

Ms. Maria Teresa Rojas, Board Member

Co-Sponsors: Ms. Perla Tabares Hantman, Chair
Dr. Steve Gallon III, Vice Chair
Ms. Lucia Baez-Geller
Dr. Dorothy Bendross-Mindingall
Dr. Lubby Navarro

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SUBJECT: OFFICE OF PROFESSIONAL STANDARDS ANNUAL REPORT OF EMPLOYMENT ACTIONS

COMMITTEE: PERSONNEL, STUDENT, SCHOOL & COMMUNITY SUPPORT

LINK TO STRATEGIC BLUEPRINT: HIGHLY EFFECTIVE TEACHERS, LEADERS AND STAFF

Miami-Dade County Public Schools (M-DCPS) Office of Professional Standards (OPS) ensures and promotes personnel performance standards and compliance with M-DCPS Board policies and labor contracts. The core activities performed by the Office of Professional Standards, as delineated in the OPS procedures manual include the following:

- Implement applicable personnel policies and procedures as set by the School Board.
- Direct procedures related to employment standards and disciplinary actions for all District employees.
- Monitor District audit and investigative issues pertaining to personnel employment standards.
- Direct employee fitness-for-duty actions.
- Direct employee compliance actions related to Drug-Free Workplace requirements and the Omnibus Transportation Employee Testing Act.
- Serve as District liaison with the School Board Attorney’s Office regarding employment actions relative to non-instructional personnel.
- Serve as District liaison with the School Board Attorney’s Office and attorneys from the Department of Education regarding employment and licensing issues related to instructional personnel and instructional administrators.
- Collect and analyze data concerning all Office of Professional Standards functions, prepare reports, and implement recommendations resulting from the data.
- Review employment eligibility of applicants and conduct appeals when necessary.
- Process re-fingerprinting cases.

Annually, OPS reviews and revises the procedures manual available to all stakeholders via the OPS website. Additionally, as stated in one of the core activities performed, OPS, “collects and analyzes data concerning all Office of Professional Standards functions, prepares reports, and implements recommendations resulting from the data.”

Therefore, this agenda item seeks to direct the Superintendent of Schools to present the Office of Professional Standards Annual Employment Actions Report for 2018-2019 and 2019-2020, at the Personnel, Student, School & Community Support Committee Meeting, February 3, 2021, with an analysis of all OPS data recorded, recommendations based on the information collected, including, but not limited to, types, descriptions, and actions of Preliminary Personnel Investigation (PI), General Investigative Unit (GIU), Civilian Investigative Unit (CIU), Civil Rights Compliance (CRC), referrals to Miami-Dade County Police Sexual Crimes Investigation Unit, the State Attorney's Office and/or the Inspector General, Administrative Reviews, Records Checks, Conferences-for-the-Record, Reappointment and Non-Reappointment, referrals to the Florida Department of Education Professional Practices Services, monitoring of Education Practices Commission final orders, legal reviews, reasonable suspicion of drug and alcohol screening statistics, fingerprinting processing actions, professional developed offered, and miscellaneous data, excluding any confidential information documented.

This item has been reviewed and approved by the School Board Attorney's office as to form and legal sufficiency.

**ACTION PROPOSED BY
MS. MARIA TERESA ROJAS:**

That The School Board of Miami-Dade County, Florida, direct the Superintendent of Schools to present the Office of Professional Standards Annual Employment Actions Report for 2018-2019 and 2019-2020, at the Personnel, Student, School & Community Support Committee Meeting, February 3, 2021, with an analysis of all OPS data. recorded, recommendations based on the information collected, including, but not limited to, types, descriptions, and actions of Preliminary Personnel Investigation (PI), General Investigative Unit (GIU), Civilian Investigative Unit (CIU), Civil Rights Compliance (CRC), referrals to Miami-Dade County Police Sexual Crimes Investigation Unit, the State Attorney's Office and/or the Inspector General, Administrative Reviews, Records Checks, Conferences-for-the-Record, Reappointment and Non-Reappointment, referrals to the Florida Department of Education Professional Practices Services, monitoring of Education Practices Commission final orders, legal reviews, reasonable suspicion of drug and alcohol screening statistics, fingerprinting processing actions, professional developed offered, and miscellaneous data, excluding any confidential information documented.