

Brittany Rector
Formal Reprimand

The Background:

Prior History: N/A

Facts: Ms. Rector allegedly manipulated beginning-of-year state mandated assessments to positively or favorably impact end-of-year student growth data.

Applicable Law

/Rule: 0520-02-03-.09(1)(c) defines Formal Reprimand as, “A less harsh licensing action than the suspension, revocation, or denial of a license, which admonishes an educator for certain conduct under this Rule. An educator who has been reprimanded by the State Board of Education (“State Board”) under this Rule shall receive a letter from the State Board, which shall become part of the educator’s state record and may become part of the educator’s local record, indicating that the inappropriate conduct is discouraged and shall be subject to further disciplinary action if repeated.”

SBE Rule 0520-02-03-.09(1)(i) defines Non-Compliance with Security Guidelines for State-Mandated Test, TCAP or Successor Test as “Any person found to have not followed security guidelines for administration of a state-mandated test, the TCAP or a successor test, including. . . otherwise compromising the integrity of the testing process (which includes . . . unauthorized assistance to students during administration of testing).”

SBE Rule 0520-02-03-.09(1)(k) defines Other Good Cause as, “Conduct that calls into question the fitness of an educator to hold a license including, but not limited to, violation of any provision in the Teacher Code of Ethics as contained in T.C.A. §§ 49-5-1001, et seq.”

SBE Rule 0520-02-03-.09(3)(g) provides, “The Board of Education may revoke, suspend, formally reprimand, or refuse to issue or renew an educator’s license for . . . noncompliance with security guidelines for state-mandated tests, and/or TCAP or successor test.”

0520-02-03-.09(3)(i) provides, “The State Board of Education may revoke, suspend, formally reprimand, or refuse to issue or renew an educator’s license for . . . other good cause as defined in subparagraph (1)(k) of this rule.”

SBE Rule 0520-02-03-.09(5)(a)(5)(i) provides that, “An individual holding an educator’s license who is found to have been noncompliant with security guidelines for a state-mandated test . . . shall be subject to a disciplinary action within the range of a letter of formal reprimand up to and including revocation.”

SBE Rule 0520-02-03-.09(5)(a)(9)(i) provides that, “An individual holding an educator’s license who is found to have violated the Teacher Code of Ethics contained in T.C.A. Title 49, Chapter 5, Part 10 shall be subject to a disciplinary action within the range of a formal reprimand up to and including revocation.”

TCA 49-5-1004(c)(1) states that educators shall “Administer state-mandated assessments fairly and ethically.”

Status: Respondent was notified by certified mail of the Board’s intent to **formally reprimand** Respondent’s educator license based upon these findings. Respondent received said notice and agreed to the formal reprimand of Respondent’s license.

Board Action Consistency Considerations:

November 2023 – The Board approved a formal reprimand for being complicit in testing security protocol breaches for state-mandated assessments.

February 2023 – The Board approved a formal reprimand for breaching testing security protocols on a state-mandated assessment.

The Recommendation:

Board counsel recommends the Board approve the signed Consent Order submitted by the Respondent for the formal reprimand of Respondent’s license based upon the facts and applicable rules noted above.