Teacher Standards and Practices Commission Discipline Procedures

Flow Chart for Professional Practices (Discipline) Cases

Source of Professional Practices Cases:
- District Report (report)
- Patron Report (complaint)
- Information (news)
- Executive Director Referral

Complaint Received

Case assigned to investigator (3.0 FTE)

Investigation conducted based on urgency and age of case.
- **Evidence collected**
---Interview with educator;
---Interviews with witnesses;
---Interviews with school; district personnel;

Investigation report generated by investigator

Factors Affecting Time to Close an Investigation:
--Availability of educator and educator's attorney (responsiveness);
--Responsiveness of law enforcement (police reports); school districts (subpoena evidence);
--Availability and cooperation of witnesses possible witness accessibility issues (young children);
--"Age" of the event (years/months/weeks);
--Actions pending in other forums: Fair Dismissal Board; Criminal Court.

Executive Director considers investigation report -- makes recommendation to the Commission whether to charge with misconduct and recommend proposed sanction at the next meeting.

Executive Director makes **recommendation** to Commission:

Evidence **sufficient** to recommend charging educator with misconduct to Commission

Commission charges educator with violating professional standards of conduct.

Evidence **insufficient** to charging to Commission

Commission dismisses the complaint and takes no further action (Investigation report is sealed.)

Commission meets in Executive Session to consider investigation reports and Executive Director's recommendations with attorney present.

Data Classification Level: 1 – Published
March 2015; DO: Chamberlain

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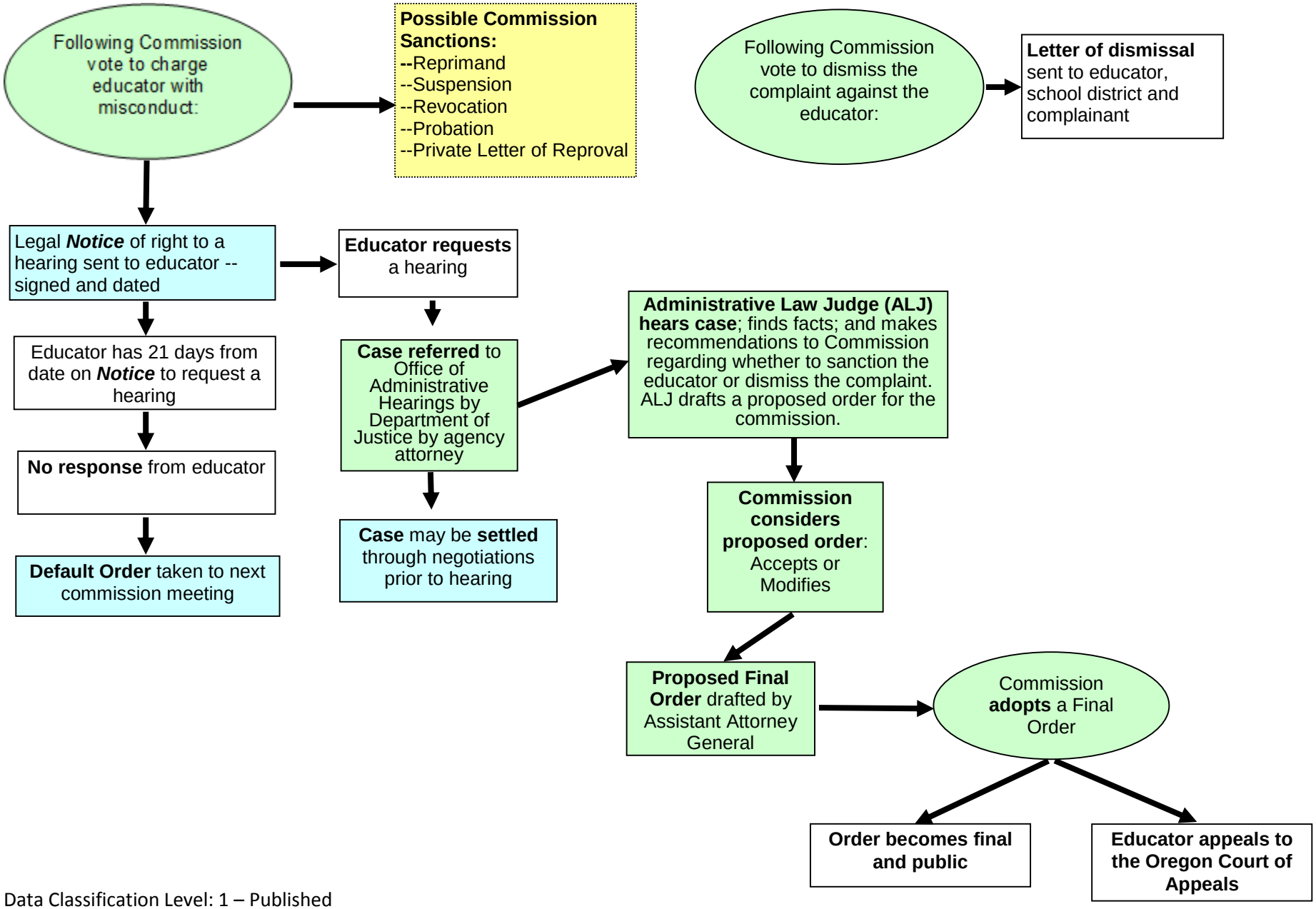

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