Department of Education & Workforce

PRINCIPAL CHAT – PROFESSIONALISM

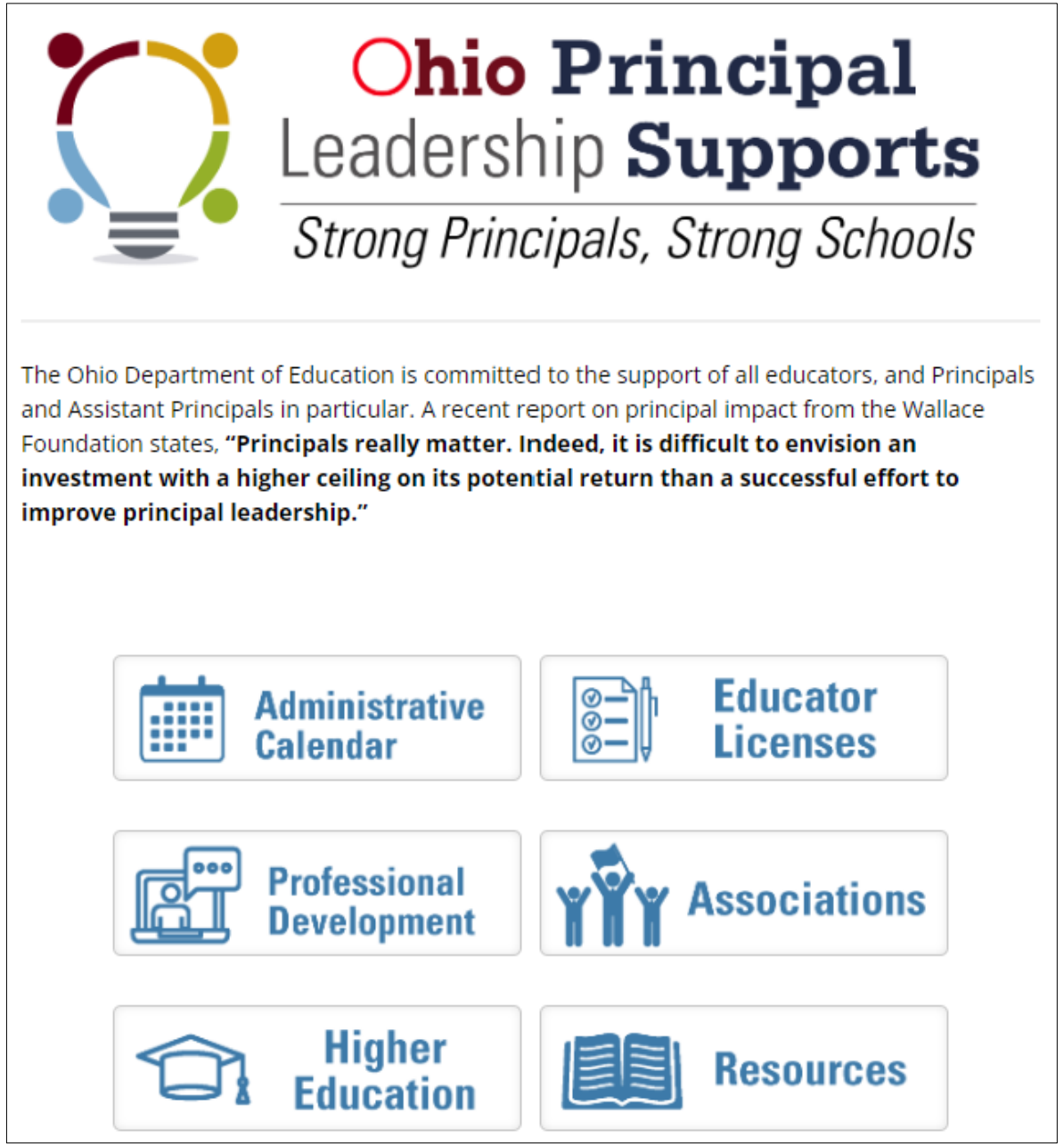
Jan. 10, 2024

Ohio Principal Leadership Supports

Strong Principals, Strong Schools

Leadership Supports Webpage

- Administrative Calendar
- Resources



MESSAGE FROM OAESA AND OASSA

Now is the time to join your professional organization!

- OAESA Membership
- OASSA Membership

Upcoming Events

- OAESA & OASSA Women's Leadership Conference – January 30-31, Easton Hilton
- OAESA Second In Command Institute – February 8, Virtual
- OAESA Building Culture Institute – March 7, Dublin Integrated Education Center

TODAY'S AGENDA

Welcome and Introductions

General Updates from the Department

Professionalism – Speakers:

Chase Simon, Ohio State Board of Education

Q & A

Next Chat – February 14: Assessment

Department of Education & Workforce

TRANSITION UPDATES

Ohio Department of Education and Workforce (DEW)

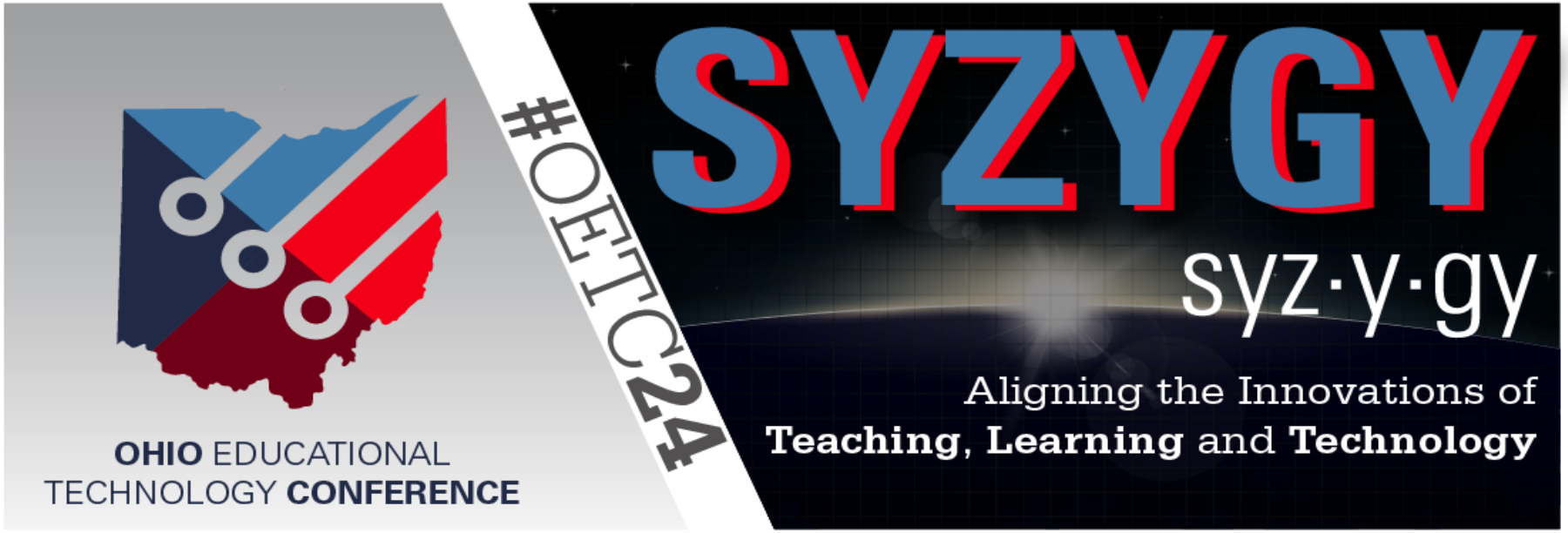
Steve Dackin, Director

State Board of Education (SBE)

Paul Craft, Superintendent of Public Instruction

Ohio Department of Children and Youth (DCY)

Kara Wente, Director



https://oetc.ohio.gov/

February 13-15, 2024

Greater Columbus Convention Center

Registration is now open!

OHIO STANDARDS FOR PRINCIPALS | 2018

Leadership	**Standard 1: Mission, Vision and Core Values**	The effective educational leader develops, advocates and enacts a shared mission, vision and core values.
	Standard 2: Ethics and Professional Norms	The effective educational leader acts ethically and according to professional norms.
	Standard 3: School Improvement	The effective educational leader implements collaborative structures and shared leadership to analyze data and causality, align evidence-based strategies to deliberate goals, develop the capacity of staff, and partner with internal and external supports to improve teaching and learning conditions and outcomes.
Learning	**Standard 4: Curriculum, Instruction and Assessment**	The effective educational leader fosters an environment of effective and rigorous personalized instruction by ensuring each student has equitable access to effective teachers, leaders and learning supports.
	Standard 5: Professional Capacity of School Personnel	The effective educational leader supports all staff by promoting and organizing an environment focused on continuous improvement and personal growth to achieve positive outcomes for each student.
Culture	**Standard 6: Equity and Cultural Responsiveness**	The effective educational leader models, supports and cultivates a school culture characterized by equity and inclusiveness.
	Standard 7: Community of Care and Support	The effective educational leader develops and sustains positive partnerships with and among students, staff and stakeholders to create a safe and caring school environment.
	Standard 8: Meaningful Engagement of Families and Community	The effective educational leader develops and sustains partnerships with families and the community by acknowledging the school as a community resource and understanding the context of its existence within the larger community.
Management	**Standard 9: Strategic Staffing**	The effective educational leader is integral to the recruitment, hiring and assignment of staff to ensure representation of diverse expertise and skill sets are aligned to the priorities of the focused plan while also promoting staff professional growth, cultural competence and opportunities for leadership.
	Standard 10: School Operations	The effective educational leader develops and implements structures to maximize learning through relationships, management, fiscal responsibility and adherence to district and state laws, policies and procedures.

PROFESSIONAL CONDUCT

- Professional conduct is a set of rules and regulations that governs the minimum standard of behavior within a profession.

LICENSURE CODE OF PROFESSIONAL CONDUCT

ORC 3319.31(B)(1) Provides the legal basis for discipline

Engaging in an immoral act, incompetence, negligence, conduct unbecoming

Code of Conduct describes and defines conduct unbecoming

PRINCIPLE 1: PROFESSIONAL BEHAVIOR

Educators shall behave as professionals, realizing their actions directly reflect on the status and substances of the teaching profession.

PRINCIPLE 1: PROFESSIONAL BEHAVIOR

- Assisting another in violating the rules of professional conduct
- Continued physical or mental inability, incapacity, or addiction
- Disparaging peers, colleagues, or other school personnel while working in a professional setting on the basis of race or ethnicity, socioeconomic status, gender, national origin, sexual orientation, political or religious affiliation, physical characteristics, age, disability, or English language proficiency

PRINCIPLE 1: PROFESSIONAL BEHAVIOR

- Harassing, intimidating, or retaliating against a colleague, peer, or other school personnel
- Sexually harassing any student, minor or adult in the school community

PRINCIPLE 1: PROFESSIONAL BEHAVIOR

- Violating local, state or federal procedure related to the security of standardized test
- Accepting or holding employment outside the scope of one's license.
- Being disciplined by another state educational entity or other professional licensing board
- Committing an act of academic dishonesty (plagiarism, falsification, cheating)
- Nepotism

PRINCIPLE 9: APPROPRIATE AND RESPONSIBLE USE OF TECHNOLOGY

Educators shall always use technology, electronic communications, and social media in a responsible and professional manner and appropriately safeguard the unauthorized use or access to electronic devises and data entrusted to them.

PRINCIPLE 9: APPROPRIATE AND RESPONSIBLE USE OF TECHNOLOGY

- Negligently failing to prevent others from unauthorized use of professional electronic devises to access improper or inappropriate material or confidential data
- Negligently failing to prevent students from unauthorized use of the educator's personal electronic devices to access improper or inappropriate material or confidential data
- Accessing inappropriate, non-school related material on a school-owned devise.
- Presenting inappropriate, no school related media to students

PRINCIPLE 9: APPROPRIATE AND RESPONSIBLE USE OF TECHNOLOGY

- Using technology, social media, or other electronic communications to promote inappropriate communications with students (for example, excessively, for non-education purposes or requesting students or minor to conceal communications

PRINCIPLE 9: APPROPRIATE AND RESPONSIBLE USE OF TECHNOLOGY

- Knowingly failing to report/or address instances of electronic or online harassment, bullying, or intimidation of a student
- Knowingly failing to appropriately intervene when made aware of inappropriate or illegal images or material involving students or minors in electronic forms
- Using technology to host, post, or distribute improper or inappropriate materials that could reasonable be access by the school community
- Using school technology to run, manage, or promote a personal business venture

WHERE DID YOU LEARN ABOUT PROFESSIONAL CONDUCT?

WHO ON YOUR STAFF MAY NOT HAVE BEEN EXPOSED TO THE RULES PROFESSIONAL CONDUCT?

WHAT POLICIES COULD YOU PUT IN PLACE TO RAISE AWARENESS AMONG YOUR STAFF?

ABCONDUCT TIP SHEETS & LMS COURSE

• Office of Professional Conduct •

Social Media TIP SHEET 1

#ABConduct

To download other tip sheets, visit education.ohio.gov/ABConduct

Educators have a visible place in their communities. The choices they make, even when well-intended, can affect their families, jobs, schools and profession. *The Ohio Department of Education*, *Ohio Education Association* and *Ohio Federation of Teachers* offer this series of tip sheets *supported by BASA, OASSA and OAESA* on how to recognize situations which can get good educators in trouble.

Most educators carry smart phones that give them photo, video and texting opportunities and the instant ability to post, like or snap. But these social media opportunities can blur the line between work and personal life.

Be smarter than your smart phone

Tip 1: Remember, the *Licensure Code of Professional Conduct for Ohio Educators* applies all day, every day, even to your personal social media accounts. If someone would have a problem with your planned post, it could mean a problem for you.

Tip 2: Privacy settings don't guarantee privacy, but using maximum settings may lower your risk. If you use social media platforms such as Facebook or Twitter, have two accounts for each:

Professional account – Post content only for students, parents, administrators and the school community. No party pictures or pet stories here.

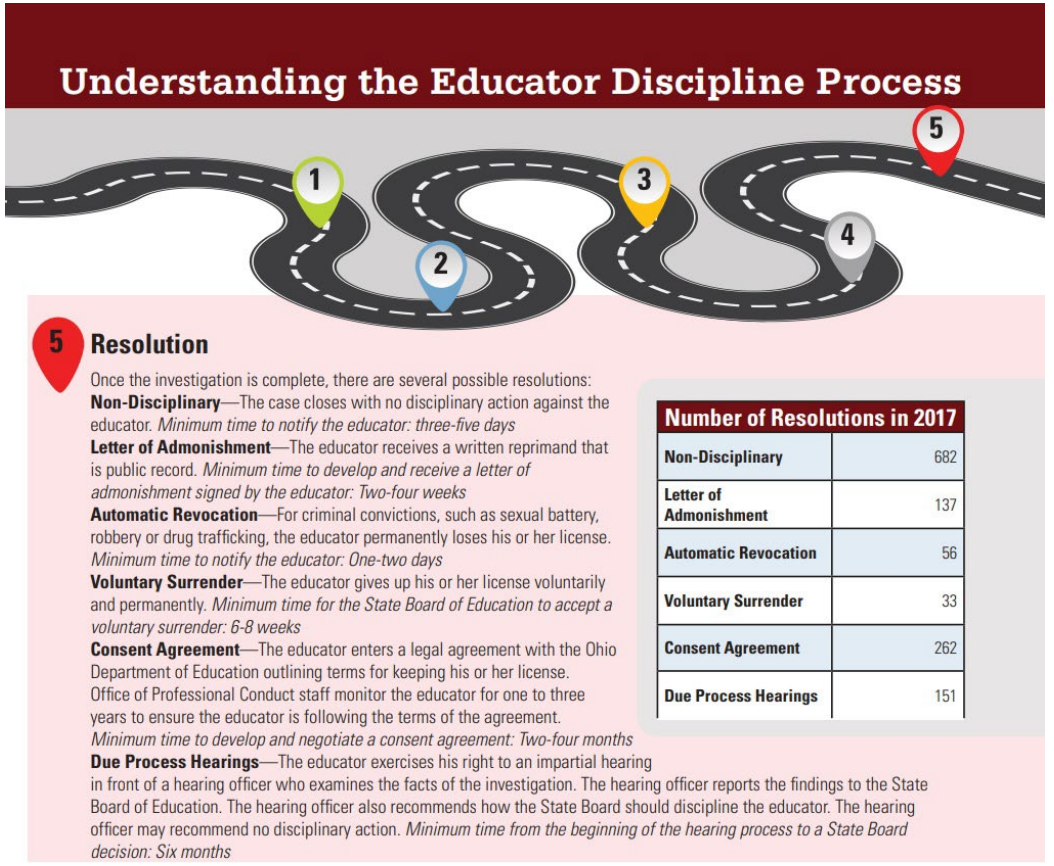
Personal account – Post content only for friends and family, and use maximum privacy settings that block your posts from students, parents and the school community. Keep in mind that someone still could print, copy or take a screenshot of your post.

Tip 3: Remember, if a comment or photo is inappropriate in the school or classroom, it's inappropriate on social media.

- Publications dedicated to helping educators avoid grey areas.
- Topic specific: social media, managing funds, broken contracts, mandatory reporting, & professional boundaries
- Based on real cases and circumstances
- Turned into LMS course
- www.sboe.ohio.gov

UNDERSTANDING THE EDUCATOR DISCIPLINE PROCESS

- Quick, single page fact sheet
- Step by step explanations for each phase of the OPC process from allegations through resolution.
- Provides timeframes and possible outcomes to cases.



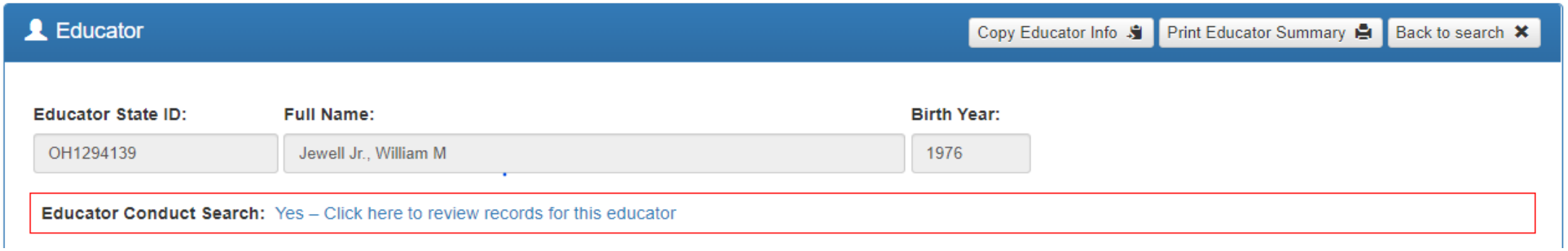
Understanding the Educator Discipline Process

5 Resolution

Once the investigation is complete, there are several possible resolutions:
Non-Disciplinary—The case closes with no disciplinary action against the educator. *Minimum time to notify the educator: three-five days*
Letter of Admonishment—The educator receives a written reprimand that is public record. *Minimum time to develop and receive a letter of admonishment signed by the educator: Two-four weeks*
Automatic Revocation—For criminal convictions, such as sexual battery, robbery or drug trafficking, the educator permanently loses his or her license. *Minimum time to notify the educator: One-two days*
Voluntary Surrender—The educator gives up his or her license voluntarily and permanently. *Minimum time for the State Board of Education to accept a voluntary surrender: 6-8 weeks*
Consent Agreement—The educator enters a legal agreement with the Ohio Department of Education outlining terms for keeping his or her license. Office of Professional Conduct staff monitor the educator for one to three years to ensure the educator is following the terms of the agreement. *Minimum time to develop and negotiate a consent agreement: Two-four months*
Due Process Hearings—The educator exercises his right to an impartial hearing in front of a hearing officer who examines the facts of the investigation. The hearing officer reports the findings to the State Board of Education. The hearing officer also recommends how the State Board should discipline the educator. The hearing officer may recommend no disciplinary action. *Minimum time from the beginning of the hearing process to a State Board decision: Six months*

Number of Resolutions in 2017	
Non-Disciplinary	682
Letter of Admonishment	137
Automatic Revocation	56
Voluntary Surrender	33
Consent Agreement	262
Due Process Hearings	151

UPDATES TO EDUCATOR PROFILE - DISCIPLINE



Case Search Results

Filter: Type to filter

State ID	Last Name	First Name	Middle Name	Birth Year	School District	Disposition Date	Disposition
OH1294139	Jewell Jr.	William	M	1976	Carlisle Local	11/16/2021	Board Order/Permanent Denial, Permanent Revocation

Previous 20 Results | Go to page 1 of 1 | Next 20 Results

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Prev

1 of 1 | Name: **William M Jewell Jr.** | State ID: **OH1294139**

Next

Public

Case Information

State ID	Last Name	First Name	Middle Name	Birth Year
OH1294139	Jewell Jr.	William	M	1976

School District	Disposition Date	Disposition
Carlisle Local	11/16/2021	Permanent Revocation

Basis for Discipline

Mr. Jewell's decision not to participate in any further proceedings pursuant to Ohio Revised Code 3319.31.

Discipline Notes

Board Resolution

Note: Public documents concerning this case can be viewed by clicking the documents icon on the upper left side of the screen.

QUESTIONS?

SBOE.OHIO.GOV

State Board of Education

NEXT PRINCIPAL CHAT

- Second Wednesday each month at 9:30 – 10:30am
- February 14
- Focus Topic: Assessment

Contact: schooladmin@education.ohio.gov

EXIT SURVEY

Department of Education & Workforce

EDUCATION.OHIO.GOV