

THE ARKANSAS STATE BOARD OF EDUCATION

**IN RE THE MATTER OF:
CANDACE JEAN ROBERSON
FEBRUARY 13, 2025**

PLSB CASE NO. 24-135

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

At its regular meeting on February 13, 2025, the Arkansas State Board of Education reviewed the findings of the Professional Licensure Standards Board Ethics Hearing Subcommittee (Hearing Subcommittee) for disciplinary action against the teaching license of Candace Jean Roberson (Educator Roberson). Based upon the evidence presented to the Board, in accordance with the Administrative Procedures Act, Ark. Code Ann. 25-15-101 et seq., the Board hereby states as follows:

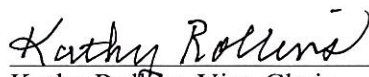
Findings of Fact and Conclusions of Law

- a. On July 24, 2024, Educator Roberson and her attorney appeared for her evidentiary hearing before the Hearing Subcommittee.
- b. After a review of the evidence, the Hearing Subcommittee found, based on a preponderance of the evidence, that Educator Roberson violated Standards, 1 and 2 of the Code of Ethics for Arkansas Educators, and recommended a Probation of License for 3 years, reading and training, written reflections, and quarterly reports from the educator's supervisor regarding how her interactions with students are progressing, and pay a fine of \$250.00.
- c. Educator Roberson rejected the recommendation and asked the Board to review the case.

- d. On February 13, 2025, Educator Roberson and her attorney appeared before the Board.
- e. The educator, her attorney, and the PLSB presented oral arguments to the Board.
- f. Upon consideration of the evidence presented at the meeting, Ark. Code Ann. §§ 6-11-105, 6-17-401, 6-17-422, 6-17-428 and 25-15-201 et seq., and the Arkansas Department of Education Rules Governing the Code of Ethics for Arkansas Educators, the Board made the following findings, conclusions and determinations by a preponderance of the evidence.
- g. The Board found that Educator Roberson:
- Video footage illustrates that the educator allowed multiple kindergarten students leave a supervised area.
 - Multiple students were not properly supervised which led to those students leaving the playground through an open gate close to a public road.
 - Educator showed no remorse and no accountability for her actions.
 - Educator's account is inconsistent with the evidence.
 - Educator should have known her actions were a violation of the Code of Ethics.
 - Educator has two true findings from DHS for child maltreatment.
 - Educator not responsible to ensure the consistent application of safety protocols; that falls on the administration.
 - Some mistakes were made, and a mind shift is necessary for additional accountability on the part of the educator; educators are human we all have things to learn; the events were not solely her responsibility, but her accountability was.
- h. Educator Roberson violated Standards 1 and 2.

- i. The Board imposed the following sanction:
- Probation of License for 1 year;
 - Require Educator to complete the following coursework/readings:
 - (a) Code of Ethics Training Provided by the PLSB (1.5 Hours)
 - (b) Title: The 85% Solution: How Personal Accountability Guarantees Success -- No Nonsense, No Excuses (256p) Author: Linda Galindo ISBN 10: ISBN 13: 9780470500163
 - (c) Title: The Power Paradox: How We Gain and Lose Influence (208p) Author: Dacher Keltner ISBN 10: 0143110292 ISBN 13: 978-0143110293
 - Written reflection on how each training/book will impact the educator's interactions and communication with students in the future (due to the PLSB for approval within 90 days of the State Board Order;
 - Quarterly reports during probationary period from the educator's supervisor regarding how her interaction with students is progressing; and
 - Require Educator to pay all associated costs.
- i. This order shall remain permanently in Educator Roberson's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.



Kathy Rollins, Vice-Chair
Arkansas State Board of Education