

REQUEST AND RECOMMENDATION FOR BOARD ACTION

Agenda Number: TUES 8

Staff Initiating:

Scott Gordon

Director:

Scott Gordon

Commissioner:

Jake Steel

Meeting Date:

July 14,
2026

Item Title:

Act on Recommendations of the Professional Practices Commission PPC (Case 1)

Recommended Motion:

It is moved that the Kansas State Board of Education adopt the findings of fact and conclusions of law and censure the Licensee in 24-PPC-24.

Explanation of Situation Requiring Action:

On October 31, 2024, the Kansas State Department of Education filed a complaint seeking revocation and non-renewal of the teaching license in case 24-PPC-24. The complaint alleged that during the 2022-2023 school year, the Licensee engaged in a pattern of inappropriately and overly personal and intimate conduct toward or focus on a particular student. After the first day of the evidentiary hearing that started on June 13th, 2025, KSDE and the Licensee entered into an agreement whereby both he and KSDE would both ask the Professional Practices Commission and the State Board to issue an order of censure and to allow him to keep his teaching license if he successfully completed a 12-month term of professional oversight that included guided reflections, hard conversations with him and his current employer, and the NASDTEC Prevention and Correction Course.

The Professional Practices Commission agreed to hold the proceedings without receiving any further testimony for a term of 12 months. That term ended June 13, 2026. The Licensee has successfully fulfilled his obligations as reported by Dr. Mischel Miller of Kansas State University. Dr. Miller will give a summary of her involvement with the Licensee and will be available to answer questions regarding her recommendation.

KSDE's General Counsel R. Scott Gordon will explain why this case was handled this way and will share a possible new way to manage similar cases brought before the Professional Practices Commission. Mr. Gordon would like to acknowledge the work of Dr. Jeffrey Haverland of the University of Dubuque, whose work this process was based upon.

BEFORE THE KANSAS STATE BOARD OF EDUCATION
PROFESSIONAL PRACTICES COMMISSION

In the Matter of
the License of

redacted

24-PPC-24
25ED0008 ED

Initial Order based upon Stipulated Findings of Fact and Conclusions of Law

Recommendation

Having reviewed the Stipulated Findings of Fact and Conclusions of Law agreed upon by the parties, and otherwise being duly and fully informed in the premises of this matter, the Professional Practices Commission ("Commission") of the Kansas State Board of Education ("State Board") and recommends to the State Board that **redacted** ("Licensee") be publicly censured for his professional misconduct.

Statement of the Case

This matter came for a hearing before the Commission upon the Complaint filed by the Kansas State Department of Education ("KSDE") on October 31, 2024, seeking revocation and non-renewal of Licensee's teaching license. Appearing for the Commission on June 12th and 13th, 2025 were Chairperson Ricardo Sanchez and members Erica Shook, Anita White, Carey Spaulding, Christy Ziegler, and Kori Lopez¹.

Licensee appeared in person and through counsel Samantha M. Fisher and Diane L. Bellquist.

KSDE appeared by and through counsel R. Scott Gordon

The above captioned matter, having been called for hearing before the Professional Practices Commission ("Commission") and after having evidence presented by the Complainant ("Kansas State Department of Education") and **redacted** ("Licensee") but prior to the conclusion of the hearing and prior to deliberations of the Commission, both Parties presented the following stipulated findings of fact, conclusions of law, and recommendation to be made to the Kansas State Board of Education ("State Board").

¹ Carey Spaulding was present on June 12th only. Kori Lopez was present on June 13th only. Both parties agreed with allowing the case to proceed based on the circumstances and did not object to the substitution of one Commission member with the other.

Findings of Fact

1. **redacted** ("Licensee") #8342631745 is currently licensed by the Kansas State Board of Education ("State Board") with an initial teaching license. Licensee has been licensed by the State Board since 2022.
2. During the 2022/2023 school year, Licensee was employed as a teacher by the Shawnee Mission School District. This was Licensee's first year teaching.
3. Licensee acknowledges that during the 2022/2023 school year, he engaged in a pattern of inappropriate and overly personal and intimate conduct toward or focus on a student. The inappropriate conduct includes but is not limited to:
 - a. Exchanging over 200 emails for personal, non-educational purposes with Student,
 - b. Sharing personal information with Student about his own personal relationship(s),
 - c. Sharing overly flattering messages via email and texts with Student about how much he loved talking and listening to Student,
 - d. Telling Student how excited he is to not be her teacher anymore (after she graduates) so he can "just be some dude",
 - e. Inviting Student to meet outside of school after she stopped attending high school but before Student officially graduated
 - f. Giving Student his personal cell phone number to keep in touch after Student graduated, without "having to worry about getting in trouble" and how after doing so "everything will be easier." and
 - g. Exchanging friendly dialogue via over 600 text messages with Student for personal, non-educational purposes starting the day after she stopped attending high school and continued between that day and the day she graduated and continued after graduation.
4. Licensee resigned from the Shawnee Mission School District in lieu of termination. Licensee became employed by the Rock Hill School District in 2023 and has been employed as a math teacher since that time. Licensee currently works as an Assistant Forensics coach as well.
5. Licensee's current employer is now aware of Licensee's past misconduct but feels he has learned from his past and fully supports his effort to retain his teaching license.
6. Licensee is willing and able to fulfill additional licensing requirements that may be necessary in order for him to show rehabilitation and remorse.

Conclusions of Law

1. Pursuant to K.S.A. 72-8501, the Legislature has declared teaching and school administration to be professions in Kansas with all the similar rights, responsibilities, and privileges accorded other legally recognized professions. An educator is in a position of public trust.

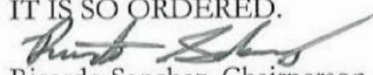
2. Any license issued by the Kansas State Board of Education ("State Board") may be suspended or revoked, or the license holder may be publicly censured by the State Board for misconduct or other just cause. K.A.R. 91-22-1b(a)(4).
3. By order of the State Board, the Commission shall investigate and conduct hearings pertaining to allegations of misconduct.
4. The Commission finds that Licensee engaged in professional misconduct by engaging in a pattern of inappropriate and overly personal and intimate conduct and focus on one of his students.
5. The Commission finds there is no evidence that Licensee engaged in any sexual or sexually-motivated conduct toward his student.
6. The Commission finds that discipline is warranted.
7. The Commission finds that further, directed efforts toward rehabilitation and preparation were necessary for Licensee to continue to maintain a teaching license. The Commission further finds that due to the unique nature of the facts of this case, and due to the willingness of the Kansas State Department of Education to take a unique approach to resolving this matter, the following was ordered:
 - a. Licensee shall complete the National Association of State Directors of Teacher Education and Certification's Prevention and Correction Course at his own expense.
 - b. Licensee shall complete an approved series of self-reflection exercises approved by the Chair of the Commission.
 - c. Licensee shall either maintain his current employer or inform the Kansas State Department of Education's Office of General Counsel prior to accepting employment at any other school and shall fully disclose the terms of this agreement with any employing school.
 - d. Licensee shall not have any outstanding allegations of misconduct that have not yet been reported to the Kansas State Department of Education nor shall he engage in any form of misconduct.

At the parties' request the Commission adopted these interim, temporary orders for a term of 12 months and further stayed the Commission proceedings during this term. The term began and was effective from June 13, 2025 to June 13, 2026 if all requirements have been completed. Upon successful completion of the 12-month term, the parties would notify the Commission which shall then issue an Initial Order recommending Licensee be censured for his conduct. If Licensee failed to satisfy these directives of the Commission, it shall recommend that Licensee's license be revoked effective the date of such recommendation.

WHEREAS the Licensee has successfully completed all obligations and abided by the interim, temporary orders of the Commission. The parties now jointly ask the Commission to issue its Initial Order based on these Stipulated Facts and Conclusions of Law and further ask the Commission to recommend that the Kansas State Board of Education censure the Licensee as authorized by K.A.R. 91-22-1b(a)(4).

THEREFORE the Professional Practices Commission, by a vote of 7-0 recommends the Kansas State Board of Education publicly censure redacted.

IT IS SO ORDERED.


Ricardo Sanchez, Chairperson
Professional Practices Commission

Stipulations agreed up by:

S. Gordon

S. Gordon (Jan 21, 2026 09:22:39 CST)

R. Scott Gordon, 23858
Kansas State Department of Education
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Attorney for KSDE

redacted

Licensee



Samantha Fisher (Jan 20, 2026 11:51:13 CST)

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Attorneys for **redacted**

Initial Order Upon Stipulated Facts for signature -- 24-PPC-24

Final Audit Report

2026-01-21

Created:	2026-01-20
By:	KSDE Contracts (gccontracts@ksde.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAawlIPBIX58BtLnDFyuXO-uljB-BFpjWZi

"Initial Order Upon Stipulated Facts for signature -- 24-PPC-24" History

-  Document created by KSDE Contracts (gccontracts@ksde.org)
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 Signer scott.gordon@ksde.gov entered name at signing as S. Gordon
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 Document e-signed by S. Gordon (scott.gordon@ksde.gov)
Signature Date: 2026-01-21 - 3:22:39 PM GMT - Time Source: server- IP address: 170.85.8.125

 Agreement completed.
2026-01-21 - 3:22:39 PM GMT



Formal Report: Restorative Practice Reflection Process – [redacted]
Submitted by: Dr. Mischel D. Miller, Kansas State University Assistant Professor

May 2026

Overview:

This report documents the restorative practice process completed with [redacted] during the spring 2026 semester. The purpose of this process was to support reflection, accountability, professional growth, and restoration following an identified incident requiring corrective and reflective action. The process emphasized restorative practices grounded in reflection, research, relationship repair, and future-oriented professional conduct.

Initial Communication and Meeting Attempts:

A Zoom meeting was originally scheduled for February 2, 2026. [redacted] did not attend this meeting. The meeting was subsequently rescheduled for February 9, 2026, at 1:00 PM, and later rescheduled again for February 16, 2026, at 4:00 PM.

February 16, 2026 – Initial Restorative Practice Meeting:

[redacted] and I met via Zoom on February 16, 2026, at 4:00 PM for approximately ten minutes. During this meeting, we discussed the expectations and structure for the restorative practice reflection paper assignment.

[redacted] was informed that the assignment should prioritize authentic reflection and meaningful content rather than length. Guidance was provided regarding the use of APA formatting and scholarly writing expectations. I also communicated that the paper was expected to reflect [redacted] original thinking and personal reflection, rather than AI-generated responses. [redacted] assured me that he would complete the assignment in his own words.

The outline for the reflection paper was reviewed and included the following required components:

- Title Page
- Introduction, including a definition of restorative practice
- Acknowledgment of the Incident
- Reflection on Impact
- Lessons Learned
- Plan for Repair and Growth
- Implications for Future Practice
- Conclusion
- References

The outline emphasized restorative practice principles, including the understanding that harm is relational and impacts individuals and communities (Zehr, 2015), as well as the importance of concrete action steps for restoration and future growth (Morrison, 2015).

[redacted] was informed that the completed paper would be due March 9, 2026. The assignment was submitted on time.

March 23, 2026 – Follow-Up Reflection Meeting:

A follow-up Zoom meeting was held on March 23, 2026, at 4:00 PM to discuss the submitted reflection paper. During this conversation, we reviewed the rationale and purpose behind each section heading and discussed the deeper intent of restorative reflection practices. [redacted] was asked to strengthen the paper by adding three to five additional paragraphs supported by scholarly research. He agreed to revise and resubmit the paper by April 17, 2026. Plans were also made to hold a final in-person meeting in late April at Kansas State University in Bluemont Hall to discuss the completed reflection process and conclude our work together.

Schedule Adjustment:

The in-person meeting was originally scheduled for May 4, 2026; however, due to scheduling needs, the meeting was rescheduled to May 12, 2026.

May 7, 2026 – Professional Reference Conversation:

On May 7, 2026, I contacted [redacted] at [redacted] Schools to inquire whether there were any concerns regarding [redacted] teaching performance, conduct, or professional interactions. [redacted] indicated that she had no concerns and believed [redacted] had learned from the incident and demonstrated growth following the experience.

May 12, 2026 – Final Restorative Reflection Meeting:

[redacted] and I met in person on May 12, 2026, in Bluemont Hall, Room 123, at Kansas State University to discuss the final reflection paper and address any remaining questions related to the restorative process.

During this meeting, I determined that [redacted] had completed the assignment satisfactorily. The revised paper included additional scholarly references related to the purpose and principles of restorative practices and demonstrated thoughtful reflection regarding future professional conduct and personal growth.

Throughout the conversation, [redacted] appeared honest, maintained appropriate eye contact, and continued to express remorse regarding the incident. He reflected openly on the situation and acknowledged that, if given the opportunity to revisit the circumstances, he would respond differently and with greater clarity and self-control.

Conclusion:

The restorative practice process completed with [redacted] included multiple meetings, reflective writing, scholarly engagement, and professional dialogue focused on accountability, growth, and future practice. Based on the completed reflection paper, follow-up discussions, and professional feedback received, I believe [redacted] engaged meaningfully in the restorative process and demonstrated genuine reflection regarding the incident and its implications for his future professional conduct. I recommend [redacted] be given a professional teaching license from the Kansas State Department of Education.

References

- Morrison, B. (2015). *Restorative justice in education: changing lenses on education's three Rs*. *Restorative Justice*, 3(3), 445-452.
- Zehr, H. (2015). *The little book of restorative justice: Revised and updated*. Simon and Schuster.

Certificate of Completion

THIS ACKNOWLEDGES THAT

redacted

HAS SUCCESSFULLY COMPLETED
NASDTEC ACADEMY COURSE:

**Prevention and Correction:
Overview**

Academy@nasdtec.org



May 27, 2026