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*July 2018  
Progress Report  
Dated  
June 20, 2018*

# NEVADA EDUCATOR CODE OF ETHICS ADVISORY GROUP

Progress report on the work of the Advisory Group as required by Assembly Bill  
124 in the 79th Legislative Session

*This report was  
completed by NDE staff  
on behalf of the  
Advisory Group*

**NEVADA DEPARTMENT OF EDUCATION  
NEVADA EDUCATOR CODE OF ETHICS ADVISORY GROUP  
AUTHORITY AND FACTS**

**Authority:**

The Nevada Educator Code of Ethics Advisory Group was created by the 2017 Legislature. (Assembly Bill 124, 79<sup>th</sup> Legislative Session). The Advisory Group's authority expires on June 30, 2019.

**Facts about the Nevada Educator Code of Ethics Advisory Group:**

Membership: Pursuant to Assembly Bill 124, the makeup of the Advisory Group is as follows:

- The Superintendent of Public Instruction, or his or her designee, who serves as an ex officio member of the Advisory Group. Jason Dietrich, Director of Educator Licensure, serves in this capacity on behalf of the Superintendent.
- One member appointed by the Chancellor of the Nevada System of Higher Education who is a dean of one of the Colleges of Education within the System or a person nominated by such a dean for appointment by the Chancellor. This seat is held by Dr. Diane Barone.
- Three teachers appointed by the Governor from a list of two nominees submitted by the Speaker of the Assembly and two nominees submitted by the Majority Leader of the Senate. The members must be recommended by the Nevada State Education Association or its successor organization, and the Association shall consider for recommendation teachers who are certified by a national board. Rachel Croft, Susan Kaiser, and Robert Cowles hold these seats.
- Two members who are parents of pupils who attend a public school in this State, appointed by the Governor from a list of nominees submitted by the Speaker of the Assembly and the Majority Leader of the Senate. Amanda McWilliams and Samantha Bivins are the two parent members.
- One member who is a member of student government or the Nevada Youth Legislature, appointed by the Superintendent of Public Instruction. This seat is held by Caramia Phillips.
- Two members who are school-level administrators, one of whom is employed by a school district in a county whose population is 100,000 or more and one of whom is employed by a school district in a county whose population is less than 100,000, appointed by the Governor from a list of nominees submitted by the Nevada Association of School Administrators or its successor organization. These positions are filled by Lou Markouzis and Sean Moyle.
- One member who is an employee of a school district with expertise in labor-management relations, appointed by the Governor. Dr. Jeffrey Paul holds this position.
- One member who is licensed by a board in this State, other than the State Board of Education, that has a code of ethics and requires compliance as a condition to continued licensure, appointed by the Governor. Casey Stiteler is in this seat.
- One member who is a superintendent of schools of a school district, appointed by the Governor from a list of nominees submitted by the Nevada Association of School Superintendents. Dan Wold holds this position.

Officers: The Advisory Group shall, at its first meeting, elect a Chair from among its members, pursuant to Assembly Bill 124.

Meetings: Assembly Bill 124 requires the Advisory Group to meet at least quarterly. The group may meet at other times upon the call of the Chair. While attending meetings of the Advisory Group or otherwise engaged in the business of the Advisory Group, members are entitled to receive the per diem allowances and travel expenses provided by law for state officers and employees generally.

Support: The Nevada Department of Education provides the necessary personnel and administrative support to allow the Advisory Group to carry out its responsibilities.

Responsibilities and Scope of Work: Pursuant to Assembly Bill 124, the Advisory Group shall:

- Study codes of ethics and best practices that have been established in other states.
- Make recommendations to the Commission for the adoption of a code of ethics for educators in this State. Such a code of ethics must address, without limitation, responsibility to the profession of education, professional competence, responsibility to pupils, responsibility to the school community and the ethical use of technology.
- Develop strategies to carry out a code of ethics which may include, without limitation, recommending the adoption of regulations by the State Board of Education or the Commission on Professional Standards in Education, or recommending legislation to revise provisions of law.
- Review courses offered by the Nevada System of Higher Education and by other approved educational institutions and qualified providers which provide training to teachers on ethical responsibilities; determine whether the material is adequate to inform teachers of the requirements included in any proposed code of ethics that is established; and provide any recommendations deemed necessary and appropriate for improvement of such courses to the Board of Regents of the University of Nevada, other approved educational institutions and qualified providers. A copy of any such recommendations made by the Advisory Group must also be provided to the Governor, the State Board of Education, the Commission on Professional Standards in Education, and the Director of the Legislative Counsel Bureau for transmittal to the 80<sup>th</sup> Session of the Nevada Legislature.
- Study the cost of professional development for teachers, administrators, paraprofessionals, and other educational personnel, and the use and availability of regional training programs and any federal funding available for such professional development.
- On or before July 1, 2018, and December 1, 2018, prepare a report concerning the status of the Advisory Group in carrying out its duties as listed above, including any recommendations made by the Advisory Group, and submit it to the Governor, the State Board of Education, the Commission on Professional Standards in Education, and the Director of the Legislative Counsel Bureau for transmittal to the Legislative Commission and the 80<sup>th</sup> Session of the Nevada Legislature.

**NEVADA DEPARTMENT OF EDUCATION  
NEVADA EDUCATOR CODE OF ETHICS ADVISORY GROUP  
WORK ACCOMPLISHED TO DATE**

**Meetings held to date:**

January 24, 2018: The Advisory Group met and elected two Co-Chairs, Rachel Croft and Caramia Phillips, and reviewed the scope of work contained within the language of AB 124. The group then heard a presentation from Dr. Troy Hutchings, a subject matter expert in the area of professional ethics for educators. Based on Dr. Hutchings' presentation the group came to a clear understanding that while educator ethics and educator conduct are distinct from one another, they are also interrelated, and the application of standards of conduct must be informed by a clear understanding of ethical standards. Dr. Hutchings introduced the Model Code of Ethics for Educators, and recommended it to the group for review along with existing codes of educator ethics from several other states.

February 27, 2018: The Advisory Group elected a Vice Chair, Susan Kaiser, and continued to review the Model Code of Ethics for Educators and existing codes of conduct from Georgia, Idaho, Iowa and Texas. After some discussion it was agreed to focus on the Model Code for possible adoption, and the Texas Educators' Code of Ethics as a potential model for Nevada should the group decide not to recommend adoption of the Model Code.

April 13, 2018: The Advisory Group heard testimony from a number of invited stakeholders, including representatives of Nevada institutions of higher education, school districts, educator associations, and school district superintendents. They then voted to recommend that the Commission on Professional Standards in Education adopt the Model Code of Ethics for Educators for use in Nevada. This recommendation will be presented to the Commission at their June meeting, and a public workshop will be scheduled for suggested regulatory language to implement the Model Code.

May 22, 2018: The Advisory Group heard additional contextual information about the drafting of Assembly Bill 124 from Dr. Troy Hutchings, who served as a subject matter expert during that process. Representatives of Nevada educator and paraprofessional associations presented additional testimony regarding the adoption of a code of ethics for educators. The Advisory Group approved recommended regulatory language to adopt the Model Code of Ethics for Educators, and asked Department staff to convey that language to the Commission for a public workshop at their June meeting.

**Recommendations Made by the Advisory Group:**

Pursuant to its statutory mandate in Assembly Bill 124, the Advisory Group is making the following recommendations:

- The Advisory Group recommends that the Commission on Professional Standards in Education adopt the Model Code of Ethics for Educators for use in Nevada, along with any future updates or revisions to the code which may occur. The Model Code aligns with the requirement set forth in AB 124 that any code of ethics adopted by the Commission must address responsibility to the profession of education, professional competence, responsibility to pupils, responsibility to the school community, and ethical use of technology. The Model Code was developed by a national

panel which included practicing educators and administrators, paraprofessionals, state-level education agency representatives, members of the National Council for the Advancement of Educator Ethics, and content experts in the area of professional ethics.

- The Advisory Group will present proposed regulatory language to the Commission at their June 20, 2018 meeting to facilitate the adoption of the Model Code.

**NEVADA DEPARTMENT OF EDUCATION  
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FY 2019 WORK PLAN**

1. The Advisory Group will address the training requirements contained within Section 3, paragraph 2 of Assembly Bill 124, and will work with school districts, charter schools, educational employee organizations, and training providers to determine how this training might best be administered without creating an undue financial hardship for school districts and charter schools.
2. The Advisory Group will review educator ethics coursework currently offered by the Nevada System of Higher Education and by other Nevada institutions of higher education who offer educator preparation programs, and will make such recommendations as it deems necessary and appropriate to align these courses with the Model Code of Ethics for Educators.
3. Given the interrelated nature of educator ethics and educator conduct, which has been made clear to the group by subject matter experts, the Advisory Group will review existing statutes and regulations regarding educator misconduct, and will propose any changes it deems necessary in order to:
  - (a) Ensure Nevada's schoolchildren have a safe and respectful environment conducive to a positive educational experience; and
  - (b) Align educator conduct expectations with the areas of responsibility delineated within the Model Code of Ethics for Educators.
4. The Advisory Group will work with the Department of Education's Office of Educator Licensure and with the Department's testing vendor, the Educational Testing Service (ETS), to explore the possibility of incorporating an ethics examination into educator preparation programs within this State.