



# Nebraska Professional Practices Commission

# Nebraska Professional Practices Commission Responsibility and Mission



Develop

Promote

Enforce

STANDARDS OF PROFESSIONALISM FOR NEBRASKA EDUCATORS



# About the NPPC

- Professional Practices Statute passed in 1967
  - Authorizing the creation of the Nebraska Professional Practices Commission
- Nebraska Professional Practices Commission = *the governing body for ethical and professional conduct for Nebraska educators.*
- Commissioners
- Funding



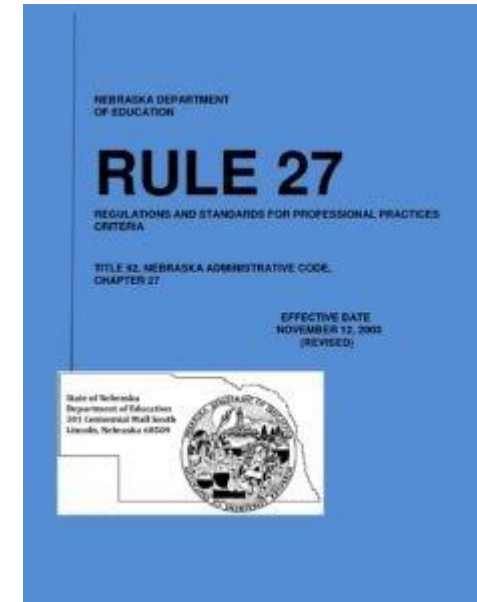
# Profession & Ethics

- Nebraska law recognizes education as a “profession”
  - With all rights, responsibilities and privileges accorded other recognized professions
  - Behaviors/Characteristics of a profession are that the practitioners:
    - Set standards of practice, and
    - Engage in judicial-like process for enforcing those standards
- Responsibilities
  - Educators are expected to follow a Code of Ethics
  - This code outlines appropriate and inappropriate actions
  - Educators are never off the ethical clock (so to speak)

# Title 92, *Nebraska Administrative Code*, Chapter 27, Section 004



- The “Code of Ethics”
- Sets forth five principles to guide ethical and professional practice:
  - Principle I – Commitment as a Professional Educator
  - Principle II – Commitment to the Student
  - Principle III – Commitment to the Public
  - Principle IV – Commitment to the Profession
  - Principle V – Commitment to Professional Employment Practices





# Hearings & Actions

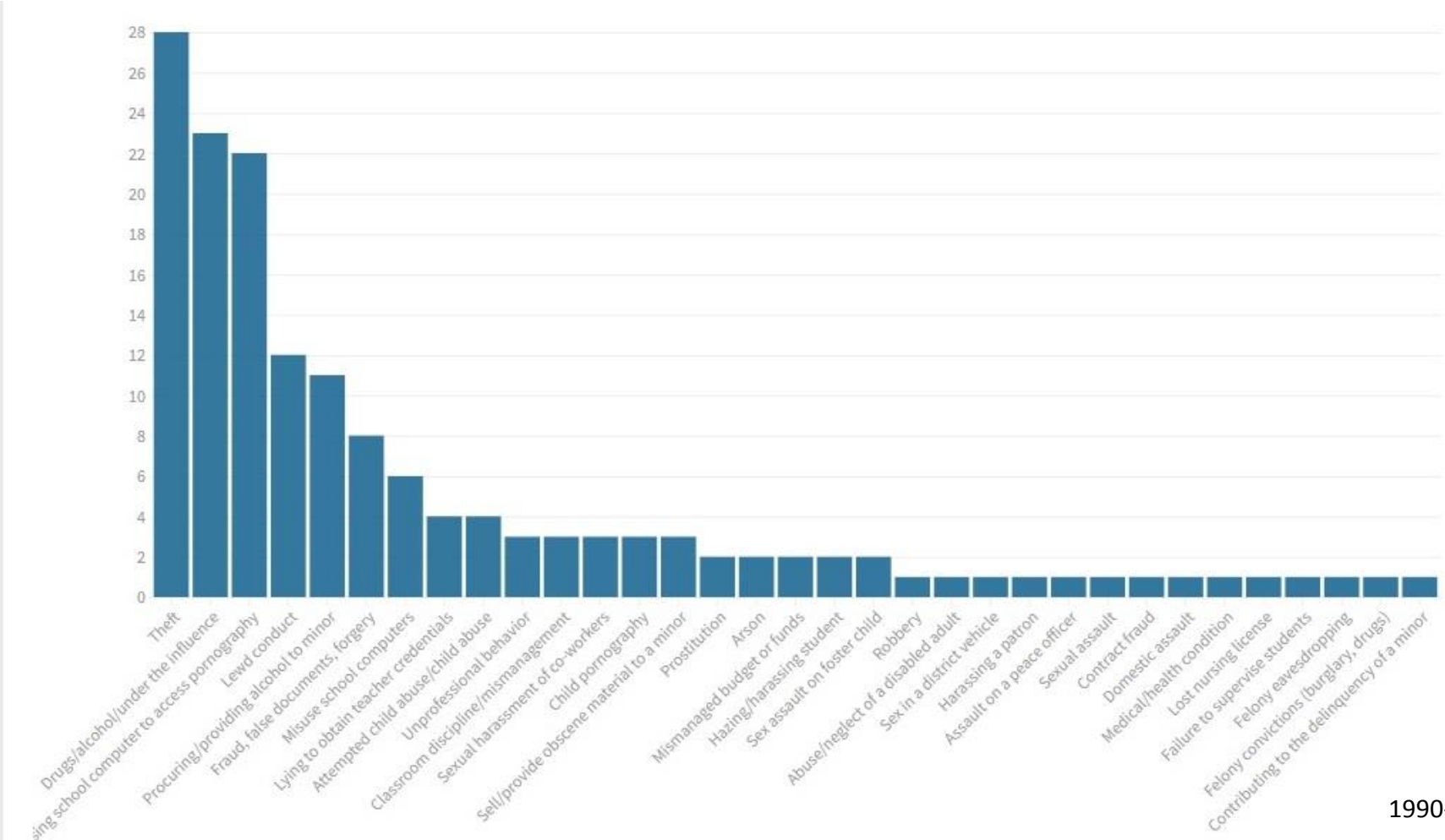
- Hearings
  - The Commission holds hearings and makes recommendations to the State Board of Education concerning alleged violations of professional ethics and practices.
- Types of Actions
  - **Dismissal** – no action
  - **Admonishment** – a private sanction to certificate holder
  - **Reprimand** – a public sanction criticizing or rebuking certificate holder
  - **Suspension** – public sanction withdrawing/cancelling certificate for a period of time (automatic reinstatement)
  - **Revocation** – public sanction withdrawing or cancelling certificate for a period of time (must apply for reinstatement)
  - If **Permanent Revocation**, **No reinstatement**



# Examples & Recent Data

- Least punitive action examples:
  - Private admonishment – lying to parents about student absences
  - Public reprimand – violating testing protocol
- In the last five years, majority of cases involved some type of:
  - Sexual Misconduct
  - Contract abrogation

# Other Reasons for Loss of Teaching Certificate



1990-2019



# Recent Cases



- In 2019, thirty-four (34) petitions were filed – most petitions ever filed in a single year!
- For 2021, a total of eleven petitions have been filed to date
- Five of those petitions have been heard by the Commission this year
- Reasons for these petitions:
  - 1 Contract abrogation
  - 1 Possession of child pornography
  - 1 Violate school policy
  - 1 Inappropriate contact and communication
  - 1 Disturbing the peace, drive without interlock device
  - 2 Unprofessional conduct
  - 1 Make terroristic threats
  - 1 Reinstatement
  - 2 Inappropriate relationship with student



# Commissioner Conversations

- Becoming a Commissioner
- Cases of Interest
  - Theft from cash box/activity accounts (Alliance)
  - Contract Abrogation (South Sioux City)
  - Crossing Boundaries (Pender)
  - Alcohol/Drugs (Omaha, Lincoln)
  - Social Media (Access to Students & Teachers use of Social Media, recent case reinstatement - Niobrara)
  - Grooming Case (West Point/McCook) June 2021
- Questions for Judi or Kelly

# NPPC Website

<https://nppc.nebraska.gov>



## Nebraska Professional Practices Commission

### About Us

The role and mission of the Nebraska Professional Practices Commission is to develop, promote and enforce standards of professionalism for Nebraska educators. This includes ethical and professional performance, competency and continuation in professional service.



*“It takes 20 years to build a reputation and five minutes to ruin it. If you think about that, you’ll do things differently.”*

*~ Warren Buffet*

Nebraska Professional Practices Commission

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