6	57	M	IA	Buena Vista College	14057	1
08-65	Supervising those w/improper licensure	25.3(6) m r	6	66	M	IA	Buena Vista College	14057	1
09-62	Criminal conviction	25.3(1)b 2	8	33	M	IA	Buena Vista College	14057	2
10-27	Criminal conviction; sexual abuse	25.3(1) c d e(4) 25.3(1) b 1	8	33	M	IA	Buena Vista College	14057	2
08-109	Student abuse	25.3(1) e	8	53	M	IA	Buena Vista College	14057	2
08-111	Student abuse	25.3(1) e	8	53	M	IA	Buena Vista College	14057	2
09-32	Sexual contact/abuse	25.3(1)(e)	2	27	M	IA	Central College	14114	2
07-02	Internet	25.3(6) c d 25.3(8) a b (3) (4) 26.3(1)	2	60	M	IA	Central College	14114	2
09-80	Inappropriate relationship	25.3(1)(c)(d) 25.3(1)(e)(3)(4)	4	27	M	IA	Central College	14114	1
08-14	Physical	25.3(1)e(1)	5	38	M	IA	Central College	14114	1
07-26	Unprofessional conduct	26.3(3)(4)(11)	5	40	M	IA	Central College	14114	1
06-17	Improper administration of standardized tests	25.3(3)(e)	5	42	F	IA	Central College	14114	2
10-15	student abuse; failing to protect; incompetence	25.3(1)e(1) 25.3(6) c m 25.3(8)a b	5	48	M	IA	Central College	14114	1
08-04	Unprofessional conduct	25.3(6) a b c d l m	5	71	M	IA	Central College	14114	1
08-77	Unprofessional conduct- improper licensure	25.3(6) m o q	6	43	F	IA	Central College	14114	2
08-67	Supervising those w/improper licensure	25.3(6) m r	6	44	M	IA	Central College	14114	11
11-22	delegating tasks to unqualif personnel- BEDS	25.3(5)a(4) 25.3(6) l m r	6	49	M	IA	Central College	14114	1
08-88	Unprofessional conduct- improper licensure	25.3(6) m o q	6	56	F	IA	Central College	14114	2

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06-21	Perf. Services beyond authorized scope	25.3(6)(m)(o) 25.3(8)(a)	7	32	M	IA	Central College	14114	2
07-38	Criminal conviction	25.3(1)(b)(2)	4	34	M	IA	Clarke University	14152	1
09-22	Unprofessional conduct	25.3(1)(e)(1) (3)(5) 25.3(2)(b) 25.3(6)(a)(c)(d)(e) 25.3(8)	5	29	F	IA	Clarke University	14152	2
09-23	Unprofessional conduct	25.3(1)(e)(1) (3)(5) 25.3(2)(b) 25.3(6)(a)(c)(d)(e) 25.3(8)	5	29	F	IA	Clarke University	14152	2
06-11	Physical	25.3(1)(e)(1)	5	59	F	IA	Clarke University	14152	2
08-11	Inappropriate relationship	25.3(1)(e)(4)	2	41	F	IA	Coe College	14190	2
09-20	Fraud; inappropriate use of computer	25.3(1) b (2) 1-6 25.3(3) b 25.3(1)(c)(d)(e) 3, 4, 5, 6 25.3(3) a-e 25.3(4) a-e 25.3(5) 25.3(6) a-d g h k m 25.3(8) a b	5	29	F	IA	Coe College	14190	2
10-22	Criminal conviction; sexual exploitation of student	25.3(1) b 1	4	28	M	IA	Cornell College	14219	2
05-18	Physical	25.3(1)(e)	2	63	M	IA	Dordt College	14250	2
08-35	Unprofessional conduct	25.3(6) m r	6	65	M	IA	Dordt College	14250	1
10-24	non compliance w/state re:pymt of debts to state	25.3(7) a	2	30	M	IA	Drake University	14257	2
05-21	Alcohol/Drug resulting in founded child abuse	25.3(1)(b)(2)	2	39	F	IA	Drake University	14257	2
09-75	Founded abuse report	25.3(1)(e)(1)	4	51	M	IA	Drake University	14257	2
10-35	Discrimination, disrespecting, embarrassing student	25.3(6) a c d e m	5	28	F	IA	Drake University	14257	2
08-95	Unprofessional conduct	25.3(6)b	5	51	M	IA	Drake University	14257	1
11-12	delegating tasks to unqualif personnel w/impro lic	25.3(5)a(4) 25.3(6) l m r	6	58	M	IA	Drake University	14257	6
08-101	Physical	25.3(1)(e) 25.3(6) c d	5	52	F	IA	Graceland University	14371	3
11-20	performing duties-improper licensure	25.3(5)a(5) 25.3(6) m o q	6	33	F	IA	Graceland University	14371	1
09-10	Inappropriate relationship	25.3(1) c d 25.3(1)(e)(3)(4)	2	61	F	IA	Iowa State University	14438	2
05-39	Sexual contact/abuse	25.3(1)(b) 25.3(1)(b)(1)(2) 25.3(1)(d) (e)(3)(4)	4	55	M	IA	Iowa State University	14438	2
09-06	Misuse of public funds & property	25.3(4)(a)(b)(c)(d)(e)	5	38	M	IA	Iowa State University	14438	2
08-112	Criminal conviction; child endangerment	25.3(b)(1)(1) 25.3(b)(2)	5	41	F	IA	Iowa State University	14438	2

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07-28	Unprofessional conduct	25.3(6) a b d m 26.3(11)	5	44	M	IA	Iowa State University	14438	1
07-44	Unprofessional conduct	25.3(6) c d	5	46	M	IA	Iowa State University	14438	2
09-16	Contract	25.3(5)(a)(3)	5	48	M	IA	Iowa State University	14438	2
11-05	Embarrassment/disparagement; incompet; student abuse	25.3(1)e(1) 25.3(3) c 25.3(6) d h 25.3(8) a b	5	50	F	IA	Iowa State University	14438	2
07-08	Unprofessional conduct	25.3(7)(b)	5	55	M	IA	Iowa State University	14438	4
07-17	Unprofessional conduct	25.3(6) d m	5	59	F	IA	Iowa State University	14438	2
10-14	student abuse; failing to protect; incompetence	25.3(1)e(1) 25.3(6) c m 25.3(8)a b	5	59	F	IA	Iowa State University	14438	1
10-68	bullying; harassment; alcohol	25.3(2) b 25.3(6) c d	5	60	M	IA	Iowa State University	14438	1
05-25	Misrepresentation, falsification of info	25.3(3)(6)	5	62	F	IA	Iowa State University	14438	2
08-01	Unprofessional conduct	25.3(6)(c)	5	69	F	IA	Iowa State University	14438	2
08-75	Unprofessional conduct-improper licensure	25.3(6) m o q	6	26	F	IA	Iowa State University	14438	2
09-56	Performing duties-improper licensure	25.3(5)(a)(5) 25.3(6) m o	6	32	M	IA	Iowa State University	14438	2
09-50	Performing duties-improper licensure	25.3(5)(a)(5) 25.3(6) m o	6	35	M	IA	Iowa State University	14438	2
08-20	Unprofessional conduct	25.3(6) m o q	6	40	F	IA	Iowa State University	14438	2
11-17	performing duties-improper licensure	25.3(5)a(5) 25.3(6) m o q	6	41	F	IA	Iowa State University	14438	2
08-68	Unprofessional conduct-improper licensure	25.3(6) m o q	6	45	F	IA	Iowa State University	14438	1
11-02	Student Abuse	25.3(1)e(1)	6	45	M	IA	Iowa State University	14438	2
08-92	Supervising those w/improper licensure	25.3(6) m r	6	51	M	IA	Iowa State University	14438	1
08-83	Supervising those w/improper licensure	25.3(6) m r	6	52	M	IA	Iowa State University	14438	1
08-57	Unprofessional conduct	25.3(6) m o q	6	54	F	IA	Iowa State University	14438	1
08-55	Unprofessional conduct	25.3(6) m o q	6	64	F	IA	Iowa State University	14438	1
08-49	Unprofessional conduct	25.3(6) m o q	6	65	F	IA	Iowa State University	14438	1
10-45	Fraud	25.3(1)(a) 25.3(3)(d)	8	35	F	IA	Iowa State University	14438	2
10-49	Tching w/expired license; falsifying, info...	25.3(6)(o)	8	45	F	IA	Iowa State University	14438	2
11-01	Inappropriate relationship	25.3(1) e 4	8	56	M	IA	Iowa State University	14438	2
07-22	Alcohol/Drug	25.3(1)(e)(5)	2	28	F	IA	Univ of Northern Iowa	14457	2
06-27	Inappropriate relationship	25.3(1)(e)(4)	2	30	M	IA	Univ of Northern Iowa	14457	2

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08-103	Unethical practice	25.3(6)(d) 26.3(272)	2	37	M	IA	Univ of Northern Iowa	14457	2
06-23	Inappropriate touching & inappropriate comments	25.3(1)(c) 25.3(1)(e)(3) 25.3(6)(d)	2	41	M	IA	Univ of Northern Iowa	14457	2
09-28	Inappropriate relationship	25.3(1)(c)(e)	2	41	M	IA	Univ of Northern Iowa	14457	2
06-29	Internet	25.3(4)(e)	2	56	M	IA	Univ of Northern Iowa	14457	2
07-43	Criminal conviction	25.3(1)(b)	2	59	F	IA	Univ of Northern Iowa	14457	2
05-23	Internet	25.3(3)(c) 25.3(6)(c)	2	59	M	IA	Univ of Northern Iowa	14457	2
06-46	Sexual harassment	25.3(6)(d)	2	62	F	IA	Univ of Northern Iowa	14457	2
07-01	Sexual harassment	25.3(6)(d)	2	62	F	IA	Univ of Northern Iowa	14457	2
05-03	Contract	25.3(5)(a)(3)	3	37	F	IA	Univ of Northern Iowa	14457	2
05-01	Contract	25.3(5)(a)(3)	3	39	M	IA	Univ of Northern Iowa	14457	2
05-07	Sexual harassment	25.3(6) d e m	3	42	M	IA	Univ of Northern Iowa	14457	2
05-08	Sexual harassment	25.3(6) c d e 25.3(1)(e)(4)	3	48	M	IA	Univ of Northern Iowa	14457	2
07-06	Physical	25.3(1) e 1 25.3(3) c 25.3(4) c 25.3(6) c d m 25.3(8) a b	3	53	M	IA	Univ of Northern Iowa	14457	2
07-21	Unprofessional conduct	25.3(4)(a)(e)	3	61	M	IA	Univ of Northern Iowa	14457	2
09-07	Inappropriate relationship	25.3(1)(b)	4	29	F	IA	Univ of Northern Iowa	14457	2
10-50	Inappropriate relationship	25.3(1) c e(3) (4) 25.3(3)(c) 25.3(6) c l m 25.3(8) a b	4	34	M	IA	Univ of Northern Iowa	14457	2
09-04	Criminal conviction	25.3(1)(b)(1)(2) 25.3(1)(e)(3)(4)	4	36	M	IA	Univ of Northern Iowa	14457	2
05-17	Sexual contact/abuse	25.3(1)(c)(d)(e)(4)	4	39	M	IA	Univ of Northern Iowa	14457	2
08-104	Criminal conviction	25.3(1) (b) & e(1)	4	42	M	IA	Univ of Northern Iowa	14457	2
08-17	Criminal conviction	25.3(1)b(1)	4	64	M	IA	Univ of Northern Iowa	14457	2
06-01	Various violations	25.3(6) d e l o 26.2(2)	5	29	F	IA	Univ of Northern Iowa	14457	2
08-32	Inappropriate relationship	25.3(1)e(4)	5	31	M	IA	Univ of Northern Iowa	14457	2
08-05	Unprofessional conduct	25.3(6) d h	5	31	F	IA	Univ of Northern Iowa	14457	2
09-29	Student Abuse	25.3(1)(e)(1) 25.3(6)(c) 25.3(8)(a)(b)	5	33	F	IA	Univ of Northern Iowa	14457	2
06-40	Discrimination	25.3(6)(e) 26.3(7)	5	36	M	IA	Univ of Northern Iowa	14457	1
05-12	Verbal threat	25.3(6) b c d 25.3(8)(a)(b) 26.3(3)(11)	5	36	F	IA	Univ of Northern Iowa	14457	2
06-36	Contract	25.3(5)(3)	5	37	F	IA	Univ of Northern Iowa	14457	2
08-30	Unprofessional conduct misrepresentation; falsificat of info re: test adm	25.3(1)e(1) 25.3(6)b c	5	39	M	IA	Univ of Northern Iowa	14457	2
10-26		25.3(3)e	5	39	F	IA	Univ of Northern Iowa	14457	2

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10-03	Misrepresent.; falsification; Unethical practice	25.3(3)(c) 25.3(6) a b c d l 25.3(8)a b	5	40	M	IA	Univ of Northern Iowa	14457	1
06-13	Various violations	25.3(6) a b c d l m o 25.3(4)(5)(7)(11)	5	41	M	IA	Univ of Northern Iowa	14457	1
09-77	Student Abuse	25.3(1)(e)	5	42	M	IA	Univ of Northern Iowa	14457	2
10-05	unethical practice	25.3(6)f	5	42	M	IA	Univ of Northern Iowa	14457	2
10-01	Unethical practice...failing to protect...	25.3(6)c,d,h 25.3 3,4,9,11	5	43	F	IA	Univ of Northern Iowa	14457	2
05-41	Misrepresentation, falsification of information	25.3(3) c e 25.3(6) b d e	5	46	F	IA	Univ of Northern Iowa	14457	1
06-05	Misrepresentation, falsification of information	25.3(3)(c)(e) 25.3(6)(b)(d)(e)	5	46	F	IA	Univ of Northern Iowa	14457	1
08-31	Unprofessional conduct	25.3(6) a d e h	5	46	M	IA	Univ of Northern Iowa	14457	1
10-47	Student Abuse, Indecent contact w/student	25.3(1)(c) (e)(1) (3)	5	49	M	IA	Univ of Northern Iowa	14457	2
09-41	Child endangerment; failure to protect	25.3(1)(b)(1)(1) 25.3(1)(e)(6) 25.3(6)(c)(k)(l) 25.3(8)(a)(b)	5	50	F	IA	Univ of Northern Iowa	14457	1
07-10	Various violations	25.3(6) c d e j l m o 25.3(1)(e)(3) 25.9(8)(a)	5	51	F	IA	Univ of Northern Iowa	14457	2
06-09	Various violations	25.3(1)(e)(1) 25.3(6) b c d e m o 25.3(3)(4)	5	52	M	IA	Univ of Northern Iowa	14457	1
10-04	Misrepresent.; falsification; Unethical practice	25.3(3)(c) 25.3(6) a b c 25.3(8)a b	5	52	F	IA	Univ of Northern Iowa	14457	1
06-03	Various violations	25.3(6)(e) 25.2(2)	5	55	M	IA	Univ of Northern Iowa	14457	1
06-08	Various violations	25.3(1)(e)(1) 25.3(6) b c d e m o 25.3(3)(4)	5	57	F	IA	Univ of Northern Iowa	14457	1
05-40	Misrepresentation, falsification of information	25.3(3)(c)(e)	5	58	M	IA	Univ of Northern Iowa	14457	1
10-46	embarrassment, disparagement, discrim., incompeten	25.3(6) c d e h 25.3(8) a	5	58	M	IA	Univ of Northern Iowa	14457	1
06-04	Misrepresentation, falsification of information	25.3(3)(c)(e) 25.3(6)(b)(d)(e)	5	58	M	IA	Univ of Northern Iowa	14457	1
10-51	Student abuse; failing to protect...	25.3(1)(e)(1) 25.3(6) c m	5	59	F	IA	Univ of Northern Iowa	14457	1
08-07	Unprofessional conduct	25.3(6) d h	5	59	F	IA	Univ of Northern Iowa	14457	1
06-13*	Various violations	25.3(6) a b c d l m o 25.3(4)(5)(7)(11)	5	64	F	IA	Univ of Northern Iowa	14457	2
11-27	performing duties- improper licensure	25.3(5)a(5) 25.3(6) m o q	6	32	M	IA	Univ of Northern Iowa	14457	2
11-28	delegating tasks to unqualif personnel	25.3(5)a(4) 25.3(6) l m r	6	38	M	IA	Univ of Northern Iowa	14457	1
08-42	Unprofessional conduct	25.3(6) m o q	6	39	F	IA	Univ of Northern Iowa	14457	2

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09-60	Improper licensure	25.3(5)(a)(5) 25.3(6) m o	6	46	M	IA	Univ of Northern Iowa	14457	1
08-73	Unprofessional conduct- improper licensure	25.3(6) m o q	6	47	F	IA	Univ of Northern Iowa	14457	2
08-52	Unprofessional conduct	25.3(6) m r	6	48	F	IA	Univ of Northern Iowa	14457	1
08-47	Unprofessional conduct	25.3(6) m r	6	49	M	IA	Univ of Northern Iowa	14457	1
09-47	Unethical practice	25.3(5)(a)(4) 25.3(6) l m	6	50	F	IA	Univ of Northern Iowa	14457	1
11-19	delegating tasks to unqualif personnel- BEDS	25.3(5) a 4 25.3(6) l r	6	50	M	IA	Univ of Northern Iowa	14457	2
08-48	Unprofessional conduct	25.3(6) m o q	6	52	F	IA	Univ of Northern Iowa	14457	2
11-16	delegating tasks to unqualif personnel- BEDS	25.3(5)a(4) 25.3(6) l m r	6	52	M	IA	Univ of Northern Iowa	14457	1
08-89	Supervising those w/improper licensure	25.3(6) m r	6	56	M	IA	Univ of Northern Iowa	14457	1
09-14	Supervising those w/improper licensure	25.3(3)(b) 25.3(5)(a)(4) 25.3(6)(l)(m)(r)	6	59	F	IA	Univ of Northern Iowa	14457	1
11-13	delegating tasks to unqual personnel-BEDS	25.3(5)a(4) 25.3(6) l m r	6	59	M	IA	Univ of Northern Iowa	14457	1
08-41	Unprofessional conduct	25.3(6) m o q	6	61	M	IA	Univ of Northern Iowa	14457	2
08-91	Supervising those w/improper licensure	25.3(6) m r	6	61	M	IA	Univ of Northern Iowa	14457	1
08-71	Supervising those w/improper licensure	25.3(6) m r	6	63	M	IA	Univ of Northern Iowa	14457	1
08-39	Unprofessional conduct	25.3(6) m r	6	64	M	IA	Univ of Northern Iowa	14457	1
08-53	Unprofessional conduct	25.3(6) m r	6	64	M	IA	Univ of Northern Iowa	14457	1
09-02	Criminal conviction	25.3(1)(b)(2) 25.3(1)(e)(1)	8	42	M	IA	Univ of Northern Iowa	14457	2
08-13	Fraud	25.3(3) b 25.3(4) c 25.3(6) b d f m n o	8	50	F	IA	Univ of Northern Iowa	14457	4
10-52	misuse of public property (computer)	25.3(4)(b) 25.3(6)(d)(m)	8	53	M	IA	Univ of Northern Iowa	14457	4
11-04	Falsify information	25.3(3) c 25.3(8) a	8	58	M	IA	Univ of Northern Iowa	14457	2
11-29	misuse of public property	25.3(1) b 25.3(6) m	8	60	F	IA	Univ of Northern Iowa	14457	2
07-11	Fraud	25.3(4) a b c d e	1	46	M	IA	Iowa Wesleyan College	14476	1
05-26	Sexual contact/abuse	25.3(1)(b)(1)(2) 25.3(1)(c)(d) 26.3(6)	4	33	M	IA	Iowa Wesleyan College	14476	2
07-37	Fraud	25.3(4) a b c d e	5	46	M	IA	Iowa Wesleyan College	14476	2
05-38	Incompetence	25.3(6) c d e h 26.3(3)(4)(7)	5	59	F	IA	Iowa Wesleyan College	14476	2
07-13	Physical	25.3(1)(e)(1)	5	62	M	IA	Iowa Wesleyan College	14476	1

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08-76	Supervising those w/improper licensure	25.3(6) m r	6	47	M	IA	Iowa Wesleyan College	14476	2
08-117	Fraud	25.3(1) a 25.3(3) a c 25.3(5)a(5) 25.3(6) o & (12)	7	46	M	IA	Iowa Wesleyan College	14476	1
10-36	Sexual contact/abuse	25.3(1) c d e(4)	8	39	M	IA	Iowa Wesleyan College	14476	2
10-32	Student Abuse	25.3(1)e 1	8	59	M	IA	Iowa Wesleyan College	14476	2
05-24	Sexual contact/abuse	25.3(1)(c)(e)	2	33	M	IA	Loras College	14495	2
06-43	Unprofessional conduct	25.3(1) 25.3(6) 25.3(8)	5	41	M	IA	Loras College	14495	2
09-61	Performing duties-improper licensure	25.3(5)(a)(5) 25.3(6) m o	6	31	M	IA	Loras College	14495	2
08-74	Supervising those w/improper licensure	25.3(6) m r	6	38	M	IA	Loras College	14495	1
09-46	misrepresentation; falsification of information	25.3(3)e 25.3(6)d	5	55	M	IA	Luther College	14514	1
10-57	Bullying; harassment	25.3(6)	5	55	M	IA	Luther College	14514	1
06-13*	Various violations	25.3(6) a b c d l m o 25.3(4)(5)(7)(11)	5	59	F	IA	Luther College	14514	2
08-82	Unprofessional conduct-improper licensure	25.3(6) m o q	6	49	M	IA	Luther College	14514	1
10-59	Sexual abuse	25.3(1) c d e(4)	4	83	M	IA	Morningside College	14571	2
07-07	Fraud - minuse of public funds/property	25.3(4) a b c d e	2	39	M	IA	Mount Mercy University	14590	2
10-30	Inappropriate relationship	25.3(1)(e)(4) (5)	4	37	F	IA	Mount Mercy University	14590	3
05-27	Various violations	25.3(3)(b) 25.3(4)(a)(e) 25.3(6)(b)(l) 26.3(3)(15)	5	51	F	IA	Mount Mercy University	14590	1
07-19	Unprofessional conduct	26.3(1)(3)(4)(8)(12) 26.2(3) 25.3(6) a b c d e l m o 25.3(3)(e)	5	61	F	SD	Mount Marty College	14590	2
09-79	Internet; Student Abuse	25.3(1)(e)	6	46	F	IA	Mount Mercy University	14590	2
09-31	Fraud	25.3(3)a d	7	32	F	IA	Mount Mercy University	14590	2
10-56	Fraud	25.3(3) a 25.3(5) (a) (5) 25.3(6) m o q	8	25	F	IA	Mount Mercy University	14590	2
10-62	Fraud	25.3(3) a 25.3(6) m o q	8	31	M	IA	Mount Mercy University	14590	2
10-34	Misuse of public funds, property	25.3(4) a b d e 25.3(6) f	8	53	M	IA	Mount Mercy University	14590	3
10-28	verbal harassment; failing to protect...	25.3(1) 25.3(6)(c)	2	39	M	IA	Ashford University	14600	2
10-06	unethical practice; improper admin. of test	25.3(3)e 25.3(6) c d	5	28	F	IA	Ashford University	14600	2

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09-71	Improper licensure	25.3(6)m o 25.3(5)(a)(5)	5	30	F	IA	Northwestern College	14657	2
09-19	Unprofessional conduct		5	48	M	IA	Northwestern College	14657	1
10-63	Student abuse	25.3(1) e (1)	5	56	F	IA	Northwestern College	14657	2
06-26	Various violations	25.3(6)(c) (d) 26.3(3)(4)(11)(14)	5	56	M	IA	Northwestern College	14657	1
08-29	Unprofessional conduct	25.6(6) a c d h j o r	5	58	F	IA	Northwestern College	14657	2
08-09	Inappropriate relationship	25.3(1)(e)(4)	4	33	F	IA	Saint Ambrose College	14714	2
09-64	Inappropriate touching; internet	25.3(1)(e)(3)(4) 25.3(6)(c)(d)	4	59	M	IA	Saint Ambrose College	14714	2
05-10	Sexual contact/abuse	25.3(1)(c)	4	62	M	IA	Saint Ambrose College	14714	1
10-13	student abuse; failing to protect; incompetence	25.3(1)e(1) 25.3(6) c m 25.3(8)a b	5	37	M	IA	Saint Ambrose College	14714	1
10-38	fail to protect, embarrassment, disparagement...	25.3(6) a b c d	5	51	M	IA	Saint Ambrose College	14714	2
08-97	Inappropriate relationship	25.3(1) c d e(4)	1	34	M	IA	Simpson College	14752	2
08-93	Inappropriate relationship	25.3(1)e(4)	2	29	F	IA	Simpson College	14752	2
09-67	Contract	25.3(5)(a)(3)	5	29	M	IA	Simpson College	14752	2
09-63	Founded abuse report	25.3(1) 25.3(6)(k)	5	41	M	IA	Simpson College	14752	2
09-37	FERPA violation	FERPA	5	51	F	IA	Simpson College	14752	2
06-10	Various violations	25.3(1)(e)(1) 25.3(6) b c d e m o 25.3(3)(4)	5	57	F	IA	Simpson College	14752	1
09-42	Child endangerment; failure to protect	25.3(1)(b)(1)(1) 25.3(1)(e)(6) 25.3(6)(c)(k)(l) 25.3(8)(a)(b)	5	59	F	IA	Simpson College	14752	2
10-16	unethical practice; embarrassment or disparagement	25.3(6)a b d	5	61	M	IA	Simpson College	14752	3
05-22	Inappr relat & inapprop conduct in studts presence	25.3(6)(c)	1	35	F	IA	University of Iowa	14771	2
06-41	Unprofessional conduct	25.3(1)(b)(1)	4	46	M	IA	University of Iowa	14771	2
07-20	Unprofessional conduct	25.3(6)(d) 25.3(8)(a) 26.3(3)	4	50	M	IA	University of Iowa	14771	2
07-04	Sexual contact/abuse	25.3(1)	4	52	M	IA	University of Iowa	14771	2
11-08	embarrassment or disparagement	25.3(6) b d j l	5	34	M	IA	University of Iowa	14771	3
09-45	Unprofessional conduct	25.3(6)d e l	5	38	F	IA	University of Iowa	14771	1
09-36	Physical	25.3(1)b(1)1	5	41	F	IA	University of Iowa	14771	2
09-24	Unprofessional conduct	25.3(1)(c) 25.3(1)(e)(6) 25.3(6) 25.3(8) 25.3(6)(c) 25.3(8)(b)	5	41	M	IA	University of Iowa	14771	1

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		25.3(1)(c) 25.3(1)(e)(6) 25.3(8) 25.3(6)(c) 25.3(8)(b)	25.3(6)								
09-25	Unprofessional conduct			5	41	M	IA	University of Iowa	14771	1	
10-58	Bullying; harassment	25.3(6)		5	46	M	IA	University of Iowa	14771	2	
09-69	Unethical practice; misrepresentation,	25.3(3)c 25.3(6) a c d m		5	51	M	IA	University of Iowa	14771	1	
07-09	Various violations	25.3(6) c d e j l m o 25.3(1)(e)(3) 25.3(8)(a)		5	54	M	IA	University of Iowa	14771	1	
08-33	Physical	25.3(1) e (1) 25.3(6) c m		5	56	M	IA	University of Iowa	14771	2	
05-35	Falsifying/misrepresenting/omitting inquiry info	25.3(3)(c)		5	59	M	IA	University of Iowa	14771	2	
08-96	Physical	25.3(1)(2)(e)(1)		5	60	F	IA	University of Iowa	14771	2	
08-15	Unprofessional conduct	25.3(6) a b c d e		5	60	M	IA	University of Iowa	14771	1	
08-100	Unprofessional conduct	25.3(6) c e		5	61	M	IA	University of Iowa	14771	2	
08-80	Supervising those w/improper licensure delegating tasks to unqualif personnel w/impro lic	25.3(6) m r		6	46	M	IA	University of Iowa	14771	1	
11-15		25.3(5)a(4) 25.3(6) l m r		6	60	F	IA	University of Iowa	14771	1	
10-55	Contract	25.3(5)(a)(1) (3)		8	24	M	IA	University of Iowa	14771	2	
11-07	Student Abuse	25.3(6) b c d		8	55	M	IA	University of Iowa	14771	2	
11-03	Student Abuse	25.3(6) b c d		8	56	M	IA	University of Iowa	14771	2	
10-12	improper licensure	25.3(6) m o		8	57	F	IA	University of Iowa	14771	2	
08-105	Fraud (misuse of funds)	25.3(4)a b c d e		2	56	M	IA	University of Dubuque	14790	2	
08-116	Criminal conviction; inapp relationship	25.3(1)(b)(1)(2) 25.3(1)(b)(2)		4	32	M	IA	University of Dubuque	14790	2	
06-19	Various violations	25.3(3)(4) & (6)(c)(d)(h)(m) 26.3(3) (4) (6) (9)		5	29	M	IA	University of Dubuque	14790	2	
09-26	Unprofessional conduct	25.3(1)(e)(6) 25.3(6)(c)(m) 25.3(8)		5	55	M	IA	University of Dubuque	14790	1	
09-05	Inappropriate relationship & Crim Conviction	25.3(1)(b)(2) 25.3(1)(e)(4)		2	28	M	IA	Upper Iowa University	14819	2	
10-07	improper licensure	25.3(5)a 5 m o	25.3(6)	2	40	M	IA	Upper Iowa University	14819	2	
09-38	Criminal conviction	25.3(1)b 2		2	56	F	IA	Upper Iowa University	14819	2	
10-25	misrepresentation; falsificat of info re: test adm	25.3(3)e		5	39	F	IA	Upper Iowa University	14819	2	
10-67	bullying; harassment; alcohol	25.3(2) b 25.3(6) c d		5	40	F	IA	Upper Iowa University	14819	1	

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08-81	Unprofessional conduct- improper licensure	25.3(6) m o q	6	62	F	KS	Southwestern College	15714	2
11-18	delegating tasks to unqualif personnel w/impro lic	25.3(5)a(4) 25.3(6) l m r	6	48	M	KS	Washburn Municipal Univ-Topek	15819	1
10-21	Inappropriate relationship	25.3(1)(e)(4)	2	39	M	MA	Northeastern University	20495	2
09-70	Unethical; unprofessional conduct	25.3(6) c d	5	27	F	MI	Okland University	21575	2
05-16	Failure to protect	25.3(6)(c) 25.3(11)	5	47	M	MN	MN State Univ- Mankato	22571	1
09-35	Unethical practice; misrepresentation, falsif y...	25.3(3)(e) 25.3(6)(c) 25.3(6)(1)	5	58	F	MN	MN State Univ - Mankato	22571	2
08-90	Unprofessional conduct- improper licensure	25.3(6) m o q	6	30	F	MN	Moorehead State Univ	22590	2
09-51	Performing duties- improper licensure	25.3(5)(a)(5) 25.3(6) m o	5	27	F	MN	Northwestern College	22594	2
06-16	Various violations	25.1 25.2 25.3(6)(c)(d)(m) 25.3(8) 25.3(8)9a)(b) 26.3(3)94)(11)	5	56	M	MN	St Cloud State University	22619	2
09-54	Performing duties- improper licensure	25.3(5)(a)(5) 25.3(6) m o	6	37	F	MO	Columbia College	24115	2
09-72	Improper licensure	25.3(6)m o 25.3(5)(a)(5)	5	30	M	MO	Culver Stockton College	24133	2
08-60	Unprofessional conduct	25.3(6) m r	6	61	M	MO	Culver Stockton College	24133	1
05-15	Failure to protect	25.3(1)(e)(5) 25.3(6)(c)	2	63	F	MO	Truman State Univ	24533	2
11-25	Student Abuse; Failure to protect...	25.3(1) e (1) 25.3(6) c	5	50	F	MO	Truman State University	24533	2
09-33	Physical	25.3(1)(b)(1) 1	5	57	F	MO	Truman State University	24533	2
11-11	performing duties- improper licensure	25.3(5)a(5) 25.3(6) m o q	6	23	F	MO	Truman State University	24533	2
08-08	Physical	25.3(1)(e)(1) 25.3(6) c d 25.3(8) a b	2	48	M	MO	NW Missouri State Univ	24552	2
08-10	Inappropriate relationship	25.3(1)(e)(4)	4	35	M	MO	NW Missouri State Univ	24552	2
06-35	Inappropriate relationship	25.3(1)(c)(d)(e)	4	44	M	MO	Northwest Missouri State Univer	24552	2
10-11	Criminal conviction; sexual contact w/stud; stud a		4	50	M	MO	NW Missouri State Univ	24552	2
08-113	Criminal conviction	25.3(1)(b)(2)	4	60	M	MO	NW Missouri State Univ	24552	2
06-37	Criminal conviction	25.3(2) 25.3(4)(a)(b)(c)(d)(e)	4	66	M	MO	NW Missouri State Univ	24552	2
08-16	Unprofessional conduct	25.3(4) a b d e	5	38	M	MO	NW Missouri State Univ	24552	2
10-10	Discrimination against child	25.3(6)	5	40	M	MO	NW Missouri State Univ	24552	1

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09-11	Unprofessional conduct	25.3(3)(c) 25.3(3)(c) 25.3(8)(a)	25.3(6)(d)	5	49	M	MO	NW Missouri State Univ	24552	2
09-39	Unethical/ unprofessional conduct	25.3(6)(d)(h)		5	52	F	MO	NW Missouri State Univ	24552	2
08-26	Unprofessional conduct	25.3(6) a c d e l m		5	58	F	MO	Northwest Missouri State	24552	2
10-54	Student Abuse	25.3(1)(b)(1) 25.3(3)(1)(e) 25.3(6)		5	61	F	MO	NW Missouri State Univ	24552	2
11-21	delegating tasks to unqualif personnel w/impro lic	25.3(5)a(4) 25.3(6) l m r		6	39	F	MO	NW Missouri State Univ	24552	1
08-69	Supervising those w/improper licensure	25.3(6) m r		6	50	M	MO	NW Missouri State Univ	24552	1
08-64	Supervising those w/improper licensure	25.3(6) m r		6	54	M	MO	NW Missouri State Univ	24552	1
07-45	Unprofessional conduct	25.3(e)(1) 25.3(6) a c d e h l		6	58	F	MO	NW Missouri State Univ	24552	2
10-43	Inappropriate relationship	25.3(1)(e) 3 4		8	33	F	MO	NW Missouri State Univ	24552	2
11-23	sch employee	25.3(1) c d e (3) & (4) n		8	34	M	MO	NW Missouri State Univ	24552	2
10-33	Misrepresentation...; unethical prac; incompetence	25.3(3) b c a b c d m	25.3(6) 25.3(8) a b	5	59	F	MO	Truman State University	24633	1
09-21	Various violations; unprofessional conduct	25.3(1) e 6 25.3(3) c e		5	49	F	MO	SE Missouri State University	24676	1
06-12	Physical	25.3(1)(e)(1) 25.3(6)(c)		2	31	F	MO	University of Missouri	24838	2
06-14	Physical	25.3(2)(6)(e)(1) 26.3		2	31	F	MO	University of Missouri	24838	2
10-31	Criminal conviction	25.3(1)b		5	57	M	MO	University of Missouri	24838	2
08-115	Contract; Unethical Conduct	25.3(5)a(5) 25.3(6) m o		2	38	M	NE	Concordia University	26038	2
07-42	Criminal conviction;	25.3(1)(b) 25.3(1)(2)(e)(5)		2	47	M	NE	Concordia University	26038	2
08-36	Unprofessional conduct	25.3(6) m o q		6	26	F	NE	Concordia University	26038	2
08-37	Unprofessional conduct	25.3(6) m o q r		6	38	M	NE	Concordia University	26038	2
11-10	performing duties- improper licensure	25.3(5) a 5 25.3(6) m o q		8	34	M	NE	Concordia University	26038	1
09-68	embarrassment or disparagement	25.3(6)(d)		2	69	M	NE	Dana College	26076	3
09-66	Performing duties not qualified to perform	25.3(5)a(5)		5	39	M	NE	Dana College	26076	2
09-55	Performing duties- improper licensure	25.3(5)(a)(5) 25.3(6) m o		6	31	F	NE	Dana College	26076	2

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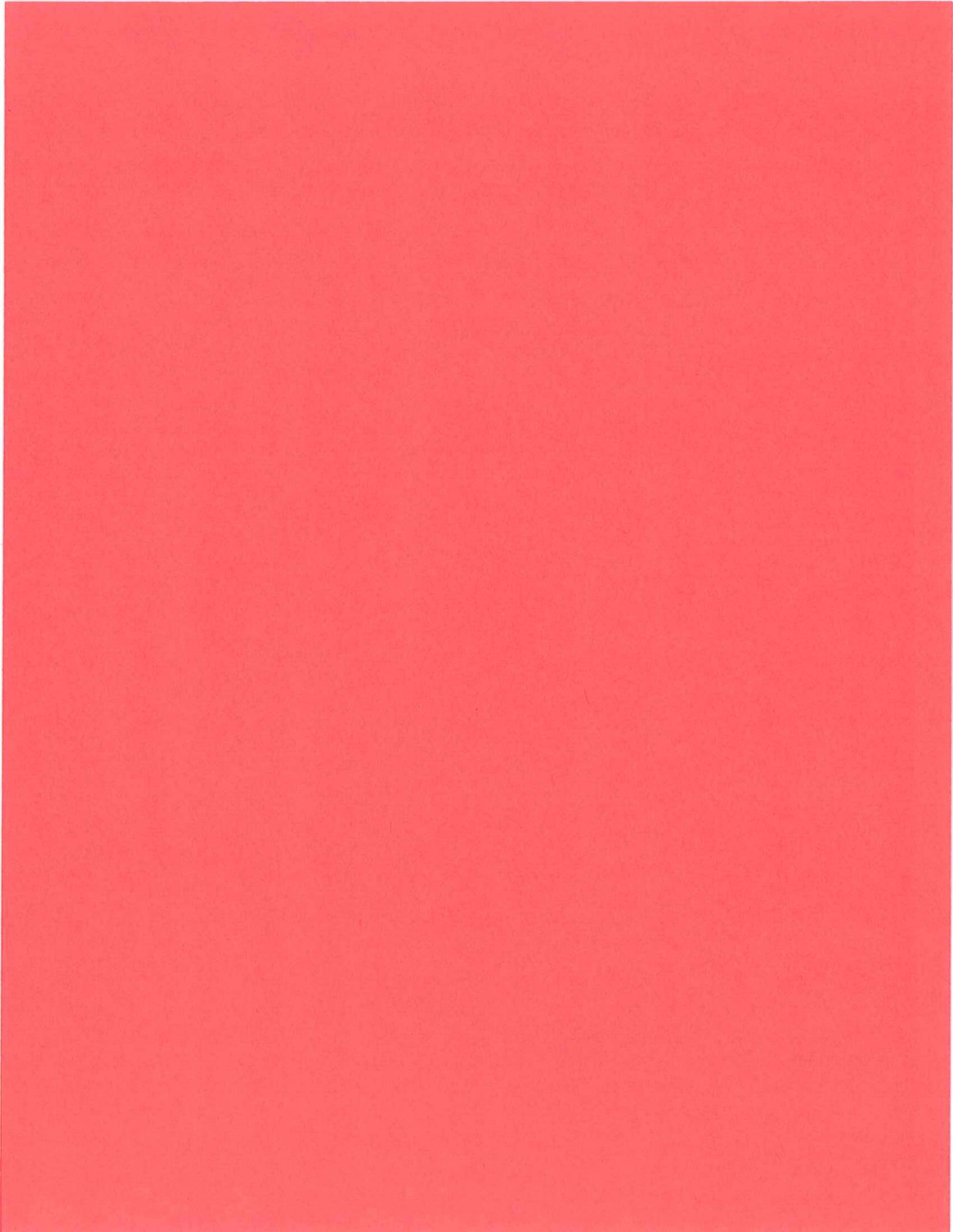
08-86	Supervising those w/improper licensure	25.3(6) m r	6	49	F	NE	Dana College	26076	1
08-84	Supervising those w/improper licensure	25.3(6) m r	6	58	M	NE	Dana College	26076	1
05-09	Failure to protect	25.3(6)(c)	5	29	F	NE	Doane College	26095	2
05-36	Alcohol/Drug	25.3(2)	2	56	M	NE	Grace University	26121	2
08-06	Unprofessional conduct	25.3(6) d h	5	52	M	NE	Hastings College	26152	1
09-65	Contract	25.3(5)a(4)	3	44	M	NE	Midland Lutheran College	26219	1
08-110	Contract	25.3(5)(a)(3)	3	41	F	NE	Univ of Nebraska - Omaha	26238	2
06-20	Various violations	25.3(2)(a) (c) 25.3(4)(a)(b)(e) 25.3(6)(c)(d)(g)(l) 25.3(8)(a)(b) 26.3(1)(3)(4)(8)(14)(15)	4	49	M	NE	Univ of Nebraska - Omaha	26238	2
09-09	Criminal conviction; improper licensure	25.3(1)(b)(2) 25.3(5)(a)(5) 25.3(6)(l)(m)(o)	6	44	F	NE	Univ of Nebraska - Omaha	26238	2
08-25	Unprofessional conduct	25.3(6) m r	5	61	M	NE	Kearney State College	26295	1
07-33	Founded abuse report	25.3(1) e	5	67	M	NE	Peru State College	26314	2
08-85	Unprofessional conduct-improper licensure	25.3(6) m o q	6	30	F	NE	Peru State College	26314	2
08-87	Supervising those w/improper licensure	25.3(6) m r	6	50	M	NE	Peru State College	26314	1
05-33	Contract	25.3(5)(a)(3)	2	39	M	NE	Wayne State College	26333	2
06-45	Unprofessional conduct	25.3(6) c e 26.4(37)(4)(7)(11)	5	58	M	NE	Wayne State College	26333	1
06-34	Unprofessional conduct	25.3(1)(b) (1)(4) 25.3(1)(e) 25.3(2)(3)	5	61	M	NE	Wayne State College	26333	1
06-39	Unprofessional conduct	25.3(6)(c)(d)	5	61	M	NE	Wayne State College	26333	1
07-27	Unprofessional conduct	25.3(1)(b)(1)(4) 25.3(1)(e) 25.3(2)(e)	5	61	M	NE	Wayne State College	26333	1
09-53	Performing duties-improper licensure	25.3(5)(a)(5) 25.3(6) m o	6	37	F	NE	Wayne State College	26333	2
08-56	Unprofessional conduct	25.3(6) m r	6	57	M	NE	Wayne State College	26333	1
08-70	Supervising those w/improper licensure	25.3(6) m r	6	59	M	NE	Wayne State College	26333	1
09-30	Unprofessional conduct	25.3(6)	5	48	M	NE	Univ of Nebraska - Lincoln	26438	1
07-32	Unprofessional conduct	25.3(6) b c d 25.3(3) e	5	50	F	NE	Univ of Nebraska - Lincoln	26438	2
11-26	Unethical practice...embarrassment or disparagement..	25.3(6)(b)(d)	5	56	M	NE	Univ of Nebraska - Lincoln	26438	1
09-49	Performing duties-improper licensure	25.3(5)(a)(5) 25.3(6) m o	5	57	M	NE	Univ of Nebraska - Lincoln	26438	2

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COLLEGE ID - ACTION - AGE

09-34	Failure to comply w/federal,state...	25.3(6)(m)	5	58	M	NE	Univ of Nebraska - Lincoln	26438	1
09-13	Falsified student data	25.3(3)(b)(e)	5	60	F	NE	Univ of Nebraska - Lincoln	26438	2
08-79	Supervising those w/improper licensure	25.3(6) m r	6	59	M	NE	Univ of Nebraska - Lincoln	26438	1
08-72	Unprofessional conduct-improper licensure	25.3(6) m o q	6	36	M	NM	University of New Mexico	30171	2
05-04	Sexual harassment	25.3(6)(c)(d) 26.3(3)(4)	4	61	M	NC	Wake Forest College	32432	2
10-20	Criminal conviction; lascivious acts w/child	25.3(1) e 3, 4 25.3(6) d 25.3(1) b 1	8	53	M	OH	Cedarville College	34072	2
05-28	Various violations	25.3(3)(b) 25.3(4)(a)(e) 25.3(6)(b)	5	52	F	OH	Kent State University	34198	1
08-03	Unprofessional conduct	25.3(6) a b c d l m	5	54	M	PA	State Teachers College	37657	1
08-58	Unprofessional conduct	25.3(6) m o q	6	61	F	PA	University of Pittsburg	37711	1
08-28	Unprofessional conduct	25.3(6) a c d h j o r	5	43	M	SD	Augustana College	40019	1
08-34	Unprofessional conduct	25.3(6) m o q	6	69	M	SD	Augustana College	40019	2
08-40	Unprofessional conduct	25.3(6) m r	6	69	M	SD	Augustana College	40019	1
10-44	Criminal conviction	25.3(1)(b)(2)	4	34	M	SD	Huron College	40114	2
09-40	Inappropriate relationship	25.3(1)(c) 25.3(1)(d) 25.3(1)(e)(3) 25.3(1)(b)(1)	4	57	M	SD	Mount Marty College Two Yr	40133	1
06-15	Contract	25.3(5)(3)(1)(3)	5	50	M	SD	South Dakota State Univ	40238	2
08-54	Unprofessional conduct	25.3(6) m o q	6	31	F	SD	South Dakota State Univ	40238	2
09-12	Improper Licensure	25.3(5)(a)(5) 25.3(6)(m)(o)	6	55	M	SD	South Dakota State Univ	40238	2
08-66	Supervising those w/improper licensure	25.3(6) m r	6	45	F	SD	University of South Dakota	40276	1
09-48	Performing duties-improper licensure	25.3(5)(a)(5) 25.3(6) m o	6	64	M	SD	University of South Dakota	40276	2
08-23	Unprofessional conduct	25.3(6) m o q	6	41	F	TX	Texas A&M University	42018	2
08-02	Unprofessional conduct	25.3(6)(c)	5	40	M	TX	Samuel Huston College	42486	1
07-03	Contract	25.3(5)(a)(3)	2	42	F	TX	University of North Texas	42790	2
06-31	Contract	25.3(5)(5)	5	56	F	UT	Utah State Agricultural College	43114	2
10-61	??-no complaint rec'd-submitted vol surr	Unknown	4	36	M	VA	Eastern Mennonite College	45114	2
05-37	Contract	25.3(5)(3)	3	35	M	WI	Univ of WI - Platteville	48425	2
09-81	Inappropriate relationship	25.3(1)(c)(d) 25.3(1)(e)(3)(4)	4	29	M	WI	WI State University	48459	2
09-76	Contract	25.3(5)a(5) 25.3(6)j l m 26.3(272)14	5	51	M	WI	University of Wisconsin	48468	1
08-51	Unprofessional conduct	25.3(6) m o q	6	36	F	WI	University of Wisconsin	48486	2

EXHIBIT II
CASE PROJECT: SORTED ON
COLLEGE ID - ACTION - AGE

08-114	Sexual harassment	25.3(6)(c) 26.3(272)(3)(4)	5	62	M	WI	University of Wisconsin	48495	2
08-27	Unprofessional conduct	25.3(6) a c d e h l m	5	53	M	WI	Univ of Wisconsin-Madison	48513	1
07-40	Unprofessional conduct	25.3(6) a c d e h	6	53	M	WI	Univ of Wisconsin - Madison	48513	1
09-03	Criminal conviction	25.3(1)(b)(1)	1	25	M		None Listed - COAUTH		3
09-18	Inappropriate relationship	25.3(1)(e)(3)(4)	2	23	M		None Listed - COAUTH		3
10-39	Inappropriate relationship	25.3(1) e (4)	2	24	M		None Listed - COAUTH		3
09-08	Sexual contact/harassment	25.3(1)(c) 25.3(1)(e)(4)	2	55	M	CO	Univ of Colorado		4
09-01	Physical	25.3(3)(1)(e) 25.3(6) c m 25.3(8) a b	2	67	M		None Listed - COAUTH		3
07-30	Unprofessional conduct	25.3(6)(m) 25.3(8)(a)	3	46	M		None Listed - COAUTH		3
10-48	Inappropriate relationship	25.3(1)(e)(4)	4	29	M		None Listed - COAUTH		3
06-38	Fraud	25.3(1)(a) 25.3(3)(a) 25.3(8)(a)	4	30	M		None Listed - COAUTH		3
09-17	Inappropriate relationship	25.3(1) c d e	4	30	M		None Listed - COAUTH		3
05-06	Sexual contact/abuse	25.3(3)(1)(e) 3 4	4	31	M		None Listed - COAUTH		3
05-13	Sexual contact/abuse	25.3(1)(b)(c)	4	41	M		None Listed - COAUTH		3
05-05	Sexual contact/abuse	25.3(1)(b)(c)(d) 25.3(1)(e)(4)(5) 25.3(3)(c) 25.3(6)(c)	4	58	M		None Listed		4
05-11	Sexual contact/abuse	25.3(2)(c)(e)(3)(4)	4		F		No Iowa License		4
08-99	Physical	25.3(1)(e)	5	28	M		None Listed - COAUTH		3
10-17	unethical practice; embarrassment or disparagement	25.3(6) b d	5	34	M		None Listed - COAUTH		3
09-74	Fraud	25.3(1)a 25.3(3)a	5	44	M		None Listed - COAUTH		3
10-02	Student Abuse	25.3(1)e(1)	5	44	M		None Listed - COAUTH		3
08-19	Unprofessional conduct	25.3(6) c d j	5	49	M		None Listed - COAUTH		3
09-43	Child endangerment; failure to protect	25.3(1)(b)(1)(1) 25.3(1)(e)(6) 25.3(6)(c)(k)(l) 25.3(8)(a)(b)	5	54	F		None Listed - SPR		4
06-28	Physical	25.3(1)(e)(1) (6)(c) (d)	5	57	M		None Listed - COAUTH		3
06-13*	Various violations	25.3(6) a b c d l m o 25.3(4)(5)(7)(11)	5				School Nurse		4
08-108	Unprofessional conduct	25.3	5		F		Board Member		4
09-59	Performing duties-improper licensure	25.3(5)(a)(5) 25.3(6) m o	6	28	M		None Listed - COAUTH		3
10-64	Inappropriate relationship	25.3(1)(b)(1)	8	28	M		None Listed - COAUTH		3



Results for survey: Teacher Preparation Ethics Survey

Directions

Please respond to the items for each of the educator preparation programs housed in your institution. Complete each section that applies: teacher preparation, administrator preparation (principals, superintendents), and other graduate educator programs (School Counseling, School Psychology, School Social Work, School Speech-Language Pathology, School Audiology). The survey can be completed by one individual or your institution could divide the responsibility according to program. Please complete the survey by May 20, 2011.

If you have questions or concerns you may contact: Beth Myers (beth.myers@iowa.gov) 515.242.6506, Geri McMahon (geri.mcmahon@iowa.gov) 515.281.8323, or Kim Cunningham (kim.cunningham@iowa.gov) 515.281.5849.

Questions asked

Question #1: College Name

Question #2: List the specific course(s) where *ethics* is addressed

Question #3: Specifically, address how *Iowa's ethics or Chapter 25 & 26* are embedded into the course(s) listed in the above question as it relates to teacher preparation, administrator preparation and in other graduate educator programs.

Question #4: List the learning outcomes (content) of each course related to *ethics* as it relates to teacher preparation, administrator preparation and in other graduate educator programs.

Question #5: List the measures/methods used to assess student learning of the outcomes as it relates to teacher preparation, administrator preparation and in other graduate educator programs.

Question #6: List the resources used in the teaching *ethics* (including presenters) as it relates to teacher preparation, administrator preparation and in other graduate educator programs.

Question #7: List the specific course(s) where *Iowa licensure* is addressed as it relates to teacher preparation, administrator preparation and in other graduate educator programs.

Question #8: List the learning outcomes (content) of each course related to *Iowa licensure* as it relates to teacher preparation, administrator preparation and in other graduate educator programs.

Question #9: List the resources used in the teaching of *Iowa licensure* (including presenters) as it relates to teacher preparation, administrator preparation and in other graduate educator programs.

Question 1*

College Name

Text Answers (15)

Simpson College
Simpson
Faith Baptist Bible College
Faith Baptist Bible College
Upper Iowa University
Emmaus Bible College
Ashford University
Luther College
Upper Iowa University
Iowa State University
Coe
University of Northern Iowa

Question 2

List the specific course(s) where *ethics* is addressed

in teacher preparation	in administrator preparation	in other graduate educator programs
Educ 114 Foundations of Education, Educ 312 Exceptional Students, Educ 321 Human Relations, All field experience advanced practicum courses (Educ 114, 229, 300, 303, 304, 306, 323, 324, 327, 388, 316, 341, 342, 343, 344, 345, 346) Educ 388 Student Teaching, Educ 389 Student Teaching Seminar	NA	Educ 114 Foundations of Education, Educ 312 Exceptional Students, Educ 321 Human Relations, All field experience advanced practicum courses (Educ 500, 508, 516, 541, 542, 543, 444, 545, 546) Educ 588 Student Teaching, Educ 589 Student Teaching Seminar
M-CS 101 Education Seminar, I M-CS 412 Student Teaching Seminar	n/a	n/a
M-CS 101 Education Seminar, M-CS 412 Student Teaching Seminar	n/a	n/a
Foundations of American Education, Field Experiences, Student Teaching	n/a	n/a
Intro to Education, Student Teaching, Student Teaching Seminar, Advising and Departmental Handbook	n/a	n/a
EDU 200 Introduction to Education and Field Experience, EDU 250 Foundations of Education, EDU 270 Philosophy of Education and Field Experience, All elementary and secondary methods courses, EDU 458 Student Teaching Seminar	NA	NA
Education 185/215: Clinical Experience I in the Schools Education, 220: Introduction to Education,	NA	NA

and the Psychology of Learning Education, 486: Teaching Practicum, Paideia II; Decisions Making for US Schools		
CI 204, CI 216, CI 426, These courses are a part of the professional core, but it is also addressed in specific licensure areas such as Ag Ed.	Dr. Jan Beatty could provide more information here.	We have cross-listed courses. So it would be CI 504 and CI 526.
Student Teaching Seminar - primarily here Educational Foundations, Human Relations	n/a	n/a
280:170 Human Relations, 280:XXX Student Teaching	Others will need to or have already responded to this part.	Others will need to or have already responded to this part.
Education 260 and 290 I only teach those classes.	Na	Na
EDU 205: Foundations of Education, EDU 215: Educational Psychology, EDU 240: Human Relations, EDU 322: Secondary Arts, Languages, and Adolescent Literature, EDU 324: Secondary Mathematics, Science, and Social Studies, EDU 314: Methods of Elementary Mathematics, EDU 410: Student Teaching - Seminar EDU 483: Senior Seminar	n/a	n/a

Question 3

Specifically, address how *Iowa's ethics or Chapter 25 & 26* are embedded into the course(s) listed in the above question

in teacher preparation	in administrator preparation	in other graduate educator programs
<p>Educ 114 -- Iowa's Code of Professional Conduct and Ethics is reviewed and discussed. Students discuss ethics from a broad perspective down to the specifics of the code and apply their understanding to case studies. They complete a two-page self-assessment on dispositions, professionalism, and ethics and write a reflective paper. They later complete the same assignment during student teaching and reflect on how their beliefs and behavior may have changed. School law and related ethics issues are discussed; many use the BOEE PowerPoint on Ethics. Cooperating teachers assess students' dispositions, ethics, and professionalism during all practicum experiences and student teaching. Educ 312 The laws, professionalism, and ethics are presented as they related to students with special needs. Educ 389 During student teaching seminar, students discuss real life situations and appropriate responses. An Iowa BOEE consultant shares information on licensure. Either a BOEE consultant or a local school district human resources administrator discusses ethics and school law.</p>	<p>NA</p>	<p>Educ 500 -- Iowa's Code of Professional Conduct and Ethics is reviewed and discussed. Students discuss ethics from a broad perspective down to the specifics of the code and apply their understanding to case studies. They complete a two-page self-assessment on dispositions, professionalism, and ethics and write a reflective paper. They later complete the same assignment during student teaching and reflect on how their beliefs and behavior may have changed. School law and related ethics issues are discussed; many use the BOEE PowerPoint on Ethics. Cooperating teachers assess students' dispositions, ethics, and professionalism during all practicum experiences and student teaching. Educ 512 The laws, professionalism, and ethics are presented as they related to students with special needs. Educ 589 During student teaching seminar, students discuss real life situations and appropriate responses. An Iowa BOEE consultant shares information on licensure. Either a</p>

		BOEE consultant or a local school district human resources administrator discusses ethics and school law.
M-CS 101 Code of Professional Conduct and Ethics is distributed and discussed; BOEE Ethics PowerPoint is presented; M-CS 412 Code of Professional Conduct and Ethics is distributed and reviewed; BOEE Ethics PowerPoint is presented; BOEE consultant conducts a workshop on the Iowa Code of Ethics	n/a	n/a
M-CS 101 Code of Ethics and Responsibilities document is covered; BOEE Ethics PowerPoint is presented; M-CS 412 Code of Ethics and Responsibilities document is distributed; BOEE Ethics PowerPoint is reviewed; a BOEE consultant addresses the topic to student teachers	n/a	n/a
Foundations of American Education-- Pre-service educators read, present, and discuss the following: testing and investigation of applicants for employment, contracts and tenure, negotiations and strikes, due process in dismissal, protection against assault, protection against unreasonable search and surveillance, freedom of expression, academic freedom, teacher as exemplar or role model, tort liability and negligence, reporting child abuse, and guidelines pertaining to copyright laws. Field Experience-- Pre-service educators receive information and discuss the following topics: confidentiality, sexual harassment, inappropriate contact with students, child abuse reporting, fraud, criminal convictions, contractual obligations, and misuse of funds. Additionally, in addressing the Iowa Teaching Standards in depth, pre-service educators must meet or exceed the expectation as defined on a rubric for explaining each	n/a	n/a

<p>standard and each criterion of the standard. Iowa Teaching Standard 8 specifically includes criteria regarding contractual obligations and professional and ethical conduct defined by state law. Student Teaching-- Pre-service educators, in a seminar in the term prior to the term in which they will begin student teaching, as a group read aloud Chapter 25 and 26 and each section is discussed and examples given. Additionally, a Board of Educational Examiners consultant presents to student teachers in a seminar during their student teaching experience.</p>		
<p>distributed, discussed Licensure seminar</p>	<p>n/a</p>	<p>n/a</p>
<p>In the EDU 200, 250, and 270, ethics issues surrounding teacher behaviors and dispositions are discussed. In the methods courses, specific attention is devoted to ethics from a practitioner viewpoint and application to general classroom. The legal issues are addressed both in EDU 250 and EDU 458.</p>	<p>NA</p>	<p>NA</p>
<p>Education 185/215: Concurrent with a four week (minimum of 90 hours) clinical appointment, students are placed in on-campus seminars. Two of the five content strands are ethics and professional decision making. Students are presented with the Luther College Code of Ethics, the Educational Department Policies for working in the clinical setting, Iowa Code for Professional Conduct and the National Education Association's Code of Ethics. Education 220: (As stated in the Luther College Catalog/course description/syllabus) This course is an introduction to the field of education...students will encounter research, how learning environments are structured and how underlying social assumptions intersect with learning theories. The course will</p>	<p>NA</p>	<p>NA</p>

<p>explore topics such as socialization, teacher/student interactions and ethics and the school. Education 486: During the fourteen-week student teaching experience, students return to campus for a two-day student teacher retreat. Four of the sixteen contact hours are spent on the topic of ethics. This session includes the presentation of a model for ethical decision making and a series of case studies based on Chapter 26.3 (272), items 1-13. All students are required to sign a contract prior to student teaching regarding Luther's policies for work in the clinical setting as well as signing the Policies for Removal of a student from a clinical placement. Paideia II: Decision Making in US Schools (From Luther College Catalog, P.16, Integrative Understanding) "Integrative Understanding calls students to draw together their learning in the major...to address the ethical dilemmas that students will face as learners, citizens and professionals...Paideia II courses pay special attention to the nature of moral decision making. Note: Decision Making in US Schools is required of all pre-service teaching candidates at Luther College.</p>		
<p>The student teaching seminar discusses the Code of Ethics.</p>	<p>same as above</p>	<p>same as above</p>
<p>full ethics presentation using state materials in Seminar Educ. Found. - introduction to school law issues and general ethical conduct within the law. Human Rel. - school and teacher responsibilities on issues like bullying, discrimination, child abuse</p>	<p>n/a</p>	<p>n/a</p>
<p>HRL Ethics are a topic discussed during Human Relations ST Ethics are one of the seminars provided to all student teachers</p>	<p>Others will need to or have already responded to this part.</p>	<p>Others will need to or have already responded to this part.</p>

<p>We emphasize the Teacher Disposition process that BVU has embedded in the teacher education program.</p>	<p>Na</p>	<p>NA</p>
<p>Education 205: Foundations of Education In this course, students participate in a two-hour ethics discussion based on a reading by Dr. Peter Hlebowitsh (Hlebowitsh, 2007). In this discussion, the following topics are addressed: •Legal Ethics and the idea of “conduct unbecoming” •Teacher Liability •Freedoms of Expression •Teacher Tenure and Dismissal •Search and Seizure In EDU 215 and EDU 240 the following topics are revisited via discussion and case studies: *Legal Ethics and the idea of “conduct unbecoming” *Teacher Liability In EDU 314, 322 and 324 (methods courses - elementary and secondary)the following is discussed: *An extension of and elaboration of law and ethics in education is addressed through the BOEE PowerPoint presentation on Professional Integrity (www.iowa.gov/boee/doc/ethics.ppt) In EDU 410 – the Tuesday evening seminar for student teachers. In this seminar Professor Dick Peters provides real-life classroom examples where the lines of ethical behavior might, at first glance, seem blurred. These examples are discussed and students are invited to ask questions that have come up during their student teaching experience. Solutions are constructed with Chapters 25 and 26 in mind. In EDU 483: Senior Seminar: In this class the BOEE’s PowerPoint is revisited and students find cases of ethical and legal violations which are discussed in relation the Chapters 25 and 26.</p>	<p>n/a</p>	<p>n/a</p>

Question 4

List the learning outcomes (content) of each course related to *ethics*

in teacher preparation	in administrator preparation	in other graduate educator programs
I am unclear about the meaning of this question. Generally we think of outcomes as objectives, student learning, and/or products. Since this refers to outcomes as content, I'm not sure what you want or how to respond.	NA	I am unclear about the meaning of this question. Generally we think of outcomes as objectives, student learning, and/or products. Since this refers to outcomes as content, I'm not sure what you want or how to respond.
M-CS 101 and 412: Understanding of the 8 Standards of professional conduct and ethics: definition of terms, violations of standards (fraud, criminal convictions, sexual involvement or indecent contact with student, sexual exploitation of minor, student abuse, alcohol or drug abuse, falsification of information, misuse of public funds or property, violations of contractual obligations, unethical practice toward other professionals, parents, students, or community, noncompliance with state or local governments, and willful incompetence)	n/a	n/a
M-CS 101 small group discussion; M-CS 412 discussion around case studies; quiz on Code of Ethics	n/a	n/a
Foundations of American Education-- List and describe the rights and responsibilities of teachers, students, and parents in public schools and the role the judicial system plays in defining those rights and responsibilities. Field	n/a	n/a

<p>Experiences-- (Seminars in Field Experiences address in depth the Iowa Teaching Standards.) Explain and identify appropriate ways teachers adhere to board policies, district procedures, and contractual obligations. Explain and identify appropriate ways teachers demonstrate professional and ethical conduct as defined by state law and district policy. Student Teaching-- Professional behavior and judgment must be practiced at all times.</p>		
<p>Outcomes 9 and 10</p>	<p>n/a</p>	<p>n/a</p>
<p>EDU 200: Demonstrate the responsibility and dispositions necessary to become an effective teacher. EDU 250: Demonstrate an understanding of legal aspects of education. EDU 270: Identify the components of active non-violence and integrate them into a classroom plan. All methods class: Know the legal/ethical responsibilities of a professional teacher. EDU 458: Demonstrate the knowledge and practice of ethical behaviors in the classroom and community setting.</p>	<p>NA</p>	<p>NA</p>
<p>Education 185/25: professional decision-making, codes of ethics for the department, college, state of Iowa and the National Education Association, professional ethics. Education 220: ethics as it applies to instructional practice, educational environments, how students learn, how underlying social assumptions intersect with teaching as a profession, teacher/student interactions, and ethics and the school. Education 486: professional decision-making as it applies to working with students, parents, colleagues and administrators. Case studies are built around items 1-11 under 282-26.3(272) and 282-26.2(272). Students are presented with a model for</p>	<p>N/A</p>	<p>N/A</p>

ethical decision making/		
I just checked the syllabi of the courses that were mentioned earlier. It is discussed in those classes, but no specific objectives listed on the syllabi were aligned with ethics.	Dr. Beatty would be a good resource.	same as above
Educ. Found. - legal structure of American education, US legal history relating to schools including Title IX, IDEA, ESEA, major Supreme Court decisions, FERPA. Other course info to be added later by another faculty member	n/a	n/a
Students will better understand the importance of and engage in ethical behavior for the teaching profession	Others will need to or have already responded to this part.	Others will need to or have already responded to this part.
We use InTASC principles as established nationally to assist prospective educators in the theoretical process of teaching.	na	Na
Learning outcomes for EDU 205 are: Legal Ethics and the idea of "conduct unbecoming" •Teacher Liability •Freedoms of Expression •Teacher Tenure and Dismissal •Search and Seizure Learning Outcome for EDU 215 and EDU 240 is: Issues related to teacher liability Learning Outcome for EDU 314, 322, and 324 is: Professional Integrity Learning Outcome for EDU 410 and EDU 483 are: Teacher liability and professional integrity as specifically articulated in Chapters 25 and 26	n/a	na/

Question 5

List the measures/methods used to assess student learning of the outcomes

in teacher preparation	in administrator preparation	in other graduate educator programs
<p>I'm uncertain about the exact intent of the questions as it relates to my response on the last item, but I will speak to how we assess our students. Dispositions, Professionalism, and Ethics self-assessment on a pre- and post- basis; some instructors require a paper on the self-assessment. Class discussion results Cooperating teacher evaluations on all field experiences, practicum, and student teaching (Educ 114, 229, 300, 303, 304, 305, 323, 324, 327, 316, 341, 342, 343, 344, 345, 346, 388, 389). Students complete a post- self assessment on dispositions, professionalism, and ethics during student teaching and reflect on how their beliefs and behavior may have changed. The BOEE consultant does not complete any form of assessment for the ethics or licensure content.</p>	NA	<p>I'm uncertain about the exact intent of the questions as it relates to my response on the last item, but I will speak to how we assess our students. Dispositions, Professionalism, and Ethics self-assessment on a pre- and post- basis; some instructors require a paper on the self-assessment. Class discussion results Cooperating teacher evaluations on all field experiences, practicum, and student teaching (Educ 501, 509, 523, 524, 527, 516, 541, 542, 543, 544, 545, 546, 588, 589). Students complete a post- self assessment on dispositions, professionalism, and ethics during student teaching and reflect on how their beliefs and behavior may have changed. The BOEE consultant does not complete any form of assessment for the ethics or licensure content.</p>
<p>M-CS 101 Discussion of case studies on PowerPoint; M-CS 412 Discussion with consultant; quiz on Code of Ethics</p>	n/a	n/a
<p>Foundations of American Education-- Professor assessment of discussion, rubric evaluation of presentation, and tests provide the measures. Field Experiences-- Passage through Checkpoint</p>	n/a	n/a

Two of the UIU Teacher Education Assessment System occurs if and/or when a pre-service educator meets or exceeds the expectation as defined on a rubric in explaining and giving examples of each of the eight Iowa Teaching Standards and each of the associated criterion. Student Teaching-- Observation and judgment by the cooperating teacher, the university supervisor, and the student teacher in formative assessments and summative assessments that include by all completion use of the rubric "Upper Iowa University and Iowa Department of Education Student Teacher Evaluation."		
midway/final performance competency, student teaching field exams, dis-positional assessment	n/a	n/a
Discussion observation Research papers Case studies Portfolio artifacts	NA	NA
Dispositions for Teaching are assessed in 185/215, in 200-level courses, including 220, in 300-level courses prior to student teaching and during Education 486, the professional semester. These are self-evaluations, evaluations by school personnel and college faculty.	NA	NA
individual course assessments, e-portfolio	same as above	same as above
Through journal writing, class discussions, and performance during student teaching	Others will need to or have already responded to this part.	Others will need to or have already responded to this part.
All students in the education program are	na	na

assessed by rubrics developed by the school of education which emphasize the 10 InTASC principles.		
Formative and summative assessments	n/a	n/a
Coursework evaluation Portfolio evaluation Dispositions Assessment Reflections assessment	N/A	Coursework evaluation Portfolio evaluation Dispositions Assessment Reflections assessment

Question 6

List the resources used in the teaching *ethics* (including presenters)

in teacher preparation	in administrator preparation	in other graduate educator programs
Course textbooks, Iowa Code of Professional Conduct and Ethics Hastings Center, Iowa BOEE Consultants, Website, and PowerPoint	NA	Course textbooks Iowa Code of Professional Conduct and Ethics ,Hastings Center, Iowa BOEE Consultants, Website, and PowerPoint
M-CS 101 BOEE PowerPoint; pamphlet "Code of Professional Conduct and Ethics (Chapters 25 and 26); M-CS 412 BOEE PowerPoint; pamphlet "Code of Professional Conduct and Ethics; BOEE consultant	n/a	n/a
Foundations of American Education-- Professors/instructors' text, Chapter 25 and 26 Field Experiences-- Professors/instructors, Chapter 25 and 26, Iowa Teaching Standards Student Teaching-- Director and/or Coordinator, Guide to Student Teaching, Chapter 25 and 26	n/a	n/a
BOEE representative, copy of the Iowa ethics code	n/a	n/a

Internet court cases Mississippi Valley Uniserve Director District teachers District administrators Text readings	NA	NA
College faculty, School Administrators, handbooks, statements of ethical behaviors, codes as provided by the department, college, Iowa Code and the NEA.	NA	NA
The instructors of two of the courses are former school administrators (principal and the other superintendent).	Dr. Beatty would know more.	same as above
HR: Guest presenter in HR classes ST: Guest presenter through ICN to all student teaching centers	Others will need to or have already responded to this part.	Others will need to or have already responded to this part.
superintendents of school, Principals of schools college professors	na	na
Alexander, K. and M. D. Alexander, American Public School Law Education Department Handouts – Teacher of Liability Dr. Peter Hlebowitsh (University of Iowa) as guest speaker and an excerpt from the book, Judging School Discipline (Arum, 2003).	n/a	n/a
na	na	na
Coursework Presenters	N/A	Coursework Presenters

Question 7

List the specific course(s) where *Iowa licensure* is addressed

in teacher preparation	in administrator preparation	in other graduate educator programs
Educ 114 Foundations of Education Educ 231 Introduction to Early Childhood Educ 233 Foundations of Special Education Educ 312 Exceptional Students Educ 389 Student Teaching Seminar	NA	Educ 501 Foundations of Education Educ 531 Introduction to Early Childhood Educ 533 Foundations of Special Education Educ 512 Exceptional Students Educ 589 Student Teaching Seminar
M-CS 201 Foundations of Education; M-CS 412 Student Teaching Seminar, as well as department meetings	n/a	n/a
The specifics of initial teacher licensure and licensure for endorsements are detailed in Student Teaching.	n/a	n/a
Student Teaching Seminar Student Teaching Advising	n/a	n/a
EDU 458 Student Teaching Seminar	NA	NA
Education 486	NA	NA
In the orientation courses.	Dr. Beatty...	In the orientation courses.
Student Teaching	Others will need to or have already responded to this part.	Others will need to or have already responded to this part.
Student teaching, Education 260 (observation Edco 290 (supervised participation)	na	na
EDU 205 - Foundations of Education EDU 410 -	n/a	n/a

Tuesday Evening Seminar EDU 483 - Senior Seminar		
280:XXX Student Teaching	[Other department(s) will provide response]	[Other department(s) will provide response]

Question 8

List the learning outcomes (content) of each course related to *Iowa licensure*

in teacher preparation	in administrator preparation	in other graduate educator programs
Please refer to my previous comments about the meaning of this question.	NA	Please refer to my previous comments about the meaning of this question.
1	na	na
Understanding "licensure" and role of BOEE in licensure; levels of licensure; license renewal; requirements for licensure; options for licensure; process for licensure	n/a	n/a
Student Teaching-- Preservice educators are knowledgeable about teaching licensure. In terms of addressing specifically Iowa teaching licensure in depth in a course, pre-service educators in a student teaching seminar learn the specifics of Iowa licensure from a Board of Educational Examiners consultant. The director and/or coordinators provide information regarding licensure to pre-service educators and teachers seeking to add endorsements to their Iowa teaching licenses.	n/a	No specific course. The director provides information regarding licensure to teachers seeking to add endorsements to their Iowa teaching licenses.

Being proficient in all outcomes in necessary to earn a teaching license, so all outcomes relate to licensure.	n/a	n/a
There are no learning outcomes that are specifically related to Iowa licensure. However, Iowa licensure is discussed in general ethical discussion in all courses.	NA	NA
Licensure application forms, background checks, procedures for application, college resources for assistance.	NA	NA
n/a	Dr. Beatty	n/a
Students will understand the process of applying for a teaching license. Students will understand the initial two-year term of identifying artifacts to demonstrate proficiency with the Iowa 8 Standards.	Others will need to or have already responded to this part.	Others will need to or have already responded to this part.
Integrate theoretical information with practices in classroom teaching Observe competent professionals develop learning that support ethical decision making to understand what it means to be a reflective practitioner	na	na
To ensure that students complete appropriate academic requirements to prepare for their professional career. To ensure students are cognizant of ethical violations that may preclude them from teaching certification.	n/a	n/a
All standards	N/A	All standards
Students	[Other department(s) will provide response]	[Other department(s) will provide response]

Question 9

List the resources used in the teaching of *Iowa licensure* (including presenters).

in teacher preparation	in administrator preparation	in other graduate educator programs
BOEE Website The Iowa Code Simpson's Teacher Education Website Orientation to the Teacher Education Program Power Point and Session Student Handbook Student Teaching Handbook	NA	BOEE Website The Iowa Code Simpson's Teacher Education Website Orientation to the Teacher Education Program Power Point and Session Student Handbook Student Teaching Handbook
M-CS 412 BOEE PowerPoint, BOEE consultant	n/a	n/a
BOEE website, BOEE consultants (BOEE consultants present to each group of initial licensure student teachers.)	n/a	BOEE website, BOEE consultants
BOEE presenter Faculty who lead St. Teaching Seminar Licensure materials	n/a	n/a
ISEA Uniserve Director	NA	NA
Certification officer, college faculty	NA	NA
Also, during the student teaching seminar.	Dr. Beatty	Same as above.
Presenter from Registrar/licensure recommendation; Department of Ed web page; student teaching coordinators	Others will need to or have already responded to this part.	Others will need to or have already responded to this part.
professors, state of Iowa presenters, registrar presenters	na	na
BOEE Website and departmental handbook	n/a	n/a
coursework presenters	N/A	coursework presenters
Coordinators, school administrators, Registrar	[Other department(s)]	[Other department(s) will provide response]

representative	will provide response]	
AEA 4/12 Barb Chambers Iowa Department of Education website BOEE Geri McMahon	NA	NA

MEMO

Date: March 11, 2011

To: Board Members

From: George J. Maurer, Ed.D., Executive Director

RE: 282— Amend Chapter 13.18(4) Professional Core - Adopt

Our Mission: The mission of the Iowa Board of Educational Examiners is to establish and enforce rigorous standards for Iowa educational practitioners to effectively address the needs of students.

We believe that establishing ethical standards protects students and practitioners

The enclosed noticed rules were filed under Notice of Intended Action and published as ARC 9302B on December 29, 2010.

A public hearing was held Wednesday, January 19, 2011, with written comment accepted until 4 p.m. Friday, January 21, 2011.

The proposed rules were available electronically on the Board's website and available through the Administrative Rules Bulletin both electronically and in hard copy.

Three individuals attended the public hearing. Several written comments were received.

I recommend that the proposed rule to Amend 282 – Amend Chapter 13.18(4) Professional Core be Adopted and Filed with no changes.

EDUCATIONAL EXAMINERS BOARD[282]

Notice of Intended Action

Twenty-five interested persons, a governmental subdivision, an agency or association of 25 or more persons may demand an oral presentation hereon as provided in Iowa Code section 17A.4(1) "b."

Notice is also given to the public that the Administrative Rules Review Committee may, on its own motion or on written request by any individual or group, review this proposed action under section 17A.8(6) at a regular or special meeting where the public or interested persons may be heard.

Pursuant to the authority of Iowa Code section 272.2, the Board of Educational Examiners hereby gives Notice of Intended Action to amend Chapter 13, "Issuance of Teacher Licenses and Endorsements," Iowa Administrative Code.

This amendment will add a licensure and ethics orientation to the professional core so that all licensees will have the most recent information on licensure and ethics. This orientation will be approved and offered by the Board of Educational Examiners staff for graduates from Iowa institutions. Out-of-state applicants will have one year to complete the deficiency.

A waiver provision is not included. The Board has adopted a uniform waiver rule.

Any interested party or persons may present their views either orally or in writing at the public hearing that will be held Wednesday, January 19, 2011, at 1 p.m. in Room 3 Southwest, Third Floor, Grimes State Office Building, East 14th Street and Grand Avenue, Des Moines, Iowa.

At the hearing, persons will be asked to give their names and addresses for the record and to confine their remarks to the subject of the proposed amendment. Persons who wish to make oral presentations at the public hearing may contact the Executive Director, Board of Educational Examiners, Grimes State Office Building, East 14th Street and Grand Avenue, Des Moines, Iowa 50319-0147, or at (515)281-5849, prior to the date of the public hearing.

Any person who intends to attend the public hearing and requires special accommodations for specific needs, such as a sign language interpreter, should contact the office of the Executive Director at (515)281-5849.

Any interested person may make written comments or suggestions on the proposed amendment before 4 p.m. on Friday, January 21, 2011. Written comments and suggestions should be addressed to Kim Cunningham, Board Secretary, Board of Educational Examiners, at the above address, or sent by E-mail to kim.cunningham@iowa.gov, or by fax to (515)281-7669.

This amendment is intended to implement Iowa Code chapter 272.

The following amendment is proposed.

Amend subrule 13.18(4) as follows:

13.18(4) Professional education core. Completed coursework or evidence of competency in:

a. to n. No change.

o. Licensure and ethics orientation offered and approved by the board of educational examiners.

The orientation includes but is not limited to the discussion of rights and responsibilities, the code of professional conduct and ethics, and licensing requirements.

MEMO

Date: March 11, 2011

To: Board Members

From: George J. Maurer, Ed.D., Executive Director

RE: Amend IAC 282 chapter 13.18(4) Professional education core - Notice

This amendment identifies Iowa specific licensure and ethics be taught to meet the ethics requirement.

13.18(4) a-o No change.

p. Ethics. On Iowa specific licensure and ethics should include but is not limited to a discussion of Iowa specific rights and responsibilities, the Iowa code of professional conduct and ethics, and Iowa licensing requirements.

MEMO

Date: November 19, 2010

To: Board Members

From: George J. Maurer, Ed.D., Executive Director

RE: 282— Amend Chapter 20.9 Specific renewal requirements for an administrator license - Notice

Our Mission: The mission of the Iowa Board of Educational Examiners is to establish and enforce rigorous standards for Iowa educational practitioners to effectively address the needs of students.

We believe that establishing ethical standards protects students and practitioners

This rule would be a continuation of the ethics and licensure training that is required to obtain the first professional administrator license. The training would be an update that is required during the term of each renewal.

282—20.9(272) Specific renewal requirements for an administrator license.

20.9(1) In addition to the provisions set forth in this rule, an applicant must meet the general requirements set forth under rule 282—20.3(272).

20.9(2) Four units are needed for renewal. These units may be earned in any combination listed below.

a. One unit may be earned for each semester hour of graduate credit, completed from a regionally accredited institution, which leads toward the completion of a planned specialist's or doctor's degree program.

b. One unit may be earned for each semester hour of graduate or undergraduate credit, completed from a regionally accredited institution, which may not lead to a degree but which adds greater depth/breadth to present endorsements held.

c. One unit may be earned for each semester hour of credit, completed from a regionally accredited institution, which may not lead to a degree but which leads to completion of requirements for an administrator endorsement not currently held.

d. One unit may be earned upon completion of each licensure renewal course or activity approved through guidelines established by the board of educational examiners.

20.9(3) Evaluator training. An applicant renewing an administrator license must submit documentation of completion of the evaluator training required in Iowa Code section 284.10. A waiver of the evaluator training may apply under the following conditions with appropriate documentation of any of the following:

a. The person is engaged in active duty in the military service of this state or of the United States.

b. The application of the evaluator training would impose an undue hardship on the person for whom the waiver is requested.

c. The person is practicing in a licensed profession outside this state.

20.9(4) Licensure Orientation. An applicant renewing an administrator license must submit documentation of completion of the licensure orientation offered and approved by the Iowa Board

of Educational Examiners. The licensure orientation includes but is not limited to a discussion of rights and responsibilities, the code of professional conduct and ethics, licensing requirements, Basic Educational Data Survey information, and new hire application reviews.

I recommend that the proposed rule to 282— Amend Chapter 20.9 Specific renewal requirements for an administrator license be filed under Notice of Intended Action.

MEMO

Date: November 19, 2010

To: Board Members

From: George J. Maurer, Ed.D., Executive Director

RE: 282— Amend Chapter 13.7(272) Specific requirements for a standard license –
Notice

Our Mission: The mission of the Iowa Board of Educational Examiners is to establish and enforce rigorous standards for Iowa educational practitioners to effectively address the needs of students.

We believe that establishing ethical standards protects students and practitioners

This rule would be an in depth continuation of the ethics and licensure orientation that is required to obtain the first full Iowa teaching license. The training would be much more detailed and could be offered in conjunction with the mentoring and induction training required to obtain a standard license. Applicants from out of state will complete this in depth study of ethics and licensure in lieu of the orientation required in the professional core requirements in order to obtain the standard license.

282—13.7(272) Specific requirements for a standard license. A standard license valid for five years may be issued to an applicant who:

1. Meets the general requirements set forth in subrule 13.5(1), and
2. Shows evidence of successful completion of a state-approved mentoring and induction program by meeting the Iowa teaching standards as determined by a comprehensive evaluation and two years' successful teaching experience. In lieu of completion of an Iowa state-approved mentoring and induction program, the applicant must provide evidence of three years' successful teaching experience in an Iowa nonpublic school or three years' successful teaching experience in an out-of-state K-12 educational setting.
3. Completes the licensure orientation offered and approved by the Board of Educational Examiners which includes but is not limited to a discussion of rights and responsibilities, licensing requirements, and the code of professional conduct and ethics.

I recommend that the proposed rule to 282— Amend Chapter 13.7(272) Specific requirements for a standard license be filed under Notice of Intended Action.

MEMO

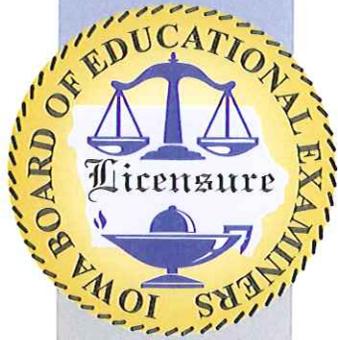
Date: June 24, 2011

To: Board Members

From: George J. Maurer, Ed.D., Executive Director

RE: Reports and Approvals 6 – Board Operating Guidelines – Review / Revise

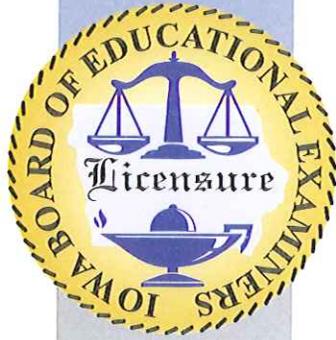
I have made the appropriate corrections to the Board Member section and the Mission section of the document. The Board may accept the document as presented or defer the document to the Operating Guidelines Committee to be considered by the Board at a future date.



IOWA BOARD OF EDUCATIONAL EXAMINERS

Operating Guidelines

Adopted: May 04, 2007
Revised: May 1, 2008
Reviewed: June 24, 2011



State of Iowa
BOARD OF EDUCATIONAL EXAMINERS
Grimes State Office Building
Des Moines, Iowa
50319-0146

Members of the Board

Dr. Beverly A. Smith, Chair, Waterloo CSD, Associate Superintendent
Julio Almanza, Davenport CSD, Superintendent
Tammy S. Duehr, Dubuque, Teacher
Jason Glass, Director, Iowa Department of Education
Dr. Larry D. Hill, Thompson, Retired Administrator
Merle Johnson, Ankeny, Public member – school board
Dr. Marianne Mickelson, West Des Moines, Public Member
Oscar J. Ortiz, Chariton CSD, Teacher
Elizabeth M. Sheka, Linn-Mar CSD, Teacher
Laura A. Stevens, Okoboji CSD, Teacher
Carol S. Trueg, Iowa City Regina, President
Richard E. Wortmann, Ottumwa CSD, Teacher

Administration

Dr. George J. Maurer, Executive Director

It is the policy of the Iowa Board of Educational Examiners not to discriminate on the basis of race, color, national origin, gender, disability, religion, creed, age, sexual orientation or marital status in its programs or employment practices. If you have questions or grievances related to this policy, please contact the Executive Director, Board of Educational Examiners, Grimes State Office Building, 400 E. 14th St., Des Moines, Iowa 50319-0147. Telephone: 515.281.5849



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Preface

This document contains operational guidelines for the internal management of the Iowa Board of Educational Examiners. The purpose of these operating guidelines is to provide the members of the Board with a reference to assist them in performing their statutory duties, responsibilities and to help the public and constituents understand the role of the Board. These guidelines are designed to:

1. Provide newly appointed board members with an overview of the role of the board, helping them understand the scope of their duties and responsibilities.
2. Enable the board to effectively carry out its leadership role as educational advocates and policy-makers, ensuring that policies exist that promote educational quality throughout the state.
3. Provide for an efficient and effective operation of meetings.
4. Outline board officer duties and procedures for electing board officers.
5. Address interaction among board members, internal board relationships and board/agency relationships.
6. Outline the board's decision-making process.
7. Address effective and open communication and handling of public concerns.
8. Address opportunities for board development.
9. Ensure accountability through an orderly process of planning and goal setting.

The Board of Educational Examiners

The Board of Educational Examiners helps ensure educator quality through high licensing standards for Pre-K through grade 12 teachers, administrators and other educators. The 11-member Board serves as:

- An independent licensing agency, created in 1989, helping to safeguard schoolchildren by establishing professional and ethics standards for Iowa's educators.
- A self-financed agency that relies solely on revenues from licensing fees and receives no state appropriations
- A resource to other professional education organizations, answering questions and concerns of teachers, school board members and administrators regarding licensure and ethics.

Who Serves on the Board?

The Governor appoints the Board and is ratified by the Senate. By Code, nine of eleven members must be licensed educators, four of whom are administrators and the majority of the Board must be teachers. Two are public members, of which one must have school board experience.

Mission

The mission of the Iowa Board of Educational Examiners is to establish and enforce rigorous standards for Iowa educational practitioners to effectively address the needs of students.

Beliefs Statements

We Believe:

- that an effective licensure system is efficient, innovative, and responsive to needs of students and educators.
- in collaboration with other organizations to improve professional development and preparation programs.
- that education is a profession.
- that establishing ethical standards protects students and practitioners.

I. Organizational Meeting

A well-defined and understood organizational structure and related procedures are essential to the proper functioning of the board.

General Guidelines for Board Members:

A. Organizational Meeting

The organization of the board shall occur at the regular June meeting. Election of officers shall be included as an agenda item for that meeting.

B. Board Officers

Officers for the board shall be chair and vice-chair. The executive director shall serve as chief executive officer and an agency staff member will serve as recording secretary.

C. Election of Officers

The executive director shall serve as temporary chairperson at the organizational meeting until the chair is elected. Each board member may place one name in nomination for chair. Any Board member may be elected to the position of chair or vice-chair. A ballot for chair will be distributed to the members of the Board and the signed ballot will be collected by the board's secretary, recorded and announced. The same process for the election of vice-chair will be repeated during the meeting.

D. Term of Office

The term of office for each elected position shall be one year, with no limit as to the number of terms any one individual may serve.

E. Chair vacant

If the chair becomes vacant the vice-chair shall automatically fill the vacancy, and a replacement for the vice-chair shall be elected.

F. Duties of the chair shall be as follows:

1. Work with the executive director to develop meeting agendas.
2. Preside at board meetings.
3. Appoint all board committees.
4. Form new committees as the need arises.
5. Properly instruct all assigned committee members as to the duties, responsibilities, scope and term of the assignment.
6. Work closely with the executive director and appropriate staff to ensure proper liaison between the board and the agency.
7. Attend outside meetings and functions as needed.
8. Provide effective leadership and direction.
9. Assign members to serve as representatives of the board to external groups and organizations.
10. Call special meetings as needed.
11. Vote on matters before the board as the other members.

12. Perform duties as prescribed by law or by action of the Board.
13. Work with Board members to schedule meetings that all members can attend reflecting professional and personal conflicts.

G. Duties of the Vice-chair shall be as follows:

1. Perform the duties of the chair during his/her absence.
2. Fill the vacancy of the chair if such occurs during a term of office.
3. Assume other responsibilities as assigned by the chair.

H. Committees of the Board

1. The Board shall have the following standing committees: executive committee, professional practices committee, and operating guidelines committee. The chair shall select committee members to reflect the make up of the board, annually.
 - a. Executive committee (4 members)
 1. Serve as an advisory committee to the executive director.
 2. Identify issues and future agenda items.
 - b. Professional Practices committee (4 members)
 1. Review complaints and results of investigations alleging or implying a violation of a statute or rule under the jurisdiction of the Board.
 2. Determine if probable cause exists or not and make a recommendation to the Board.
 - c. Operating Guidelines Committee (4 members)
 1. Review / revise the Board's operating guidelines every year.

I. Removal of a board member from office:

Board members may be removed from office in accordance with Iowa Code Section 66.1A, 69.15 and 272.3 Membership.

II. Meeting Procedures

Board meetings shall be conducted in an open and orderly fashion. Agendas and supportive information will be openly publicized in advance of the meeting to encourage meaningful dialogue. Timetables will be established and followed to the greatest degree possible in addressing agenda items. The chair shall be provided with appropriate procedures and authority to maintain an orderly process at all times.

General Guidelines for Board Members:

A. Agendas

1. Robert's Rules of Order shall guide the operational meeting procedures.
2. The board chair and the executive director will develop meeting agendas cooperatively.

3. Individual board members may suggest an item for inclusion on the agenda by conferring with the chair and / or the executive director.
4. The agenda should be posted on the website at least one-week prior to Board meeting. The agenda and supporting information will be sent to each board member one week in advance of the meeting.
5. The agenda will be posted in the Grimes State office building 24 hours prior to the scheduled meeting time.
6. The agenda will be organized generally as follows: call to order; licensee discipline; consent items; communication; rules (adoption, notice and discussion items); reports; petitions for waiver and adjournment.
7. Items listed under the consent agenda will be considered to be routine and will be acted on by the board in one motion. A member of the board or the executive director may request specific items to be discussed and/or removed from the consent agenda.

B. Voting

1. All voting members of the board may vote on all matters coming before them for consideration. All members of a committee may vote on all matters coming before the committee for consideration.
2. No member may vote by proxy.
3. Voting by the board and its committees shall be by voice unless a roll call vote is requested by a member, in which case the vote shall be taken as requested. Roll call votes shall be required for professional practice issues.
4. A majority of those present and voting shall be necessary to carry a motion before the board or a committee.
5. On any issue not requiring a roll call vote, the vote of the members of the board shall be recorded either as a unanimous vote or by identifying the members taking each position. A member may abstain from voting and the abstention will be recorded.
6. When a potential conflict of interest exists, the board member concerned may ask for recusal that will then be recorded.
7. A majority vote shall decide the issue and that shall become the official position of the board. An issue that has been voted on by the board may be brought back for a vote when a majority of the members request a review.

C. Public Participation

1. A person who wishes to address the board shall fill out a card provided at the door, and given to the board secretary prior to the meeting.

2. As a general guideline, a limit of five (5) minutes will be allotted for any presentation made under the public comment agenda item. If a large group of individuals request to address a specific issue, the chair may limit the number of speakers. At that time, members of the public may present comments, suggestions or concerns, even if the concerns do not relate to a specific item on the agenda. Remarks by board members should be limited to requests for further information, as any issue not on the agenda might necessitate staff research and may need to be placed on a subsequent agenda before the board takes action.
3. If an issue raised during the public comment section will require the preparation of an agenda item, it will be referred to the executive director of the Board for such preparation and the person raising the issue will be informed of the date of the meeting when it will appear on the agenda.
4. When the stated subject of public comment is on the agenda, the speaker may be heard either at the time stated on the agenda for public comment or at the time the agenda item is discussed by the board, to be determined at the discretion of the chair of the board. When addressing the board, each speaker should begin by stating his/her name and or what organization he / she is representing.

D. Board Member Reports (Communication section of the agenda)

1. It shall be the responsibility of any board member to keep the other members informed on developments related to the Board's work. Board members may prepare written reports, which may be included with board meeting materials.
2. A member on special assignment should be prepared to recommend what he/she thinks the appropriate actions should be, if an action is required.
3. Board reports should be informative; yet concise.

E. Administrative Rules

The Board has jurisdiction to adopt rules in areas of educational licensure. Iowa Administrative Code Chapter 282 is designated as the agency's identification number for the Board's rules. An administrative rule, duly adopted, has the effect of law.

The process for rule adoption is as follows:

1. The board, assisted by the executive director, may propose rules as a result of direction from the General Assembly, or as a result of its own evaluation of need provided the board has statutory authority.
2. Proposed rules will be drafted by agency staff for the board with the assistance of legal counsel.

3. Once drafted, rules will be presented to the board for a first review. The purpose of the first reading is to provide information to the board. At the next regular meeting, the proposed rules will be presented to the Board for filing of a notice of intended action. A public hearing will be scheduled prior to adoption of the rules.
4. Rules adopted by the Board will be filed with the administrative rules coordinator and the Code Editor and become effective thirty-five days thereafter, unless emergency adoption is required or unless a later effective date is provided for in the rule(s).

F. Kinds of Meetings

All meetings of the board shall comply with the open meetings law. The board may conduct the following kinds of sessions:

1. Regular meeting – as approved by the board.
2. Special meeting – a meeting that may be called at any time, with concurrence of a majority of the Board.
3. Work session – any meeting or part of a meeting scheduled to consider special board projects and information items.
4. Annual retreat – a meeting for reflection, goal setting, priority setting, and board development activities in conjunction with a regular meeting.
5. Executive session – any meeting or part of a meeting that is closed to certain persons for deliberation on certain matters as specified in the public meetings law. Generally, no final action shall be taken or any decision made while in executive session.
6. Telephone conference meeting – a meeting conducted by telephone to deal with specific, limited, necessary matters. In compliance with the public meetings law, members of the press or public must be permitted access. The individuals allowed access must pay actual expenses necessitated by public access.
7. Other Electronic Transmission meeting – a regularly scheduled meeting or a special meeting called to deal with specific, limited necessary matters, may be held using the appropriate technology.

G. Executive Director for the Board of Educational Examiners

The executive director is responsible for exercising general supervision over the agency to the extent that it is necessary to ascertain compliance with provisions of the Iowa Code and Administrative Rules.

1. The executive director is hired by the Board as stated in Code of IA Chapter 272.2 (7) Board of examiners created

2. The executive director is the chief administrator of the agency and performs the function of executive officer as defined in the position description questionnaire (PDQ).
3. The executive director's salary and benefits are determined by the Job Classification System of the Department of Administrative Services.
4. The executive director is evaluated by the Board Chair with input from the Board.

III. Board Expectations

Collaboration is imperative in order to develop and sustain a high quality education system that serves the needs of students, families, and citizens across the state. The Board will work together and form alliances that support the Board's work. Each member of the board shares the responsibility for developing a positive, interactive environment.

General Guidelines for Board Members:

A. Leadership

The Board, the executive director of the Board and staff shall provide leadership and direction for future educational development in this state. In so doing they will:

1. Procure adequate resources to support improvement.
2. Communicate high levels of support, commensurate with available resources aimed at increasing and/or improving the educational licensure system.
3. Form strong alliances with all parties interested in the development of a comprehensive educational licensure system.
4. Remain current in their knowledge of or seek appropriate counsel on the provisions of the School Laws and School Rules of Iowa.
5. Participate in meetings in order to be informed and engaged in decision-making. Board members should be in attendance at all meetings and that attendance will be documented in the minutes. Inconsistent attendance will be brought to the individual's attention by the board chair. Attendance policies shall be covered during new board member orientation.
 - a. Alternative forms of attendance will be permitted in exceptional circumstances.

B. Board Relationships

1. Internal board relationships:
 - a. The democratic process shall be used in making board decisions. A majority vote shall decide the issue and that shall become the official position of the board.
 - b. Each board member will remain receptive to divergent views of other members and will look for and recognize the positive contributions, efforts, and skills of each team member.

- c. Board members will demonstrate respect through listening, verbal and nonverbal communications.
 - d. Board members will maintain a sense of hope, optimism, and humor in working together.
2. Board / executive director relationships. Board members will:
 - a. Recognize the unique roles of the executive director and board members.
 - b. Look to the executive director for leadership, guidance and direction.
 - c. Route requests for staff assistance or attendance at board meetings through the executive director.
 - d. Establish positive relationships.
 3. Board/public relationships:
 - a. Be mindful of the board's role as representatives of the public.
 - b. Recognize public concerns.
 - c. Interact with the public in a positive, diplomatic manner.
 - d. Establish positive public relationships to ensure a quality educational system in Iowa.

IV. Decision Making

A well-defined and clearly understood process is needed if orderly and effective decisions are to be made by the board in a timely manner.

General Guidelines for Board Members:

The executive director will use the following procedure to assist the board in the decision-making process:

- A. Clearly define the issue under consideration.
- B. Determine that the issue is appropriate for board consideration.
- C. Present the issue to the board in a timely manner.
- D. Review all pertinent facts concerning the situation.
- E. Collect input from parties affected by the decision.
- F. Organize and analyze collected data.
- G. Present solution(s) to the board with a recommendation and rationale with a cost estimate when appropriate.
- H. Provide a plan for implementation, monitoring and evaluation. This plan may include a timeline for bringing the issue back to the board for further consideration.
- I. Communicate the decision to those affected.

V. Special Assignments for Board Members

As a general practice, the board shall operate as a "committee of the whole." However, there are circumstances, when the chair and / or the executive director will make committee assignments.

General Guidelines for Board Members:

- A. In making such assignments the chair and/or the executive director shall give consideration to the background, interests, experience,

availability and accessibility of the assignee(s). Consideration will also be given to gender balance, balancing by statutory position on the board, and to balancing these assignments among members of the board.

- B. Assignments shall be accompanied by an explanation of the purpose, responsibility charges and granted authority.
- C. Each assignment will carry a clearly specified length of service.
- D. Board members will provide reports at the appropriate time(s).
- E. Assignees should represent the interests of the board to the best of their ability and knowledge but should refrain from officially committing to a formal board position until formal action or the delegation of authority supports such a commitment.

VI. Effective and Open Communication

Effective communication is essential to achieving board goals.

General Guidelines for Board Members:

- A. Information discussed in executive session will remain confidential. Sharing such information with unauthorized persons at any time is unacceptable.
- B. If significant issues will be covered in a meeting, board members may expect that the executive director will make every effort to inform them prior to the issue becoming public.
- C. Board members may expect that the executive director and staff will follow through on information requested by the board when it is requested through the appropriate channels.

VII. Handling Public Concerns

Board members are readily accessible to the public, especially in their own local area and thus public concerns will frequently be expressed to them. It is generally not wise to attempt to resolve the problem until comprehensive information is obtained on the issue. The following guidelines are designed to assist board members handle public concerns in a tactful, orderly and effective way.

General Guidelines for Board Members:

- A. Listen to the individual or group concern and clearly define the concern.
- B. Ask if he or she has discussed the issue with the person immediately responsible.
- C. Advise that the board has established a process for handling concerns and direct them to the appropriate personnel and / or the website.
- D. Report the full details of the concern to the executive director in a timely manner, and ask that he/she keep the board informed of developments.
- E. Correspondence or communications relating to the business of the board, received by members of the board from individuals or

organizations, shall be forwarded to the chair and executive director if it appears that the correspondence was sent to only one board member.

- F. If an individual board member is ever contacted regarding a professional practices case, the board member shall immediately inform the party that such contact is inappropriate and can prejudice the process. The board member shall report the contact to the executive director and / or chair of the Board, and shall use discretion as to whether or not abstention from voting on the issue is necessary or advisable.

VIII. Planning, Goal Setting and Accountability

The Board recognizes the importance of planning in determining the direction of education policymaking at the state level.

General Guidelines for Board Members:

- A. In order to achieve their goals, the Board is committed to thoughtful planning, implementation, collection and consideration of data, evaluation, accountability, and reporting of results.
- B. The board will collaborate with the education constituencies and develop policies that support its long-term plan
- C. The board's agenda is the primary vehicle for doing its work.
- D. The board and the agency will report on progress made toward goals on a regular basis.
- E. Plans, goals and priorities will be reviewed and revised on a regular basis.

IX. Board Development

It is essential to good board service to increase and enhance skills and to understand education issues in making policy decisions.

General Guidelines for Board Members:

- A. Professional development for the Board members permits them to:
 - 1. Increase their knowledge and understanding of emerging education issues;
 - 2. Compare various states' approaches to addressing similar issues and solving common problems;
 - 3. Expand their networking opportunities to exchange ideas and gain new perspectives on issues;
 - 4. Explore issues in real world settings, outside the context of board meetings; and
 - 5. Mobilize the board with new strategies for achieving the board's agenda. (Adapted from NASBE Boardmanship Review, "The Importance of Board Member Development," February, 1999).
- B. Board development goals will be set on an annual basis to ensure continued growth and development as board members.
- C. In addition to the Board meeting agenda items that relate specifically to board priorities and are designed to develop an

understanding and knowledge base for policy making, there are several additional ways that board members can obtain development:

1. Board study or work sessions
2. Conference attendance and participation
3. Task force or commission participation
4. Reports and other written materials
5. Technology or internet-based development

D. Orientation of New Members

The executive director of the Board shall orient each new member concerning the board's functions, general policies, administrative rules and procedures as soon as possible.

1. The new member shall be given selected material to assist in orienting him/her to the work of the board.
2. The new member shall be given selected material to familiarize him/her with relevant provisions of state government, including the gift law.
3. The incoming new member shall be invited to meet with the executive director and other personnel to discuss operations of the agency.
4. Orientation will be a structured process occurring over time and new board members will be directed to resources so they can do additional exploration on their own.
5. Current board members may and are encouraged to attend orientation sessions.

E. Each new board member will be assigned a mentor.

MEMO

Date: June 24, 2011

To: Board Members

From: George J. Maurer, Ed.D., Executive Director

RE: Reports and Approvals 7 – Legislative Report

Beth will provide an update of the FY 11 Legislative session as it pertains to the BoEE.

MEMO

Date: June 24, 2011

To: Board Members

From: George J. Maurer, Ed.D., Executive Director

RE: Reports and Approvals – Closed Session 21.5(1)(i)

I move that the Board go into closed session for the purposes of discussing the evaluation of the executive director, pursuant to Iowa Code sections 21.5(1)(i).