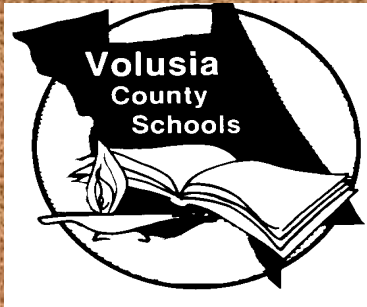




OFFICE OF PROFESSIONAL STANDARDS

Sandy D. Hovis, Director

Main Functions of Professional Standards

- **Investigations of Alleged Employee Misconduct**
- **Background Screenings**
- **Safe Operation of County Vehicles / Drivers**
- **E-Mail Compliance**
- **CDL Random Drug Testing**
- **Staff Trainings**
- **District Contact for Many Agencies**

Investigations

- ▣ **Include violations of:**
 - **Code of Ethics**
 - **Principles of Professional Conduct of the Education Profession in Florida**
 - **School Board Policies/Procedures**
 - **Applicable Laws**

(Average of 350 cases per year)

Investigations

- ❑ **Administer Appropriate Disciplinary Action**
- ❑ **Terminations**
- ❑ **EAP - Employee Assistance Program**
- ❑ **Reasonable Suspicion Drug/Alcohol Testing**

Background Screening

Jessica Lunsford Act (contracted vendors)

(Average of 3,500 applicants per year)

Volunteers

(Average of 8,000 applicants per year)

Pre-Employment Applicants

(Average of 350 applicants per year)

Safe Operations

Chairman – Safe Operations Committee

- ▣ **Eligibility - Driver License**
(Average of 1,550 per year)
- ▣ **County Vehicle Crashes / Citations**
(Average of 200 per year)

E-Mail Compliance

- ▣ **E-Mail Filter**
 - **Profanity, Photographs, Content, etc.**

(Average of 4000 per day)

CDL Random Testing

- ▣ **Quarterly Random Testing**

- **Transportation Sites**

(Average of 55 employees tested per quarter)

Trainings

- ▣ **Transportation**
- ▣ **Webinar for New Employees**
- ▣ **Extended Day Enrichment Program**
- ▣ **Principal / Assistant Principal Training**

District Contacts

- Department of Children and Families
- Department of Highway Safety and Motor Vehicles
- Law Enforcement Agencies
 - Arrest Notifications
 - JLA
 - Volunteer
 - Employee
- Judicial System
- Florida Department of Education

Committees

- ❑ **Chairman – Professional Standards Committee**
- ❑ **Chairman – Safe Operations Committee**
- ❑ **Member – Employee Performance Committee**

Office Reductions

SY 2006-2007 included:

1 Director / 3 Investigators / 5 Support

SY 2012-2013 included:

1 Director / 3 Support

Loss of 5 Positions