

THE ARKANSAS STATE BOARD OF EDUCATION

IN RE THE MATTER OF:
KIMBERLY NICOLE STANLEY
DECEMBER 12, 2024

PLSB CASE NO. 25-022

FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER

At its regular meeting on December 12, 2024, the Arkansas State Board of Education (“Board”) accepted the recommendation of the Professional Licensure Standards Board Ethics Subcommittee (“Ethics Subcommittee”) for disciplinary action against the teaching license of Kimberly Nicole Stanley (“Educator Stanley”). Based upon Educator Stanley’s acceptance of the Ethics Subcommittee’s recommendation and the evidence presented, in accordance with the Administrative Procedure Act, Ark. Code Ann. 25-15-101 et seq., the Board hereby states as follows:

I. Findings of Fact

- a. The Arkansas Department of Education issued Educator Stanley a standard five-year teaching license on January 1, 2023, valid until December 31, 2027.
- b. The Ethics Subcommittee received an allegation that Educator Stanley violated the Arkansas Department of Education Rules Governing the Code of Ethics for Arkansas Educators promulgated pursuant to Ark. Code Ann. § § 6-17-422 and 6-17-428.
- c. On July 12, 2024, the Ethics Subcommittee authorized an investigation into allegations that Educator Stanley violated *Standard 1: an educator maintains a professional relationship with each student, both in and outside the classroom; and Standard 2: an educator maintains competence regarding his or her professional practice, inclusive of professional and ethical behavior, skills, knowledge,*

dispositions, and responsibilities relating to his or her organizational position.

Subsequently, on August 2, 2024, after an initial investigation, the Ethics Subcommittee authorized alleged violations of *Standard 4: an educator entrusted with public funds and property, including school sponsored activity funds, honors that trust with honest, responsible stewardship.*

- d. Educator Stanley was notified on July 18, 2024, of the Ethics Subcommittee's authorization to investigate this allegation. Additionally, Educator Stanley was notified on August 2, 2024 of the Ethics Subcommittee's authorization to investigate the additional alleged violations of Standard 4.
- e. After considering the investigator's report and evidence on September 6, 2024, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standards 1, 2, and 4 in that Educator Stanley:
 - Inappropriate communication with student(s).
 - Inappropriate interaction with a student(s).
 - Exhibited inappropriate disposition inclusive of professional and ethical behavior.
 - Violated district, state or federal policies or law.
 - Mishandling school funds.
- f. The Ethics Subcommittee recommended that the State Board take the following actions:
 1. Suspension of License for 1 year followed by a Probation of License for 2 years;
 2. Assess a \$500.00 fine (due within 90 days of the State Board Order);
 3. Require Educator to complete the following coursework/readings:
 - a. ERC23004: Code of Ethics Part One: Professional Relationships (.5 Credit Hour)
 - b. ERC23007: Code of Ethics Part Four: Professional Responsibilities (1 Credit Hour)

- c. ERC23010: Code of Ethics Part Seven: An Educator's Influence (1 Credit Hour)
 - d. Title: The New Art and Science of Teaching: More Than Fifty New Instructional Strategies for Students Success (152p) Author: Robert J. Marzano ISBN-13: 978-1943874965
 - e. Title: You've Gotta Connect: Building Relationships that Lead to Engaged Students, Productive Classrooms, and Higher Achievement (280 Pages) Author: James Alan Sturtevant ISBN-10: 1629500046
4. A written reflection on each training/book regarding how they will impact her interactions with students in the future. Due to the PLSB for approval 30 days prior to the end of suspension for suspension removal;
 5. Quarterly reports during probation from the educator's supervisor regarding the educator's interactions with students; and
 6. Require Educator to pay all associated costs.
- g. On September 9, 2024, Educator Stanley was notified of the Ethics Subcommittee's initial determination and recommendation by secure server. Educator Stanley rejected the Ethics Subcommittee's recommendation and requested an evidentiary hearing. On October 29, 2025, educator Stanley withdrew her request for the evidentiary hearing and accepted the Ethics Subcommittee's recommendation thereby waiving her right to any further notice, hearing, or any other rights she may have under the Administrative Procedure Act, including those rights set forth in Ark. Code Ann. §§ 25-15-211 and 25-15-212.
- h. At today's meeting, the Ethics Subcommittee's recommendation and supporting documentation were presented to the Board as part of its consent agenda.

II. Conclusions of Law

- a. 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 adopts the Ethics Subcommittee's recommendations and enacts the sanctions accordingly. The Board admonishes Educator Kimberly Stanley for her violation of the Code of Ethics.
- b. Educator Stanley is cautioned that her non-payment of the assessed fine of \$500.00 may result in the continued suspension of her license until the fine is paid in full.
- c. Educator Stanley is cautioned that further violations of the Code of Ethics or failure to pay the fine within ninety (90) days from the date of this order may result in more severe discipline including permanent revocation of her license.
- d. This order shall remain permanently in Educator Stanley's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.



Dr. Sarah Moore, Chair
Arkansas State Board of Education