

## Cybertraps for Educators

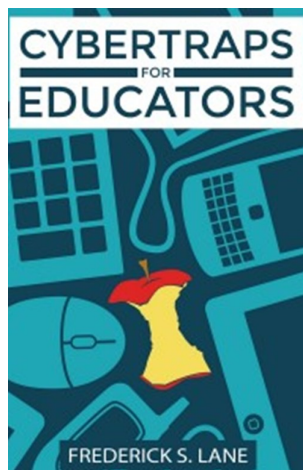
The BoEE staff recently read [Cybertraps for Educators](#) by [Frederick Lane](#) through a collaborative book study. The text prompted in-depth discussions around a variety of topics including “cyberloafing” (using the internet at work for non-work activities), social media posts, emails made public, public profiles vs. private lives, and how to communicate effectively and professionally as educators in our current digital age.

Imagine a teacher or administrator who has pictures online of elaborate partying and drinking alcohol. Are educators entitled to a private life, and should they be allowed to publicly display their activities without consequence?

How about political opinions, social commentary, or rants about students or communities on Facebook or Twitter? Are educators protected in full by the First Amendment?

Are educators aware that students may be videotaping them, posting online, or even creating fake online accounts using the educator’s profile information?

We truly enjoyed digging deeply into these issues (and many more), and we highly encourage other educators to consider this valuable resource.



## BoEE Quarterly Newsletter May 2015

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## Update Your Information

The BoEE website has many convenient features including a new FAQ page and the ability to update your contact information.

**Please take a moment now to visit our website and update your contact information. Go to [www.boee.iowa.gov](http://www.boee.iowa.gov) and click “update my information” in the left column.**

The “Search for a license” tool is helpful to see your license type and expiration date.

The FAQ page replaces the old BoEE handbook and has the most current and relevant information for educators in a user-friendly format.

### How Do I?

- Search for a license
- Update My Information
- Order a Background Check
- Become a teacher

### Additional Information

- Announcements
- FAQs

[www.boee.iowa.gov](http://www.boee.iowa.gov)

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# From the Executive Director: D.T. Magee



This is a challenging time of year in school buildings. Nerves get frayed, patience wears thin, and student and adult behavior that was not a problem at the start of the school year leads to some challenging discussions and decisions. When I served as a principal, I would hold a staff meeting each spring encouraging staff members to use an extra ounce of patience with students, parents, and fellow staff members and ask themselves the following question when faced with disruptive behavior: "Is my reaction to this behavior a result of the behavior or the timing of the behavior?"

Just like many school buildings experience challenging issues this time of the year, the BoEE receives more calls regarding potential or perceived educator misconduct in the spring. The BoEE staff works very hard to listen to the information presented and consistently asks individuals calling our office with complaints if the behavior is truly problematic or if the timing of the behavior during this challenging part of the school year is the issue. So, I encourage all the readers of this column to use an extra ounce of patience this time of the year when faced with frustrating behaviors.

The National Association of State Directors of Teacher Education and Certification (NASDTEC) has extended an invitation to interested individuals and organizations to attend the 87<sup>th</sup> NASDTEC Annual Conference June 7-9, 2015 in Portland, Oregon. I currently serve as the President of NASDTEC and am happy to pass along the following information:

***Elevating the Profession*** is the theme for the 87th [NASDTEC](#) Annual Conference. Plan to join your colleagues June 7-9, 2015 at the Hilton Hotel and Executive Tower in downtown Portland, Oregon.

The engaging program focuses on four distinct strands, each of which will have a distinguished keynote speaker and a selection of eight concurrent session choices supporting each strand. The strands are Preparation, Entry, Growth, and Leadership.

Confirmed as Keynote speakers are:

- Strand I: Preparation -- **James Popham**, Professor Emeritus at UCLA;
- Strand II: Entry -- **Ellen Moir**, Chief Executive Officer of the New Teacher Center;
- Strand III: Growth -- **Linda Darling-Hammond**, Professor at Stanford University; and
- Strand IV: Leadership -- **Mark Smylie**, of the Center for Urban Education Leadership.

In addition to these outstanding keynoters, you can choose among the diverse concurrent sessions, filled with nationally-known speakers who will interact with you in smaller settings. They include:

**Andrea Whitaker**, Stanford University

**Charlotte Danielson & Mark Atkinson**, The Danielson Group

**Elizabeth Vilky**, CAEP

**Mark LaCelle-Peterson**, AACTE

**Michaela Miller**, NBPTS

**Joellen Killion**, Learning Forward

**Maddie Fennell**, Teach to Lead/US DOE

Have a great end to the school year!

D.T.

## Attorney Update: Darcy Lane



Standard IV of the Code of Professional Conduct and Ethics for licensed educators is titled "misuse of public funds and property." Often, the public property that is at issue in an ethics complaint filed under this standard is a school-issued laptop, tablet, or other device. In keeping with this newsletter's "Cybertraps for Educators" theme—based on the excellent book of the same name by Frederick S. Lane (no relation)—I would like remind all licensed educators to be mindful of your local policies on use of school-issued technological devices, and avoid personal use that could lead to a complaint against your license.

While a quick check of the weather or the news on your school computer may not raise any eyebrows, the Board has seen complaints in which evidence submitted against an educator included screen shots of Facebook posts or tweets during school hours, or testimony that an educator frequently used class time for texting, personal email, online shopping, or blogging. Awareness of this aspect of the ethics code and your unique local technology use policies will help to avoid allegations that could be embarrassing and disruptive to your practice as an educator. When in doubt about the appropriateness of a particular use of school-issued technology, ask someone knowledgeable in your building, and consider how the use would be perceived by parents and the community in general. Remember that we are always happy to discuss any issues related to the ethics code here at the BoEE office, and have a wonderful end to your school year!

# Ethics and Solutions

Many educators think that they will never be subject to the temptations of ethical misconduct, but during our study of the book *Cybertraps for Educators*, we discovered that many adults who have had an ethical misstep have gone through a phase in their life where they were vulnerable and more at risk of doing something they will later regret.

It is important to pay close attention to your own personal health (mental, emotional, and physical), and to also protect yourself



professionally. Educators often make decisions based on their caring hearts, but they forget that these decisions may leave themselves open for professional vulnerability. For example, a teacher may receive a text from a student who is asking a basic question. It would be easy for the teacher to simply answer the text, but now there is a private communication thread between the student and teacher which may become

inappropriate.

Texting is a great way to communicate when done *professionally*. [Remind](#) is a free application that allows for group texts without using a personal cell phone number or the ability to reply. Many Iowa districts utilize this application.

We encourage districts to adopt policies that are specific to the acceptable use of technology for both students *and* staff members, and for districts to have annual discussions with staff around the ethical dilemmas found in our digital world, which should include how to handle their online personal lives.

## ISEA Ethics Courses

ISEA is offering three ethics courses in June. Participants examine various ethical situations along with actual cases that the Board has addressed. Topics include: technology do's and don'ts; contracts and resignations; relationships with students, parents, and colleagues; and the dichotomy of a school employee's life. It includes a method to use when making decisions and is a highly interactive course. Contact Rhonda Plimmer at [rplimmer@isea.org](mailto:rplimmer@isea.org) or 515-471-8052.

Course is available for 1 (one) hour graduate and relicensure credit, paraeducator credit, Audit and CEUs (members/non-members).

### **Des Moines, IA**

June 11 & June 12, 2015

8:00 a.m. - 6:00 p.m. on June 11

8:00 a.m. - 1:30 p.m. on June 12

Des Moines ISEA Headquarters Office, 777 Third Street, Des Moines, IA

[Click here to register](#)

### **Sioux City, IA**

June 16 & 17, 2015

8:00 a.m. - 4:00 p.m.

Northwest AEA, Room D, 1520 Morningside Avenue, Sioux City, IA

[Click here to register](#)

### **Washington, IA**

June 23 & 24, 2015

9:00 a.m. - 5:00 p.m.

Washington CSD Central Office, 404 West Main St., Washington, IA

[Click here to register](#)



# General Updates

## Graduate Credit Changes

The graduate credit option for some AEA courses has increased to 15 hours of class time *plus* an additional 30 hours of coursework. This change has been prompted by the colleges or universities sponsoring the graduate credit option, not by the BoEE. **The BoEE has not made any changes to the contact hours required for a renewal unit.** The renewal unit option has stayed the same.

## Renewal Units for Cooperating Teachers

The BoEE has approved a new renewal unit system for serving as a cooperating teacher. A maximum of two renewal units may be earned in this manner. Colleges will provide an official renewal certificate.

Serving as a cooperating teacher for a 14 week or more student teaching experience and completing requirements as defined by the higher education institution is worth one renewal unit.

Serving as a cooperating teacher for a 7-13 week student teaching experience and completing requirements as defined by the higher education institution is worth one-half renewal unit.

Serving as a cooperating teacher for **90 hours** of clinical experiences (pre-student teaching field experiences where the candidate is involved in the classroom beyond observation, e.g., methods, practicum or internship experiences) is worth one-half renewal unit and **180 hours** is worth one renewal unit.

## Hiring New Graduates

Iowa now requires passing test scores on two Praxis II exams or edTPA before candidates are eligible for licensure beginning with graduates after January 1, 2013. Candidates must pass a pedagogy exam and a content exam.

**No temporary or provisional licensure will be issued without passing test scores.** The candidates must pass the approved chosen Iowa assessments using Iowa's cut score.



If candidates already have an Iowa teaching license, you can be assured that they have met the testing requirements. You may search for a candidate's license by using the [search function](#) on our website. **Districts should use this function for all new hires to verify licensure, endorsements, and that no disciplinary action is currently in force against a license, such as a suspension or revocation.** Only the electronic search on our website can provide this accurate real-time data.

## Converting Initial to Standard

To convert to the standard license, you will need to teach for two full years in an Iowa public school or three years in any combination of public, private or out-of-state schools. Iowa public school teachers will participate in the mentoring and induction program and meet the Iowa teaching standards. You must be teaching within your endorsement areas (or have conditional licensure) in order for the experience to be validated. Any credits you have taken during the term of your initial license may not be used for future standard or master educator renewals.

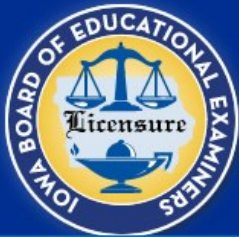
Once you have met the experience requirement, your evaluator will need to recommend you for one of the following:

1. recommend for the standard license; or
2. a third year of mentoring and induction to meet the standards; or
3. affirmatively NOT recommend the teacher for a standard license.

If you are teaching in Iowa, your license must remain valid. The BoEE will not convert licenses before the last day of school. If your license expires before you have enough experience, you may apply for an extension. You may also renew your license twice if you have not met the experience requirement; the second renewal requires proof of employment.

**Administrators** need to report to the BoEE the status of any teacher on an initial license who is leaving the district by using this form: [STATUS REPORT—INITIAL LICNESE](#).





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