

PROFESSIONAL LICENSURE STANDARDS BOARD
ETHICS SUBCOMMITTEE

IN RE THE MATTER OF

EDUCATOR KEVAN MOORE
JULY 8, 2022

PLSB CASE NO. 22-119

INITIAL DETERMINATION AND RECOMMENDATION

On this date, the matter involving Educator Kevan Moore (hereinafter Educator Moore) was scheduled for consideration by the Arkansas Professional Licensure Standards Board Ethics Subcommittee (hereinafter Ethics Subcommittee) at its regular meeting. The following is the written decision, issued in accordance with Appendix A of the Rules Governing the Code of Ethics for Arkansas Educators.

I. Procedural History

Educator Moore holds a standard Arkansas teaching license that is valid through December 31, 2022 (See Attachment A). At the time of the alleged violation, Educator Moore was an educator at McCrory High School (MHS), of the McCrory School District (MSD), in McCrory, Arkansas. The alleged violations reportedly occurred on multiple occasions during the 2021-2022 school year. The Arkansas Department of Education (ADE) received the complaint on April 1, 2022; the Professional Licensure Standards Board (PLSB) Unit validated the complaint on April 1, 2022.

The Ethics Subcommittee authorized the investigation of the allegation on April 1, 2022. The complaint alleged violations of Standard 1 and 2 of the Code of Ethics for Arkansas Educators. Attachment B is a summary of the investigation.

II. Ethics Subcommittee Determination

The Ethics Subcommittee finds, by a preponderance of the evidence, that the Educator violated the Code of Ethics for Arkansas Educators as follows:

	Allegation(s)	Preponderance of the Evidence Found	No Preponderance of the Evidence Found
Standard 1	An educator maintains a professional relationship with each student, both in and outside the classroom. In violation of Standard 1, it is alleged that the Educator:		
	A. Engaged in inappropriate interactions communications with a student or students	X	
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. In violation of Standard 2, it is alleged that the Educator:		
	A. Exhibited inappropriate disposition inclusive of professional and ethical behavior.	X	
	B. Violated district, state or federal policies or law.	X	

III. Ethics Subcommittee Recommendation

The Ethics Subcommittee recommends the State Board of Education (hereinafter Board) take the following action:

- a. Suspension of license for 6 months;
- b. One year Non-Renewal by State Board of Education after 6 month suspension of license.
- c. Assess a \$300 fine (due within 90 days of the State Board Order);
- d. Require Educator to complete the following coursework/readings:
 - 1. ERC20059: Professional Licensure Standards Board Code of Ethics for Arkansas Educators: Ethical Scenarios in Education (2020) Credit Hours: 1
 - 2. Title: The Power Paradox: How We Gain and Lose Influence (208p) Author: Dacher Keltner ISBN 10: 0143110292 ISBN 13: 978-0143110293
 - 3. Title: The 85% Solution: How Personal Accountability Guarantees Success -- No Nonsense, No Excuses (256p) Author: Linda Galindo ISBN 10: ISBN 13: 9780470500163
- e. Educator to provide written reflections on each individual training to explain how he will utilize the trainings in the future in his interactions with students and how his actions violated the Code of Ethics. Reflections due to the PLSB Ethics Subcommittee for approval 60 days before Non-renewal of 1 year.; and
- f. Require Educator to pay all associated costs.

The PLSB notified Educator Moore of the Ethics Subcommittee's recommendation in a letter dated July 14, 2022, sent by secure server and on July 15, 2022, by certified mail. The certified letter was delivered and downloaded on July 17, 2022. (See Attachment C). Educator Moore failed to respond to the recommendation of the Ethics Subcommittee's recommendation,

thereby deeming it accepted and waiving his right to any further notice, hearing, or any other rights he may have under the Administrative Procedure Act, including those rights set forth in Ark. Code Ann. §§ 25-15-211 and 25-15-212.

IV. Rationale for Recommendation


The Ethics Subcommittee recommends the Board take action based on the following rationale:

The educator has previously been sanctioned by the State Board of Education for similar behavior in 2012 and received a written reprimand and a fine. This investigation produced evidence of multiple violations of the Code of Ethics showing moderate to high level of negative impact on students. The educator has previously completed ethics training, thus his actions were a willful or intentional violation of the Code of Ethics. There were multiple conversations with students that were sexual in nature.

Respectfully submitted by:

/s/Amy J. Douglas
Managing Attorney, PLSB

State of Arkansas					
EDUCATOR LICENSE					
By virtue of the authority vested in the Arkansas State Board of Education, we hereby issue this Educator License to					
KEVAN WAYNE MOORE					
This is to certify that person name hereon is licensed under the laws of Arkansas to teach or serve in the public schools in the capacity indicated.					
CID: 333410			BACHELORS		
Code	Area	Type	Grade Level	Valid From	Valid To
236	PE/Wellness/Leisure	Standard	7 - 12	1/1/2018	12/31/2022
271	Coaching	Standard	K - 12	1/1/2018	12/31/2022
293	Coaching	Standard	7 - 12	1/1/2018	12/31/2022



COMMISSIONER OF EDUCATION

MANAGER - EDUCATOR
LICENSURE

Attachment B: Summary of Investigation

Timeline of Events

Date	Event
2018-2019	Moore began his employment with the MSD.
2019-2021	It was alleged by Martin that Moore engaged in inappropriate communications with student(s) based on an independent investigative report provided by MHS Principal Aaron Wiggins (“Wiggins”) during a former investigation.
2019-2021	According to Wiggins, he had had two (2) or three (3) conversations with Moore advising him not to have female students alone in his office.
November 18, 2021	Wiggins was notified by a teacher that S1 had reported inappropriate communications and interactions by Moore.
November 18, 2021, to December 2, 2021	Wiggins began to investigate the reported communications and interactions by Moore, and spoke with S1, S2, and S3.
December 2, 2021	The superintendent engaged an investigator to conduct an independent investigation into the allegations against Moore.
December 3, 2021	Moore was notified by the superintendent of the independent investigation into the allegations. Moore submitted his letter of resignation, effective December 16, 2021.
December 21, 2021	The independent investigator interviewed S1, S2, and S3 individually, and found all three (3) students to be credible witnesses.
January 13, 2022	The independent investigation concluded, and the Report of Investigation was provided to the superintendent.
January 18, 2022	Wiggins provided the independent investigative report during a former investigation.
April 1, 2022	Martin filed an Allegation of Violation Form with the PLSB against Moore.
April 1, 2022	Chief Investigator Sarah Banker (“Banker”) validated the Allegation of Violation Form.
April 1, 2022	The Ethics Subcommittee authorized PLSB Case 22-119.

Witness Interview Information

Person Interviewed:	Date of Interview:	Place of Interview:
May 10, 2022	Aaron Wiggins Principal	Telephonic
May 27, 2022	S2 Involved Student	Telephonic

June 8, 2022	Final Report of Investigation was sent to Moore for review and response.
July 8, 2022	Ethics Subcommittee reviewed the final report of investigation and supporting documentation.
July 8, 2022	Ethics Subcommittee determined there was a violation of the Code of Ethics and made a recommendation for a suspension of license for 6 months, a 1 year non-renewal after 6 month suspension, and a fine of \$300. Trainings and written reflections to the PLSB on how he will utilize the trainings in the future in his interactions with students and how his actions violated the Code of Ethics
July 14, 2022	Moore was sent the Ethics Subcommittees recommendation of sanction via secure server, Moore downloaded the link on July 17, 2022 and has not responded. This case was placed on the September State Board of Education Consent Agenda.

Attachment C: IDR Download Confirmation

From: [SharePoint Online](#)
To: [Melissa Hamric \(ADE\)](#)
Subject: The link to "22-119 Moore, Kevan - IDR" was successfully used
Date: Sunday, July 17, 2022 12:01:38 PM
Attachments: [280a2388-d74b-464e-b649-bf0f1c3aa057](#)
[1dd42066-e95e-4ef3-bc30-d8109ea862d6](#)
[c3f912ea-409f-4f61-943a-e1f082ba7489](#)

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