



**Georgia Professional  
Standards Commission**

*Protecting Georgia's Higher Standard of Learning*



# GaPSC's Georgia Ethics Symposium

*Building School Cultures that Foster  
Professional Decision-Making*

**Tuesday, August 28, 2018**

**1:00pm-4:00pm**

**~ and ~**

**Wednesday, August 29, 2018**

**8:30am-4:00pm**

Held at Middle Georgia State University  
Macon, GA



**Georgia Ethics Symposium**  
*Building School Cultures that Foster Professional Decision-Making*  
**August 28-29, 2018**

---

**AGENDA**  
**Day One, August 28<sup>th</sup>, 2018**

**12:00 p.m. - 1:00 p.m.**      **Check In**      **Pre-Function Area**

**STRAND ONE: A Focus on Investigations**

**1:00 p.m. – 1:10 p.m.**      **Greetings**      **Room 211 A,B,C**

***Welcome:***

Paul Shaw, Division Director, Ethics  
Georgia Professional Standards Commission (GaPSC)

**1:10 p.m. – 2:15 p.m.**      **Featured Presentation**      **Room 211 A,B,C**

***Presenter Introduction:***

Derrick Williams, Director of Human Resources, Gwinnett County Public Schools

***Featured Presentation:***

Federal Bureau of Investigation (FBI)

**2:15 p.m. – 2:30 p.m.**      **Home Office Connection**

**2:30 p.m. – 3:15 p.m.**      **General Session**      **Room 211 A,B,C**

***Session Title:***

Basic Investigations for School Systems

***Session Description:***

Participants will learn the essential elements of a school system-level investigation. Topics will include responding to complaints, conducting interviews, identifying and documenting evidence, preparing investigative reports, and when to involve outside agencies.

***Presenter:***

David Pumphrey, Chief Investigator, GaPSC

*Day One, Strand One (continued)*

**3:15 p.m. – 4:00 p.m.**

**General Session**

**Room 211 A,B,C**

***Session Title:***

Conducting Investigations at the Local Level

***Session Description:***

Conducting investigations at the local level is challenging and complex work. Participants will learn more about one district's policy and process in responding to and investigating complaints, including lessons learned.

***Presenters:***

John Adams, Deputy Superintendent, Cobb County School District

Chris Dowd, Director of Employee Relations, Cobb County School District

**STRAND TWO: Special Workshop on Professional Decision-Making**

**1:00 p.m. – 1:10 p.m.**

**Greetings**

**Room 212**

***Welcome:***

Ms. Anne Marie Fenton, Director, Rules Management and Educator Assessment,  
Georgia Professional Standards Commission (GaPSC)

**1:10 p.m. – 4:00 p.m.**

**Special Workshop**

**Room 212**

***Workshop Title:***

Placing an Intentional Focus on Ethics to Guide Professional Decision-Making

***Description:***

Educator Preparation Program Providers (EPPs) and P-12 School Districts and Schools can embrace the accountability and responsibility to ensure their pre-service candidates and in-service educators have knowledge and understanding not only of the Georgia Code of Ethics for Educators, but also of ethical principles to guide the many decisions they must make in this complex profession. The purpose of this workshop is to collaboratively explore strategies and resources aimed at an intentional focus on ethics and on instruction in ethical principles that foster safe learning environments and promote professional decision-making, including using the Model Code of Ethics for Educators (MCEE) as a guide.

***Presenters:***

Paul Shaw, Ethics Division Director, GaPSC

Anne Marie Fenton, Director, Rules Management and Educator Assessment, GaPSC

Phil Rogers, Executive Director,

National Association of State Directors of Teacher Education and Certification (NASDTEC)

Troy Hutchings, Senior Researcher, Ethics, ETS

**Please complete the electronic evaluation sent to your email.  
Thank you for your participation today!**



**Georgia Ethics Symposium**  
**Building School Cultures that Foster Professional Decision-Making**  
**August 28-29, 2018**

---

**AGENDA**  
**Day Two, August 29<sup>th</sup>, 2018**

**7:30 a.m. – 8:30 a.m.**                      **Check In**                                      **Pre-Function Area**

**8:30 a.m. – 9:00 a.m.**                      **Greetings/Opening Session**                      **Room 211 A,B,C**

**Welcome:**

Paul Shaw, Division Director, Ethics  
Georgia Professional Standards Commission (GaPSC)

Anne Marie Fenton, Director, Rules Management and Educator Assessment, GaPSC

**Speaker Introduction:**

Curtis L. Jones, Jr., Superintendent, Bibb County School District

**Greetings and Today's Purpose:**

Kelly C. Henson, Executive Secretary, GaPSC

**Presentation Title:**

Building School Cultures that Foster Professional Decision-Making

**9:00 a.m. – 10:45 a.m.**                      **General Session**                                      **Room 211 A,B,C**

**Keynote Presenter and Panel Facilitator:**

Frederick Lane, Esq., Author, Lecturer, and Educational Consultant, *FrederickLane.com*

**Presentation Title:**

Cybertraps for Educators: The Appropriate Use of Social Media

**Panel Topic:**

Appropriate Use of Social Media

**Panelists:**

Virgil Cole, Superintendent, Glynn County School System

Jennifer Caracciolo, Director of Public Information and Communication,  
Forsyth County Schools

Octavius Mulligan, Principal, Tesnatee Gap Elementary, White County Schools

*Day Two (continued)*

**10:45 a.m. – 11:00 a.m.      Break**

**11:00 a.m. – 11:50 a.m.      Concurrent Sessions**

**Concurrent Session 1A: Room 211-ABC**

***Session Title:***

Accountability & Defined Autonomy

***Session Description:***

How do you make ethics a part of what you and others do as a natural part of your day-to-day work? What is the relationship between ethics and accountability? During this session, hear how one school district is attempting to get everyone on board with a culture of accountability. Learn how it suggests that four simple phrases, containing eight simple words, can help everyone in the organization be more ethical and accountable.

***Presenter:***

Curtis L. Jones, Jr., Superintendent, Bibb County School District

**Concurrent Session 1B: Room 212 (repeated at 3:00pm)**

***Session Title:***

A Pre-Planning Session on Ethics Isn't Enough

***Session Description:***

Principals and Assistant Principals have the opportunity to shed the light on what matters most. If ethical behavior is important, why don't we talk about it more? In this session, we examine specific practices and strategies that you can do to promote a culture of ethics and professionalism at your school.

***Presenter:***

Mark Wilson, Leadership Coach, Teacher, Consultant,  
The Education Leadership Group, LLC

**Concurrent Session 1C: Room 227 (repeated at 3:00 pm)**

***Session Title:***

How to Survive Unethical Behavior and Grow in the Process!

***Session Description:***

School culture is driven by the leaders, and maintained by the people in it! How to survive and grow when expectations aren't met and mistakes are made by the people you trust with our most precious resource.

***Presenter:***

Scott Justus, Principal, West Hall High School, Hall County Schools, and GaPSC Ethics Chair

**Concurrent Session 1D: Room 238-AB (repeated at 3:00 pm)**

***Session Title:***

APS: Moving Forward Through Prevention, Practice, and Policy

*Day Two (continued)*

***Session Description:***

This session will focus on one district's emphasis on leadership and ethics as they move forward from a large scale ethics crisis. Progress, lessons learned, and the impact on prevention, practice, and policy at the P-12 level will be discussed.

***Presenters:***

Skye Duckett, Chief Human Resources Officer, Atlanta Public Schools

Brittany Cunningham, Director, Testing and Assessment, Atlanta Public Schools

**Concurrent Session 1E: Room 239**

***Session Title:***

Preparing Leaders to Build Ethical Cultures: A Panel Discussion

***Session Description:***

Learn more about how state-approved Educator Preparation Providers (EPPs) are preparing their Educational Leadership candidates to be ethical leaders who are equipped to build school cultures that foster professional decision-making.

***Panelists:***

Karen Bryant, EDAP Program Coordinator, Clinical Assistant Professor,  
College of Education, Department of Lifelong Education, Administration and Policy,  
University of Georgia

Sheryl Cowart Moss, Coordinator for Advanced Leadership Programs,  
Educational Policy Studies, Georgia State University, and  
President, Georgia Educational Leadership Faculty Association (GELFA)

Susan Proctor, GaTAPP Director, Director of Professional Learning,  
Pioneer Regional Education Service Agency (RESA)

N. Jean Walker, Assistant Professor, Educational Leadership, Tift College of Education,  
Mercer University

**11:50 a.m. – 1:45 p.m.**

**Luncheon Session**

**Room 211 A,B,C**

***Announcement: Troops to Teachers in Georgia***

Kelli Young, Division Director, Certification, GaPSC

***Luncheon Session Topic:***

Building Professional School Cultures through an Intentional Focus on Conduct and Ethics

***Presenters:***

Paul Shaw, Division Director, Ethics, GaPSC

Phillip Rogers, Executive Director,

National Association of State Directors of Teacher Education and Certification (NASDTEC)

Anne Marie Fenton, Director, Rules Management and Educator Assessment, GaPSC

Troy Hutchings, Senior Researcher, Ethics, ETS

**1:45 p.m. – 2:00 p.m.**

**Break**

Day Two (continued)

**2:00 p.m. – 2:50 p.m.**

**Plenary Session**

**Room 211 A,B,C**

***Plenary Speaker:***

Akil E. Ross, Sr., 2018 NASSP National Principal of the Year, and  
Director of Secondary Education, District 5 of Lexington & Richland Counties,  
South Carolina

**2:50pm – 3:00 p.m.**

**Break**

**3:00 p.m. – 3:50 p.m.**

**Concurrent Sessions**

**Concurrent Session 2A: Room 211 ABC**

***Session Title:***

Building Ethical School Cultures: The Model Code of Ethics for Educators

***Session Description:***

Participants will explore the critical role and responsibility of educational leaders to build ethical school cultures that include an intentional focus on ethics instruction, not only in the Georgia Code of Ethics for Educators, but also in ethical principles that guide decision making. Local school district superintendents, working with their RESA, will share emerging work on a collaborative Focus on Ethics initiative.

***Session Presenters:***

Paul Shaw, Division Director, Ethics, GaPSC  
Anne Marie Fenton, Director, Rules Management and Educator Assessment, GaPSC  
Tim Helms, Sr., Executive Director, Southwest Georgia RESA  
Bronwyn Ragan-Martin, Superintendent, Early County School System  
Kermit Gilliard, Superintendent, Grady County Schools  
Floyd P. Fort, Superintendent, Pelham City Schools

**Concurrent Session 2B: Room 212 (repeat from 11:00 a.m.)**

***Session Title:***

A Pre-Planning Session on Ethics Isn't Enough

***Session Description:***

Principals and Assistant Principals have the opportunity to shed the light on what matters most. If ethical behavior is important, why don't we talk about it more? In this session, we examine specific practices and strategies that you can do to promote a culture of ethics and professionalism at your school.

***Presenter:***

Mark Wilson, Leadership Coach, Teacher, Consultant,  
The Education Leadership Group, LLC

**Concurrent Session 2C: Room 227 (repeat from 11:00 a.m.)**

***Session Title:***

How to Survive Unethical Behavior and Grow in the Process!

*Day Two (continued)*

***Session Description:***

School culture is driven by the leaders, and maintained by the people in it! How to survive and grow when expectations aren't met and mistakes are made by the people you trust with our most precious resource.

***Presenter:***

Scott Justus, Principal, West Hall High School, Hall County Schools, and GaPSC Ethics Chair

**Concurrent Session 2D: Room 238-AB (repeat from 11:00 a.m.)**

***Session Title:***

APS: Moving Forward Through Prevention, Practice, and Policy

***Session Description:***

This session will focus on one district's emphasis on leadership and ethics as they move forward from a large scale ethics crisis. Progress, lessons learned, and the impact on prevention, practice, and policy at the P12 level will be discussed.

***Presenters:***

Skye Duckett, Chief Human Resources Officer, Atlanta Public Schools

Brittany Cunningham, Director, Testing and Assessment, Atlanta Public Schools

**3:50 p.m. – 4:00 p.m.**

**Complete Summit Feedback**



**Georgia Professional  
Standards Commission**  
*Protecting Georgia's Higher Standard of Learning*

**Please complete the electronic Georgia Ethics Symposium evaluation sent to your email.**

**Thank you for attending the Symposium!**