

**INFORMATIONAL
OCTOBER 15-16, 2025**

TAB	DESCRIPTION	ACTION
1	PPGA – LEWIS-CLARK STATE COLLEGE – ANNUAL PROGRESS REPORT	Information Item
2	IDE – PROFESSIONAL STANDARDS COMMISSION ANNUAL REPORT	Information Item

LEWIS-CLARK STATE COLLEGE

SUBJECT

Lewis-Clark State College – Annual Progress Report

APPLICABLE STATUTE, RULE, OR POLICY

Idaho State Board of Education Governing Policies & Procedures, Section I.M.3

BACKGROUND/DISCUSSION

This agenda item fulfills the Board's requirement for Lewis-Clark State College to provide a progress report on the institution's strategic plan, details of implementation, status of goals and objectives, and information on other points of interest in accordance with a schedule and format established by the Board's Executive Director.

IMPACT

This institutional annual report serves to provide a state of the college update and inform the Idaho Board of Education of the annual Presidential Priorities and how they are and will be used to guide the institution forward.

ATTACHMENTS

Attachment 1 – Lewis-Clark State College Annual Report

STAFF COMMENTS AND RECOMMENDATIONS

Informational item, no staff comments.

BOARD ACTION

This item is for informational purposes only.

LC State Institutional Progress Report

October 2025



Contents

Institutional Overview	3
Presidential Priorities	4
Presidential Priority 1: Lewis-Clark State University.....	4
Who we are, What we value & Who we serve	6
Looking Forward & Moving Forward.....	11
Presidential Priority 2: Enrollment: Inputs, Throughputs, Outputs.....	12
Recruitment Investments	12
Enrollment Growth through Collaboration	13
Presidential Priority 3: Automate & Integrate	16
Streamline, Coordinate & Collaborate	16
Strategic Use of Resources	17
Strategic Planning.....	23
Systemwide Performance Measures	23
College Highlights	24
Conclusion	27
Appendix A	28

Institutional Overview

Lewis-Clark State College (LC State) is a regional state institution, operating under the governance of the Idaho State Board of Education. Its mission, as approved by the Idaho State Board of Education, is ... *Lewis-Clark State College prepares students to become successful leaders, engaged citizens, and lifelong learners.* In so doing, LC State emphasizes:

- Undergraduate teaching and learning
 - Research plays a supporting role to teaching
- Application of learning
- Direct interaction among students and faculty (LC State does not rely on teaching assistants)
- A small-school/small-class environment that maximizes the opportunities for the success of LC State's traditional and non-traditional students

LC State was established by the Idaho State Legislature in 1893 as a regional Normal School dedicated to teacher training. Today, LC State is one of Idaho's four public four-year higher education institutions. LC State's Carnegie classification is "Professions-focused," referring to the College's awards focused in fields that are classified as pre-professional or career-aligned. The Carnegie classification of LC State's access is "Higher Access" by "providing access to a student population that reflects the location they serve."

LC State's credit and non-credit programs fall within three primary mission areas: academic programs, career and technical education programs, and professional programs. In addition to its traditional four-year baccalaureate programs, LC State has been assigned a collateral mission of providing community college programs within its five-county area of operations (Clearwater, Idaho, Latah, Lewis, and Nez Perce Counties) by its governing body, the State Board of Education; and in 2020 Gov. Brad Little signed a bill (House Bill 395) that officially amended Idaho Code to allow LC State to offer graduate-level course work. The College emphasizes teaching and learning (with research playing a supporting role to teaching), application of learning, direct interaction among students and faculty, and a small-college/small-class environment that maximizes the opportunities for the success of LC State's traditional and non-traditional students.

LC State's campus is located in Lewiston, Idaho; also delivering instructional programs at the LC State Coeur d'Alene Center (in collaboration with its Northern Idaho Center for Higher Education [NICHE] partners: Boise State University, Idaho State University, North Idaho College, and the University of Idaho); operates an outreach center in Grangeville; and in collaboration with Idaho Department of Corrections (IDOC), offers prison education programs in Orofino, Boise and Pocatello. LC State's chief executive officer, Dr. Cynthia Pemberton, assumed her duties as the College's 16th president July 1, 2018. LC State is accredited by the Northwest Commission on Colleges and Universities (NWCCU).



Presidential Priorities

Every year brings new challenges and opportunities, and this year (academic year 2025-26) the Presidential Priorities are:

1. Lewis-Clark State University (www.lcsc.edu/university)
2. Enrollment: Input, Throughputs, Outputs
3. Automate & Integrate (AI)

The chart below displays the alignment between LC State's Presidential Priorities (PPs), its strategic plan and the Idaho State Board of Education's Strategic Plan.

Lewis-Clark State College Strategic Plan Goals	State Board of Education Goals ¹	
	<i>Educational Access</i>	<i>Educational Attainment</i>
Goal 1: Strengthen and Optimize Instructional and Co-curricular Programming	PP 1, 2	PP 1, 2
Goal 2: Optimize Student Enrollment, Retention and Completion	PP 1, 2	PP 1, 2
Goal 3: Foster and Support Community Campus Culture	PP 1, 2, 3	PP 1, 2, 3
Goal 4: Increase and Leverage Institutional Resources to Support College's Mission	PP 1, 2, 3	PP 1, 2, 3

Table 1: The alignment of LC State's Presidential Priorities, strategic plan and the Idaho State Board of Education's (SBOE) strategic plan.

Presidential Priority 1: Lewis-Clark State University

LC State has education offerings ranging from GED to graduate programs. As LC State navigates the authorization process towards university status, the institution plans to remain accessible, affordable and accomplished. Fall term enrollment goals remain that of a small school at 4,000-4,400 (unduplicated) headcount and 3,000-3,300 full-time equivalent (FTE) enrollments. LC State's mantra will remain "A private school experience at a public school price." This transition reflects the realities of LC State's national [peer institutions](#) who all have

¹ The Idaho State Board of Education (SBOE) has three goals in its strategic plan, two of which are presented here in alignment with LC State's strategic plan goals and objectives. The goal missing in the above table from the SBOE plan is composed of measures entirely relating to K-12 education.

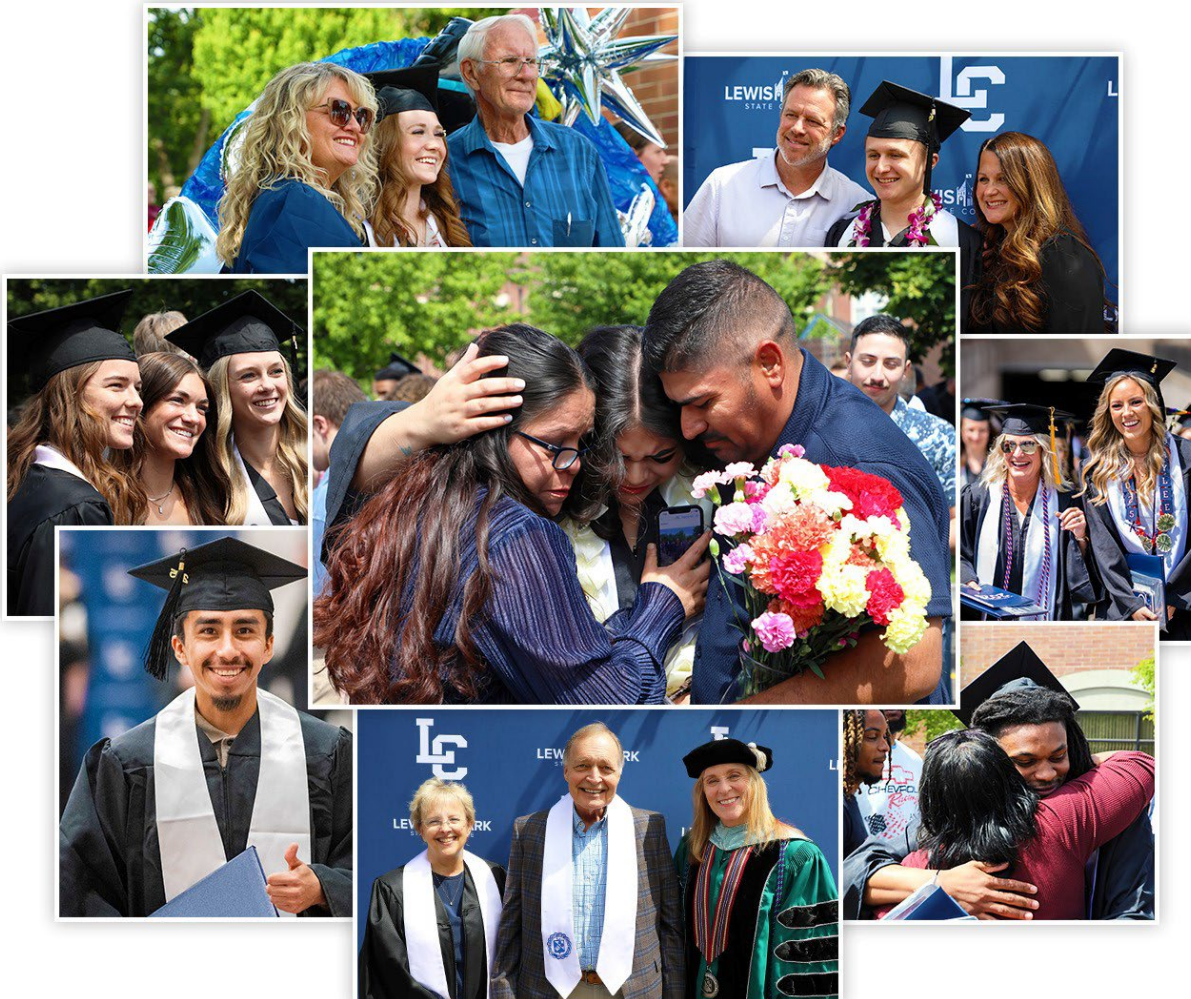
already made the transition from “college” to “university” status. In so doing, LC State will be better acknowledged as Idaho’s only public four-year small school “university” experience. LC State will continue to be the place where...

LC State students are:

- 80% Idaho residents.
- Overwhelmingly the first generation in their families to attend college.
- Nearly half Pell grant awardees indicating high financial need.

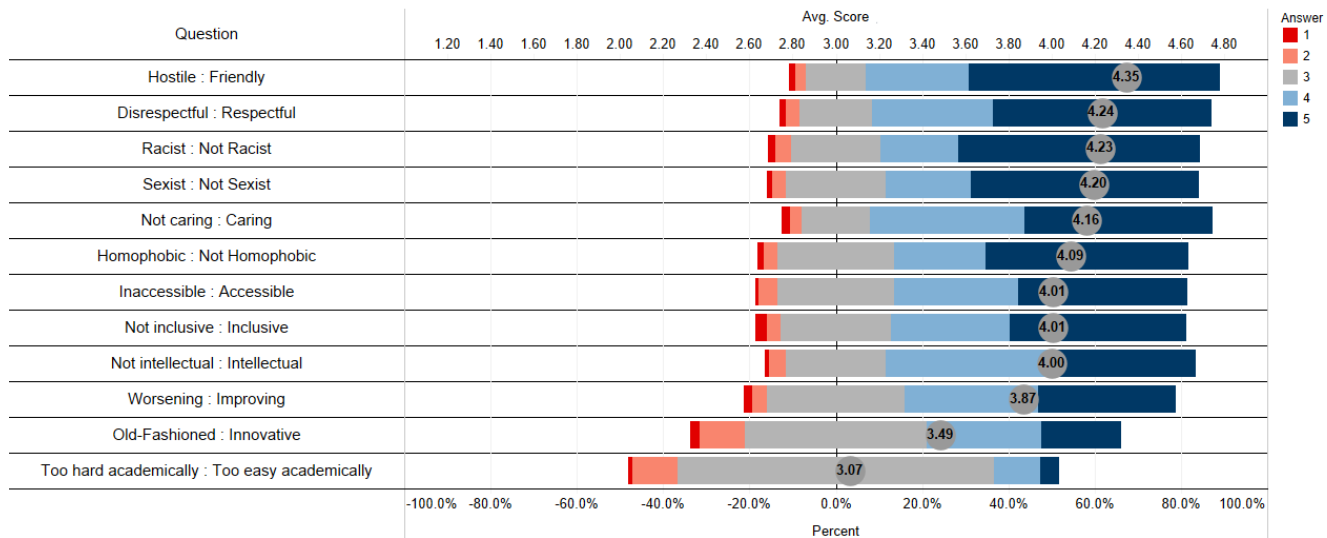
Other important statistics about LC State students:

- Vast majority work, many full-time, while attending college.
- Majority of employed graduates of LC State stay in Idaho.
- Over 200 Native American students.
- Over 120 veteran students supported by some of the best services among small public colleges nationwide.



LC State is and remains committed to providing an outstanding small school experience, serving and serving well, Idaho students, first-generation, low income, traditional and non-traditional students. Findings from the annual all-campus survey continue to affirm that students believe LC State is friendly, respectful, and caring, affirming the LC State experience as an outstanding small school experience.

Please rate the degree to which LC State culture is more closely aligned with one phrase or the opposing phrase.



Who we are, What we value and Who we serve

LC State continued its climb in the annual ranking of best public colleges in the West to earn the number eight (8) spot among colleges in the West and Southwest, having previously been ranked No. 9 in 2023 and No. 10 in 2022.² LC State offers the most affordable tuition among Idaho's public four-year institutions and is regularly recognized as Idaho's top nursing program among four-year institutions.³ For the fourth consecutive year and the seventh time in the last eight years, LC State was honored for being a small college doing big things and named a Hidden Gem in the Rocky Mountains Region.⁴

Other notable program degree rankings include:

- **LC State's online sport management program** was ranked among the top 31 programs nationally.⁵ It was the only Idaho college ranked for prioritizing both quality and affordability of top-tier online and hybrid educational programs.
- **LC State's hospitality management program** was recognized as the Idaho Division of Career Technical Education (IDCTE) Exemplary Postsecondary Program. According to IDCTE the award, which was given to LC State's graphic communications program in 2024, recognizes programs which "provide rigorous, relevant instruction; foster strong

² Sources: U.S. News & World Report

³ Source: Research.com

⁴ Source: College Raptor

⁵ Source: Intelligent.com

industry and community partnerships; demonstrate measurable student achievement; and create supportive environments that prepare students for success beyond school.”

“This recognition highlights our strategic focus on student recruitment and the development of industry-responsive curriculum. We are proud to prepare students with the skills, knowledge, and experience needed to succeed in today’s fast-evolving hospitality industry.”

- Magen Fairley, assistant professor of culinary arts

- **LC State’s nursing program** has again been ranked No. 1 among four-year higher education institutions in Idaho.⁶ LC State’s first-time pass rates on the NCLEX – the national exam that all nursing program graduates must take to demonstrate competency and to be licensed to begin their nursing career – have been the highest of the public four-year institutions in Idaho for the past five years,.
 - **LC State’s radiographic science online degree program** has been ranked No. 1 in the nation among four-year colleges and universities.⁷ This No. 1 ranking is three spots higher than its No. 4 rankings in 2022 and 2023. LC State is one of two schools ranked in the top eight from Idaho with Boise State University being ranked fifth. High ranking programs are both affordable and comprehensive.
-

“Our programs and academic outcomes are outstanding, and students thrive in our small-school, close-knit environment. LC State is no longer a hidden gem – but truly an Idaho gem!”

- President Cynthia Pemberton

These rankings are evidence of LC success in delivering programs that are affordable and comprehensive with a commitment to student success. But what makes LC State even more distinct from its peers is its superb student support services. For a second consecutive year, LC State has been designated as a **Military Friendly School** with Gold-level designation by the Military Friendly organization. The Gold designation is made up of the top 10% of institutions outside of the top 10 category for small public colleges. LC State’s Veterans Services Office assists veterans, active-duty servicemen, national guardsmen, and their dependents in completing their education, as well as when applying for GI Bill benefits, and Dependent Education Assistance benefits.

⁶ Source: RegisteredNursing.org

⁷ Source: EduMed.org

"At LC State, we are proud to support veterans in building upon their existing skills or developing new ones, easing their transition into civilian life – whether they're returning after one tour or retiring from long-term service. We also deeply recognize and appreciate the sacrifices made by military families, whose support is invaluable. Being recognized as a Military Friendly Gold institution is an honor, and we remain committed to upholding – and surpassing – this standard."

- Mickey Kelton, LC State coordinator of Veterans Services

LC State was recently recognized by the Army Enlisted Commissioning Program (AECPP) as one of a select number of schools that have been vetted and approved by the U.S. Army Nurse Corps. The announcement, which was sent out U.S. Army-wide, listed LC State among 11 institutions nationwide as preferred schools for the AECPP program. The program, which is within the Army, allows active duty service members to attend college, obtain a nursing degree, and re-enter the service as a commissioned officer. The AECPP is one of three programs LC State works in conjunction with. It also works with the Air Force's Nurse Enlisted Commissioning Program and the Navy's Medical Enlisted Commissioning Program to allow Air Force and Navy service members to have the same opportunity. A consistent increase in enrolled participants of these three programs has been seen at LC State over the last three years.



Student parents can utilize **LC State's KinderCollege**, an on-campus childcare facility fully accredited by the National Early Childhood Program Accreditation (NECPA). This designation means KinderCollege is part of a select group of early childhood care and education programs showing exceptional commitment to professional and programmatic quality. Not only do student parents receive discounted childcare, KinderCollege is now embedded within the college's early childhood development program, giving early childhood development students workplace experience at KinderCollege to enhance hands-on/applied learning experience.

"From the moment I arrived, I've felt welcomed by the teachers and embraced by the close-knit community. Both students and faculty genuinely care for one another, creating a supportive and uplifting environment. The convenience of having an on-campus daycare has been perfect for my family, allowing me to focus on my classes with peace of mind, knowing my children are nearby. LCSC feels like a hidden gem for students, and I would highly recommend it to anyone pursuing a nursing degree or any other career path."

- Shnighdine Aristil, a senior from West Palm Beach, Florida, in the nursing program at LC State and participant in the AECP program

Research and Economic Development

While remaining teaching-focused, research plays a supporting role to teaching at LC State. Every year, LC State students and faculty present their classroom and independent research projects or performances during the college's Annual Research Symposium taking place at LC State's Lewiston campus, the Schweitzer Career & Technical Education Center and the Coeur d'Alene Center. Students from all divisions participate in research projects associated with their college major or coursework.

LC State faculty maintain impressive research agendas and portfolios in complement to their teaching. LC State is honored to receive the Idaho IDEa Network of Biomedical Research Excellence (INBRE) sub-award to support the work of Dr. Eric Stoffregen, Dr. Nancy Johnson and Dr. Leigh Latta and their undergraduate student research mentorship. Dr. Johnson led a summer research group of five undergraduate students utilizing funding from the Idaho Established Programs to Stimulate Competitive Research (EPSCoR) funded by the National Science Foundation (NSF) and INBRE funded by the National Institutes of Health (NIH). Both funding sources exist to build research capacity. And in that vein, Dr. Stoffregen, was awarded a competitive grant for his research from the NIH for over half a million dollars.

LC State ensures its curriculum aligns with the needs of the community, business and industry and that its graduates possess the necessary knowledge and skills for success in their chosen fields by way of [Technical Advisory Committees \(TAC\)](#), composed of local industry employers who incorporate active input from qualified business/industry advisors. TACs connect students and staff with the larger community and professional networks that provide opportunities like internships, work experience and career exploration for LC State students and graduates. And the connection between an LC State education and industry needs are evidenced by the awards students earn in the field and in their industries. Three LC State engineering technology students worked together to win the Esri StoryMap Competition hosted by the National Society of Professional Surveyors (NSPS) in Washington, D.C. A team of three LC State business

students placed second in the International Accreditation Council for Business Education (IACBE) Student Case Study Competition. Because all three LC State business students were double majoring in other fields of computer science, sports management, natural science and mathematics, they had the wide variety of skills needed to accomplish this achievement.

And finally, LC State recently invested in a stronger community by relocating its Workforce Training center to accompany LC State's Adult Learning Center, Small Business Development Center and Center of Arts & History on Main Street, Lewiston. At its Adult Learning Center, LC State serves approximately 200 students with GED services each year and had 87 total graduates throughout the year. LC State's Small Business Development Center has been embedded within the Business & Computer Science Division to capitalize on synergies between workplace industry training and traditional academic programming. Now within one block on Main Street, students can earn their GED, receive customized workforce training and develop their entrepreneurial business plans all through the services offered by LC State.

Community Partnerships

LC State's Center and Center of Arts & History (CAH) on Main Street, Lewiston, is an anchor for the community. This summer, the Port of Lewiston opened a new berth with a ribbon cutting ceremony for the Confluence Riverfront with the first mooring spot for overnight passenger cruise boats in Idaho for American Cruise Lines. LC State's CAH is a valued excursion opportunity for the Port and cruise line.

LC State's CAH is also an important community collaborator in preserving significant local history. In March, 2025, LC State and the Nez Perce County Historical Society (NPCHS) collaborated to preserve and transfer the Beuk Aie Temple collection to NPCHS. The Beuk Aie Temple exhibit contains cooking utensils, mining implements, and other items that chronicle how Chinese gold miners in the 1860s made their living in the area, along with the temple. When LC State acquired the historic First Security Bank in 1991, it became home to the Center for Arts & History. Transferring the temple to NPCHS will preserve its quality care and allow increased public access to this important historical collection. CAH has been honored to serve as the custodial home and caretaker of this important part of Lewiston's community history for over three decades and LC State is glad to collaborate with NPCHS to ensure it is preserved.

For the second summer, LC State's Outdoor Adventures program engaged in an interagency partnership with Idaho Parks and Recreation, specifically with Hells Gate State Park, to offer hourly paddleboard, kayak, and float tube rentals. More generally through their Float n' Tote Rentals – Gear Up for Summer program LC State students, staff, faculty, and community members alike have access to rafts, kayaks, paddleboards, camping gear, and everything one would need for their next weekend getaway or outdoor adventure.

LC State leadership are members of local boards and are actively engaged partners in the community:

- President Cynthia Pemberton is a board trustee of St. Joseph Regional Medical Center, serves as a member of the LC Civic Group, and supported the Asotin County Family Aquatic Center Capital Campaign through time and talent.
- Senior Vice President, Vice President for Student Affairs Andrew Hanson is a board trustee of the Lewiston City Library.
- Provost, Vice President for Academic Affairs Fredrick Chilson is a board trustee of the TriState Health Foundation.

- Vice President of Institutional Research, Planning & Effectiveness Grace Anderson is a board member of Valley Vision, the lead agency for economic development activities throughout the Lewis-Clark Valley.
- Chief Communication & Marketing/State & Local Affairs Officer Logan Fowler is the LC State representative on the Lewis Clark Valley Chamber of Commerce.

Looking Forward & Moving Forward

Looking forward to the 2025-26 academic year, new challenges and opportunities present themselves, namely acknowledging LC State's fiscal realities by prioritizing its program offerings, and LC State's full regional Northwest Commission of Colleges and Universities (NWCCU) accreditation review.

Program Prioritization – Program Performance

During fall 2024, in accordance with SBOE Policy III. F, LC State Provost and Vice President of Academic Affairs established a strategy team that includes the three academic deans (of Career & Technical Education, School of Professional & Graduate Studies, and Liberal Arts & Sciences), as well as faculty representatives from each of the seven academic units/divisions. The team was tasked to review all instructional programs and establish assessment of program criteria that follows the SBOE policy. The team reviewed all academic

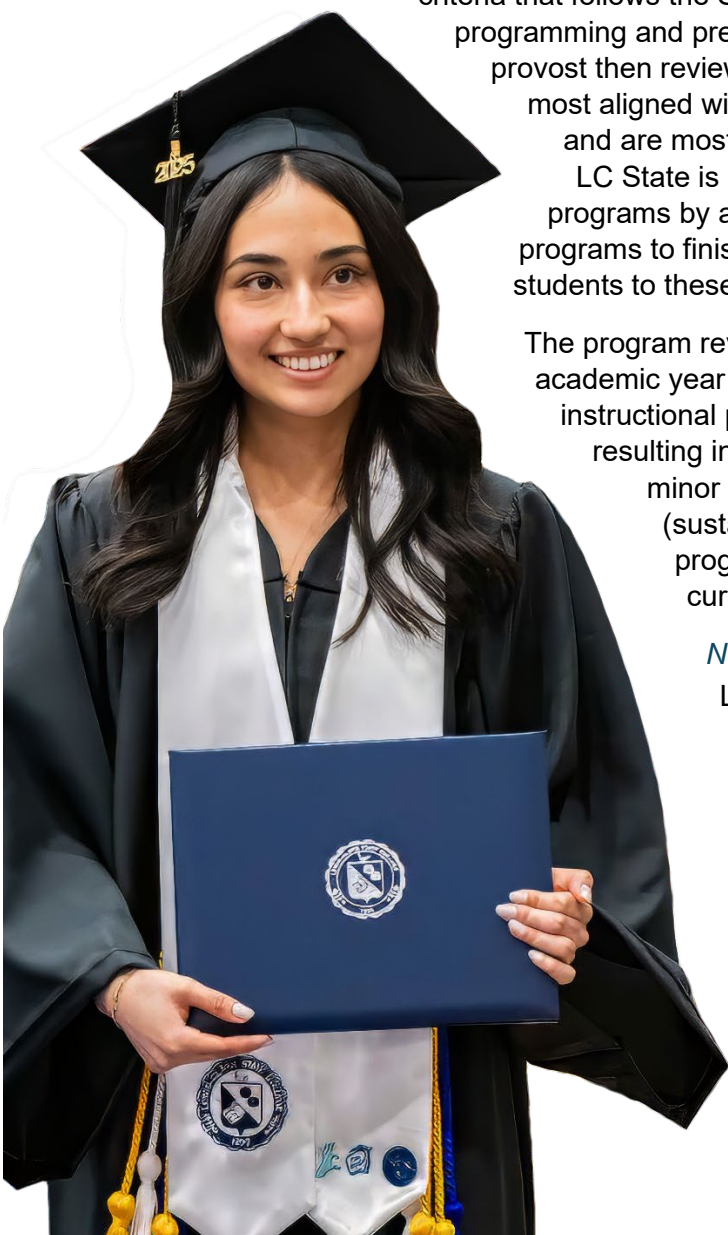
programming and presented their quintile findings to the provost. The provost then reviewed, with the team, and confirmed which programs are most aligned with the institution's mission, have the highest impact, and are most efficient in using resources. Based on the findings,

LC State is scheduled to eliminate nearly 40 degree/certificate programs by allowing the students currently enrolled in these programs to finish their credentials but discontinuing the intake of new students to these programs.

The program review of non-instructional programs took place during academic year (AY) 2020-21 and AY 2021-22. Thirty-four (34) non-instructional programs with quintile groupings were identified resulting in 18 programs assigned quintile 1 (sustainable with minor modification), and 16 programs assigned quintile 2 (sustainable with modification). No non-instructional programs were assigned quintile 3 (not sustainable in current operational mode).

NWCCU Self-Study

LC State, as of writing this report, is in its seventh year of a seven-year regional accreditation cycle. In September 2024, LC State submitted its Policies, Regulations, and Financial Review (PRFR) report addressing Standard Two, Governance, Resources, and Capacity, of the Northwest Commission on Colleges and Universities. In August 2025, LC State submitted its Year Seven Mission Fulfillment and Sustainability Report. In so doing, LC State conducted a comprehensive self-evaluation on all



standards and eligibility requirements for NWCCU. This self-evaluation includes the institution's assessments of mission fulfillment, student success and achievement. Year seven evaluations include an on-site visit by a team of peer evaluators which is scheduled to take place the week after the SBOE meeting in October 2025. The institutional reports are evaluated by the visiting teams and together with their evaluation and analysis of the institution's resources, including the stability and sustainability of financial resources, serve as the basis on which the commission grants reaffirmation of accreditation. Regional accreditation is not only necessary but is the capstone assessment and ultimate affirmation of LC State's Value Proposition.

Presidential Priority 2: Enrollment: Inputs, Throughputs, Outputs...

Propelled by a 16.5% increase in degree-seeking first-time students in fall 2024 official census day totals, LC State's fulltime equivalent enrollment was up 3.5%. LC State's overall headcount increased 2.4% and was the third most in school history. [Due to the timing of this submission Fall 2025 enrollment is not yet available, but will be shared during the live presentation.] Continuing to buck national trends and attract more students with its small-school niche and combination of quality and affordability, the institution's spring term 2025 overall headcount was up 11.2% and fulltime enrollment increased 8.2% compared to the prior year. LC State's enrollment has stabilized since the pandemic and is strategically growing, which is unique among small rural colleges nationwide.

"More students coming and thriving at LC State means that our communities will have more exceptional healthcare workers, teachers, business people, welders, accountants, scientists, cybersecurity experts, and the list goes on and on. When our students thrive, we all thrive."

- President Cynthia Pemberton

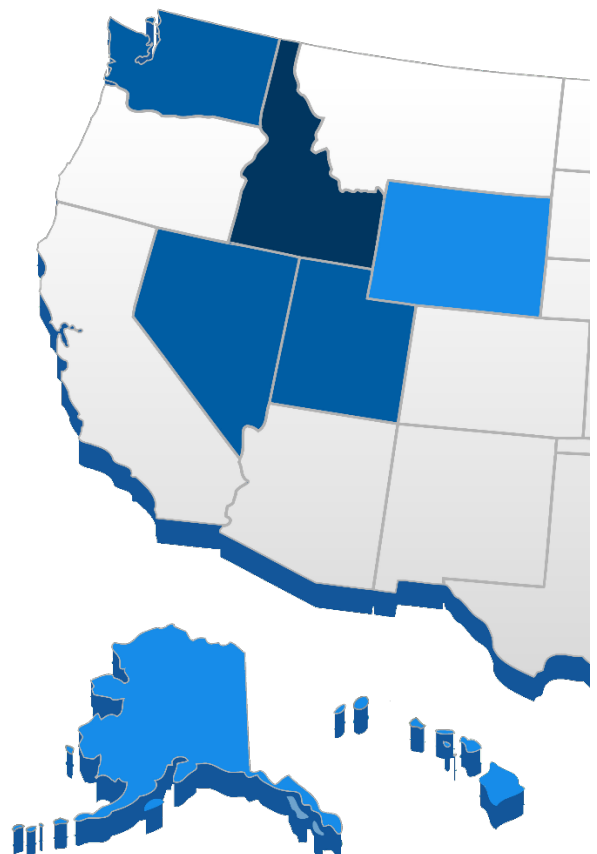
Recruitment Investments

The expansion of student recruitment and outreach has produced results. Increased admissions applications and enrollment conversions are evidenced not only across Idaho, but have been realized from Nevada, Utah, Washington, Wyoming, Hawaii, and Alaska.

Marketing and Promotion

\$1.1M in ongoing strategic investments

- \$385K three-year Career Technical Education (CTE) campaign.
- \$500K general campaign funding.
- \$320K general campaign planned for this year.





Enrollment Growth through Collaboration

Expanded Career Technical Education

A strategic three-year marketing campaign, focused solely on CTE, has increased awareness about the programs and paid dividends on enrollment. The number of students in LC State's School of Career & Technical Education increased by 18.5%, according to the school's official fall 2024 census day numbers. It was the largest jump in fall-to-fall CTE headcount on record. Recent reorganization and marketing strategies had a lot to do with the surge.

"For the past few years, we've been looking closely at our organizational structure and for ways to reduce duplication and silos and increase career pathways for students,"

- Jeff Ober, dean of the School of Career & Technical Education.

Specifically, the concept of career clusters was applied to CTE programming, an idea growing in popularity across the nation in which programs are grouped more by subject matter than by traditional divisional lines. Examples include:

- LC State's medical administrative assistant and medical assistant programs, a part of the school's CTE offerings, are now grouped with the Nursing & Health Sciences Division, providing students and faculty even broader access to healthcare education-related resources, collaboration, and pathways. Nursing students who may decide they

do not want to be a nurse have immediate and broader access to advisors and instructors who can help them find another career in healthcare.

- LC State's graphic communications and packaging design program has been grouped with the communications department in the Humanities Division. Communications majors now more clearly see they have options in graphic design, and many are looking at obtaining a two-year degree on the way to their four-year degree.
- LC State's early childhood development program has been grouped with the Teacher Education & Mathematics Division. Teacher education is working with early childhood development on creating new options for teacher certification that include early childhood.
- Hospitality management has been grouped with the Business & Computer Science Division.
- Legal studies and paralegal have been grouped with the justice studies department in the Social Sciences Division. Industry members of the technical advisory committee from paralegal are excited that the paralegal students now have more access to instructors and faculty with different experiences, such as practicing lawyers.

Expanded Healthcare Education

To help address the healthcare professional shortage in Idaho and as part of a long history of healthcare education collaboration with Idaho State University (ISU), LC State signed another Memorandum of Understanding (MOU) to help address healthcare needs in Idaho. This time the two leaders in Idaho healthcare education seek to address the critical shortage of paramedics in rural Idaho as well as to create pathways for more qualified applicants into other health professions programs. The agreement expanded ISU's existing paramedic science academic program to the LC State campus beginning fall of 2025, allowing students in the northern part of the state to have access to comprehensive paramedic education in their own community. The partnership leverages ISU's existing expertise, accreditation, and resources while at the same time utilizing LC State's general education courses, local clinical training sites and partnerships, and 60-plus year history in healthcare education. Students who complete

the program can earn an academic certificate or an Associate of Science in Paramedic Science from ISU and can become certified to work as paramedics as well as have seamless transfer opportunities to LC State's Bachelor of Science Health Studies or Bachelor of Science in Nursing degree programs. Past healthcare education collaborations with ISU include in July 2023, LC State and ISU signed an MOU creating a pathway for pharmacy students. Then in December of 2023, a partnership for expanding the ISU physician assistant program to north Idaho was created. April 2024 saw another MOU creating a pathway for students seeking a master's in occupational therapy at ISU, and a new MOU is now in place to give LC State students a pathway to ISU's Master of Science Athletic Training program.

Expanded Graduate Programming

Master of Science in Athletic Training

The collaboration between LC State and ISU is not limited to healthcare programs. LC State and ISU signed an MOU in April 2025 to offer a program where



students can complete a Bachelor of Science in Exercise Science and a Master of Science in Athletic Training (MSAT) in five years. This represents an expedited process through both degrees, which traditionally takes six years to complete. Students will start their education at LC State, where they will study exercise science for three years, before transferring to ISU to finish their bachelor's and master's degrees. This agreement will allow students to finish all general education, lower-level degree specific classes, and a number of upper-division degree specific courses at LC State before transferring to ISU.

Master of Science in CyberAccounting degree

LC State began offering a second full Master's of Science (MS) in CyberAccounting degree in spring 2025. The fully online degree combines a focus on information technology, fraud detection, and accounting into a 30-credit program not offered by any other Idaho public institution. This is the second full master's degree at LC State. In July, 2024, LC State announced an online leadership-focused Master of Science in Nursing (MSN) degree, the only one of its kind among Idaho public institutions. Both degrees are possible thanks to a 2020 bill that officially amended Idaho Code to allow LC State to offer graduate-level coursework. Spearheaded by LC State President Cynthia Pemberton, the bill was sponsored by former senator, and now Lewiston mayor, Dan Johnson, and former representative Paul Amador, and was signed by Gov. Brad Little.

Expanded Prison Education Programming

In fall 2024, LC State had 76 students at the correctional institution in Orofino, 40 in Boise, and 12 at the women's correctional center in Pocatello. The Prison Education Program (PEP) offers students both online and in-person coursework, the latter of which sets LC State apart and has proven to be a difference maker for students. On Oct. 11, 2024, LC State received notification from the U.S. Department of Education that its rapidly expanding prison education program had successfully completed the final step of the PEP approval process, making LC State the first Idaho institution to receive such approval. At that time, LC State was one of only 11 approved Prison Education Programs in the nation. And among this group, only one of three institutions offering both associate and bachelor's degrees. Having this official PEP status means that LC State's incarcerated students in Orofino, Boise, and Pocatello can, like students on campus, apply for and receive, if eligible, Pell grants.



"We know that education is directly related to people finding success and living crime-free after incarceration, and LC State is leading the way throughout Idaho to make these opportunities available. I thank President Pemberton and her team for their continued hard work and success."

- Josh Tewalt, former director of the Idaho Department of Correction

In the spring of 2025 LC State held commencement ceremonies for 15 graduates of its program at the Idaho Correctional Institution in Orofino (ICIO) and two graduates at the Idaho State Correctional Center (ISCC) in Boise. To date, four individuals have been released from custody and are continuing their education with LC State. The college is the first Idaho institution to be approved as a prison education program site.

"I'm 60-years-old and never thought that I'd be graduating from college. This program has afforded the opportunity to show I can go beyond any expectation that I ever had in my life. I was a very poor student in high school and to see myself be on the president's list every semester, presidential honors for graduation, you just have to do the work, and I know now that I can do the work."

- ICIO graduate, Spring 2025

Presidential Priority 3: Automate & Integrate

Streamline, Coordinate & Collaborate

An integral part of any thriving and productive organization is effective communication. Students, staff and faculty are kept apprised by various messaging strategies including:

- Monday all-campus email messages.
- Warrior Weekly emails to all students expressing important dates, campus news, announcements and events.
- All-campus meetings at the start of every semester maximizing high-level synergies.
- President's Cabinet, Academic Affairs, Student Affairs, and Business/Finance Council meetings, School, Department/Division, Unit meetings.
 - President's Cabinet was expanded to include not just the vice presidents, but all direct reporting units to the President (Athletics, College Advancement, Communications & Marketing) as well as the deans in Academic Affairs and the Chair of Faculty Senate. The success of this expanded Cabinet is noticeable in that the rationale behind decisions are understood more broadly across the campus community, helping to increase awareness that decisions are bounded by the constraints of resource limitations, budgetary uncertainty and political diplomacy.
- Incentivized professional development training is available to all faculty and staff.

Strategic Use of Resources

Using Technology Wisely

In order for LC State to maintain its lowest tuition/fee position compared to its Idaho sister four-year institutions, LC State needs to fully utilize technology to lower the cost of doing business. Below are the ways in which LC State is streamlining its use of automation through technology.

- Continue to consolidate data centrally and increase integration of various information systems.
- The appropriate use of Artificial Intelligence (AI) tools: LC State was grateful to receive state support by way of the Higher Education Research Council (HERC) to support research related to AI. It is expected that faculty and research support staff members use AI technology to streamline and enhance decision intelligence making LC State better aligned to face the challenges of its future.
- Enhancing and modernizing employee training to use these tools.

In doing these things, LC State seeks to maximize cross-unit utility and accuracy.

Valuing Personnel

LC State is incredibly appreciative of the Change in Employee Compensation (CEC) consisting of:

- Up to \$1.55/hour (variable based on merit).
- Payline and professional staff minimum increases.
- The statewide initiative to increase IT staff compensation an additional 4.5% increase.
- The special legislative appropriation specifically awarded to LC State to bring instructor and assistant professors up to the K-12 median.

We know that compensation is a key part of what it takes to remain committed to a teaching-focused, student-centered mission – helping students move forward in life as successful leaders, lifelong learners and engaged citizens. The relative small size of LC State's personnel footprint means cross-training, synergies and efficient problem-solving are key to reducing costly duplication of effort while maintaining crucial business processes.

Capital Facilities Master Planning

Over the past two years, LC State has benefited from state support of critically needed deferred maintenance and accessibility projects.

Overall state support has totaled \$13.3 million. LC State continues to make notable progress towards the goals of the Campus Facility Master Plan for FY2023-2029, approved by SBOE in October, 2021, by completing the following projects:



- The first floor of Clearwater Hall has been renovated to allow Workforce Training to co-locate with our Adult Learning and Small Business Development centers on Main Street, Lewiston. Now Workforce Training has increased visibility and accessibility, and now half a block of Main Street “retail space” is occupied by and focused on LC State programming and auxiliary unit revenue generation.
- The Music Building has transitioned into a Living and Learning Center and is now fully occupied. This project included a fire sprinkler project, an interior ADA project, and an exterior ADA improvement project. This facility is critical in supporting a high need for student housing, as student housing demand has exceeded capacity for the past four years by a sum of 137 residents.

A 2021 deferred maintenance study helped LC State identify 20 projects to address upgrades to life safety systems, HVAC/plumbing/electrical systems, and building envelopes. That study helped secure two rounds of funding from the Permanent Building Fund Advisory Council in fiscal years 2024 and 2025. These projects are currently underway, and to date, LC State has completed the following projects:

- Fire alarm panel upgrades have occurred in multiple buildings, including Meriwether Lewis Hall, Thomas Jefferson Hall, P1FCU Activity Center, and Reid Centennial Hall.
- HVAC projects completed this year include the P1FCU Activity Center, Reid Centennial Hall, and the Library. The Central Heat Plant boilers have received a facelift and re-build.
- The Administration Building is receiving exterior elevation repairs as well as stormwater intrusion prevention measures.
- The Tennis Center and Mechanical Technical Building welding lab have also received new overhead radiant heating systems.

In compiling its FY25 funding request, LC State was very selective in requesting projects that enhance life safety and help ensure code compliance. Consequently, LC State secured funding from the Permanent Building Fund Advisory Council for fiscal year 2025 to make the following campus improvements:

- Wittman Complex systems upgrades
- Williams Conference Center fire sprinkler system
- Multi-building fire alarm systems
- Thomas Jefferson Hall envelope repairs
- Multi-building ADA accessibility improvements
- Campus-wide sidewalk improvements

Funded Permanent Building Fund Advisory Council for fiscal year 2026 are:

- Multi-building electronic access control
- Multi-building winterizations
- Mechanical Technical Building HVAC Upgrades
- Campus-wide sidewalk improvements
- Administration Building front doors replacement

Another project that reflects the goals of our master plan is the library re-carpet project. Phase one was completed during the summer of 2025 which replaced the carpet on the second floor. During winter break of 2025, the first-floor carpet will be replaced. This will be done in a way that creates a student-centric space within a space, offering increased opportunities for student collaboration.

Aside from maintenance and repair, new construction projects at LC State include:

- Connector to the Learning Garden: This project extends parking and will create a scenic connector between campus and student housing and learning garden. Once completed, signage will be installed in recognition of the students' legacy project contribution to beautifying LC State's campus.
- Student Union Building (SUB) Patio: This project includes improved landscaping/dry-scaping of the steep hillside areas to the south and east of the SUB patio, inclusive of dry creek beds and some small terrace sections for additional seating. The patio itself will have ornamental pavers as well as sunshades which should make the area not only more aesthetically pleasing, but usable for longer periods throughout the year. Finally, installation of a retractable window/wall adjoining the SUB/CSL Solarium with the patio is planned. This part of the project will ultimately create indoor-outdoor space usage that will greatly enhance the utility of LC State's SUB space.
- Williams Conference Center (WCC): This project will address infrastructure improvements that will permit LC State to expand use of this space to include what was formerly the LC State Bookstore.



Building Capacity

In the fall of 2024, the Office of the State Board (OSBE) sought funding project ideas to build capacity in critical high need education areas (e.g., healthcare education). The OSBE source of support was to be a portion of Idaho's share of the federal Emergency Assistance to Non-Public Schools (EANS) funds associated with pandemic-related federal monies. By winter of 2025, the federal monies were withdrawn, and institutions were told to scale down or discontinue previously approved projects. LC State had \$3.2M in approved projects. Because LC State had immediately engaged the projects, they were too far along to prudently stop or scale back. Now, dedicated cash balance funds are and will be used to complete these projects and launch the associated healthcare education programs. Facility expansions include:

- A campus owned house is being repurposed/refurbished to serve as a living and learning community to house students pursuing degrees in one of LC State's health education programs, such as nursing. Renovations include life safety upgrades (e.g., fire

sprinklers, a fire alarm system, and emergency egress windows), ADA accessibility improvements (e.g., parking stall, entry ramp and sidewalk) and upgrades to the kitchen and bathroom. Phase 1 of the work is scheduled to be completed during the fall 2025 semester and should accommodate up to six students. The entire project should be completed by the end of the fall term and, pending final inspections, may accommodate 12 students. This translates to a 3% increase of LC's total current bed space or a 16% increase if you remove all traditional residence halls from the count. This would help alleviate the costs (over \$200,000) to house (137) students at a local hotel from (fall 2022 to fall 2025).

- Development of a medical diagnostic imaging program.
- Build-out of our Workforce Training Center to connect community with expanding healthcare education certificate programs.
- Build a Physician Assistant (PA) program lab, a partnership program between LC State and ISU.
- Create new CTE programs in Medical lab Technology, Physical Therapist Assistant and Peri-Operative Nursing, all of which require teaching and lab space renovations.

Annual Campus Resource Planning and Assessment

Anytime a program or key unit on campus asks for resources or uses its own auxiliary resources, those requests must be tied to program objectives, outcome indicators, Presidential Priorities, and/or justified as repairs, replacements or upgrades. A summary of FY26 resource allocation decisions can be found in Appendix A. Highlights of FY26 resource allocation decision include funding for:

- Year four of an LC State marketing campaign.
- The purchase of an enterprise level AI tool for campus.
- Converting classrooms to "SuperClassrooms" that accommodate multi-modality learning (simultaneous online and in-person instruction/interaction).
- Compensation for KinderCollege student workers in the early childhood development program, giving workplace experience to enhance a hands-on/applied learning experience.

Fundraising and Capital Campaign

The LC State Foundation reported \$21,852,988 in total assets as of June 30, 2025:

- \$17,696,737 are endowed funds.
- Endowment distributions increased by 3.5% in FY25 in comparison to FY24.
- Annual fund distributions increased by 72.86% in FY25 in comparison to FY24.

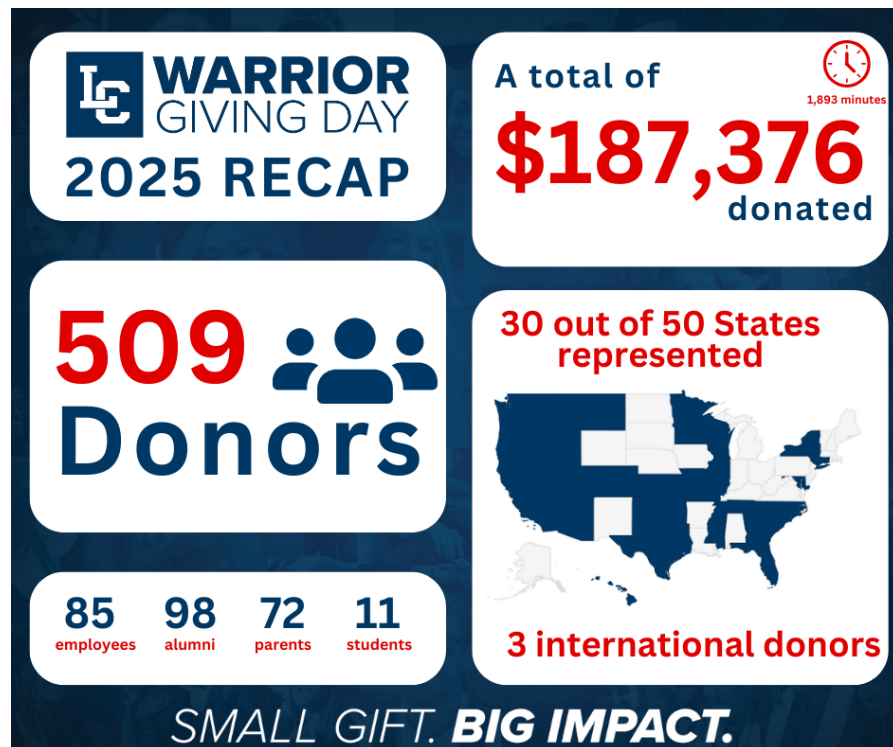
**INFORMATIONAL
OCTOBER 15-16, 2025**

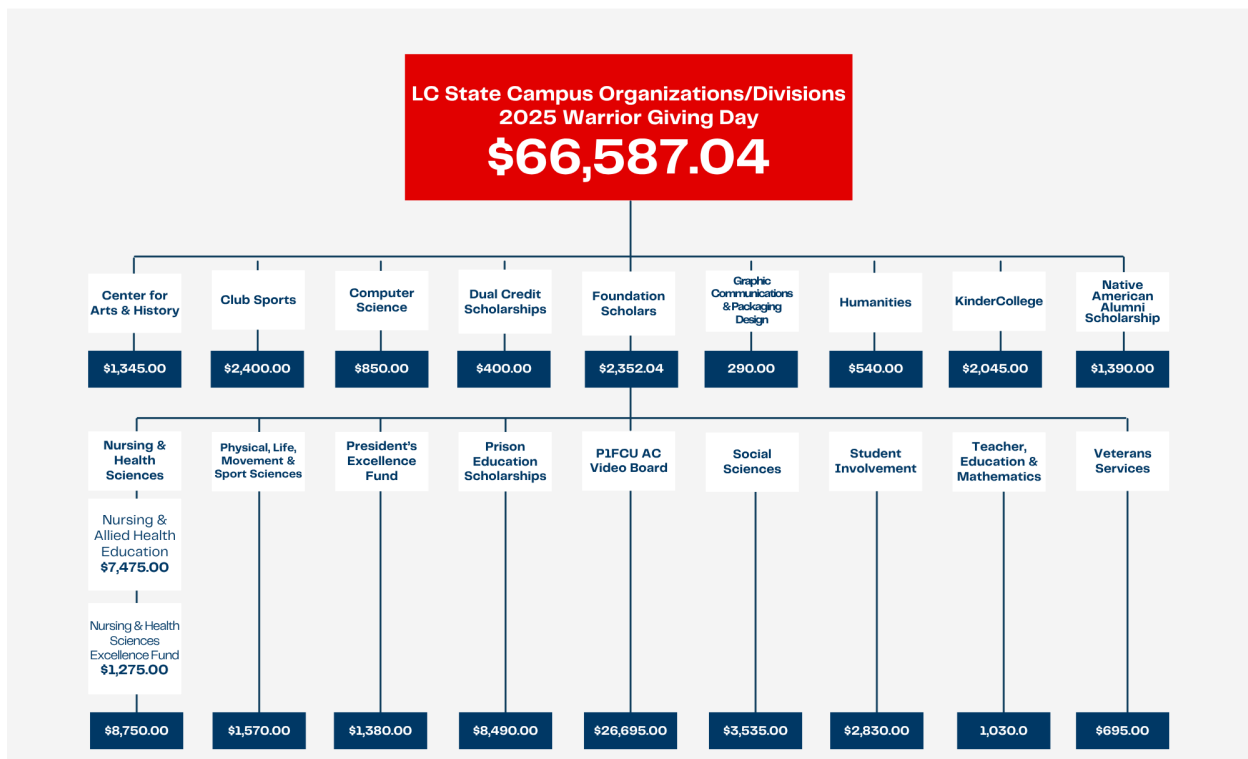
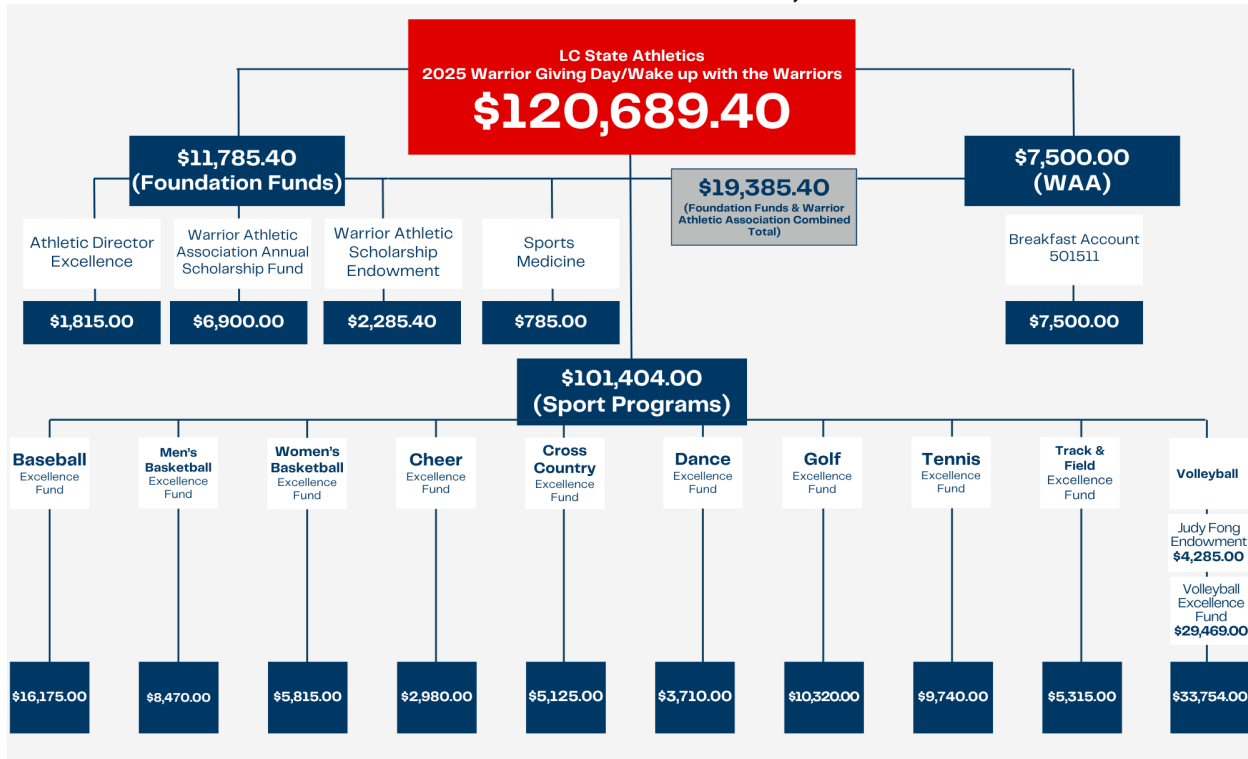
ATTACHMENT 1

Key Data	FY2021	FY2022	FY2023**	FY2024	FY 2025*
Total Assets	\$16,070,808	\$15,914,916	\$17,268,054	\$20,564,337	\$21,859,567
Revenues	\$2,905,131	\$3,725,494	\$1,614,610	\$3,256,954	\$1,994,427
Endowment Funds	\$11,723,556	\$11,514,532	\$12,791,175	\$15,700,127	\$17,696,737
Funds Distributed for Scholarships	\$532,656	\$542,798	\$591,088	\$623,268	\$634,111
Distributions to LC Programs and Capital Projects	\$1,432,096	\$1,312,478	\$879,766	\$951,410	\$1,688,097

*FY2025 figures are unaudited as per June 30, 2025.

On April 1-2, the LC State community came together for Warrior Giving Day to make a lasting impact on students' lives raising \$120,000 for LC State athletics and over \$66,000 for campus organizations and academic divisions. LC State Giving Day creates awareness and inspires others to donate across the LC State community and beyond.





Strategic Planning

LC State's Strategic Plan, with its current goals and objectives, was composed by a representative campus committee and submitted for Board review during its March 2018 meeting and adopted during the June 2018 meeting. The strategic plan document has been modified and streamlined annually to reflect LC State's post-pandemic realities. Goals and benchmarks are aligned with the Board's K-20 Strategic Plan as well as LC State's financial modeling to maintain a "sweet spot" fall term enrollment goal of 3,000-3,300 FTE and 4,000-4,400 HC (when excluding dual credit students). Institutional performance undergoes annual Cabinet review and changes are made in alignment with objective performance review and subjective evaluation of the involved campus stakeholders. LC State will engage a campuswide strategic plan update initiative beginning spring 2026, pending legislative statute change in LC State's name from "Lewis-Clark State **College**" to "Lewis-Clark State **University**". The system-wide performance measures are highlighted at the beginning of the LC State's plan as well as comingled among institutional performance measures to undergird LC State's commitment to "systemness".

Systemwide Performance Measures

Annual Enrollments⁸

Enrollment	FY21 (20- 21)	FY22 (21- 22)	FY23 (22- 23)	FY24 (23- 24)	FY25 (24- 25)
Total Annual Unduplicated HC	4,835	4,636	4,661	4,674	4,871
Total Annual FTE	2,542	2,464	2,438	2,435	2,561

Student Retention

Retention	FY21 (20- 21)	FY22 (21- 22)	FY23 (22- 23)	FY24 (23- 24)	FY25 (24-25)
First-Time, Full-Time, Baccalaureate-Seeking, Students	63%	63%	64%	62%	<i>Available after Fall 2025 census</i>
All Degree-Seeking Students	74%	76%	77%	78%	

Student Success: 150% Graduation Rates

First-Time Full-Time Cohorts	Degree Attained w/in 150% Time	FY21 (2014 Cohort)	FY22 (2015 Cohort)	FY23 (2016 Cohort)	FY24 (2017 Cohort)	FY25 (2018 Cohort)
All First-Time, Full-Time Students	Bacc., Assoc., & Certificates	36%	37%	35%	45%	40%

⁸ As reported to the Idaho State Board of Education on the annual PSR 1, different than annual enrollment figures reported in the IPEDS 12-month Enrollment Survey.

Student Affordability: Average Net Price

Net Price	FY 21 (2020-21)	FY 22 (2021-22)	FY 23 (2022-23)	FY 24 (2023-24)	FY 25 (2024-25)	Benchmark
						FY 26-30 (2025-26 thru 2029-30)
\$	\$13,267	\$11,476	\$12,508	\$15,917	Available Feb. '26	Available Fall '31

Degree & Certificate Production

Certificates & Degrees	FY21 (20-21)	FY22 (21-22)	FY23 (22-23)	FY24 (23-24)	FY25 (24-25)
Certificates	51	62	83	61	65
Associates	218	204	314	298	238
Baccalaureates	599	579	554	541	548
Graduate Certificates		2	1	1	3

College Highlights

Ranking and Accolades

#1 BEST VALUE IN IDAHO, #1 IN NURSING IN IDAHO – LC State was ranked the No. 1 Best Value College and the No. 1 Best College for Nursing in Idaho in fall of 2024 by Niche, an online resource for prospective students and their families.

#8 IN THE WEST – U.S. News & World Report's annual fall ranking of best colleges ranked LC State as No. 8 in the Top Public Schools – West Region category, which includes public colleges in the West and Southwest.

NAMED A HIDDEN GEM – For the fourth consecutive year and the seventh time in the last eight years, College Raptor honored LC State for being a small college doing big things.

MILITARY FRIENDLY GOLD – LC State was once again designated as a Military Friendly School with a special Gold-level designation by Military Friendly.

NURSING U.S. ARMY PREFERRED PROGRAM – LC State was recognized by the Army Enlisted Commissioning Program as one of only 11 schools in the nation to be vetted and approved by the U.S. Army Nurse Corps.

NURSING RANKED #1 IN IDAHO – LC State's nursing program was ranked No. 1 among four-year higher education institutions in Idaho by RegisteredNursing.org.

RADIOGRAPHY RANKED #1 IN NATION – LC State's radiographic science online degree program was ranked No. 1 in the nation among four-year colleges and universities by EduMed.org in its annual rankings.

RADIOGRAPHIC SCIENCE REACCREDITATION – LC State's Radiographic Science program received reaccreditation. The Joint Review Committee on Education in Radiographic Technology (JRCERT) announced the program was awarded accreditation for a period of eight years, the maximum award that can be received from JRCERT.

ONLINE SPORT MANAGEMENT PROGRAM RANKED NATIONALLY – LC State's online sport management program was ranked among the top 31 programs nationally by Intelligent.com. It was the only Idaho college recognized in the ranking.

PRISON ED FEDERAL APPROVAL – LC State administrators received notification on Oct. 11 from the U.S. Department of Education that its rapidly expanding prison education program successfully completed the final step of the Prison Education Program (PEP) approval process, becoming the first Idaho institution to receive such approval.

CTE HOSPITALITY MANAGEMENT AWARD – LC State's hospitality management program was selected as the Idaho Division of Career Technical Education Exemplary Postsecondary Program.

ARBORETUM REACCREDITED – The LC State arboretum again received level one accreditation status through ArbNet. The accreditation period began in December 2024 and will remain active until July 2027.

BUSINESS PROGRAMS REACCREDITATION – Three degrees within LC State's Business & Computer Science Division received reaffirmation of specialized accreditation by the International Accreditation Council for Business Education: accounting, business administration, and business management.

INTERNATIONAL BUSINESS COMPETITION – A team comprised of three students from LC State placed second in the International Accreditation Council for Business Education Student Case Study Competition. The competition involved 190 students representing 54 teams and 20 schools internationally.

GUELCHER NAMED STATE STAR – LC State's regional director of the North Central Idaho SBDC was awarded the Idaho Small Business Development Center State Star Award.

MYKLEBUST NAMED POSTSECONDARY TEACHER OF YEAR – LC State Fire Service Technology instructor Travis Myklebust was recognized as the 2024 New Postsecondary Teacher of the Year by Career Technical Educators of Idaho.

TOLSON NAMED OUTSTANDING FACULTY – LC State instructor Kimberly Tolson was recognized as one of Idaho's outstanding faculty members during the General Education Summit hosted by the Idaho State Board of Education.

VAN MULLEM COLLEGIATE EDUCATOR OF YEAR – LC State Physical, Life, Movement & Sport Sciences professor, Heather Van Mullem, was selected as the 2025 SHAPE Idaho Collegiate Educator of the Year.

Firsts & New Initiatives

NAME CHANGE – LC State officials presented a request to change the school's name to Lewis-Clark State University at the Idaho State Board of Education meeting and received unanimous approval.

BOISE PRISON COMMENCEMENT – LC State held a commencement ceremony for two graduates of its prison education program at Idaho State Correctional Center (ISCC). This was the first ceremony at ISCC. LC State has held two similar ceremonies at the Idaho Correctional Institution – Orofino, celebrating 15 graduates at Orofino that same week.

MSAT MOU – LC State and Idaho State University signed a Memorandum of Understanding to offer a partnership program where students can complete a Bachelor of Science in Exercise Science at LC State and a Master of Science in Athletic Training at ISU in five years.

PARAMEDICS MOU – LC State and Idaho State University signed an MOU to help address the critical shortage of paramedics in rural Idaho and to create pathways for qualified applicants into other health professions programs.

Enrollment & Graduation

CTE PROGRAM GROWTH – The number of students in LC State's School of Career & Technical Education increased by 18.5%, according to official fall (2024) census day numbers, the largest jump in fall-to-fall CTE headcount on record.

FALL (2024) ENROLLMENT UP 3.5% – Propelled by a 16.5% increase in degree-seeking first-time students, LC State's fulltime equivalent enrollment was up 3.5% in fall 2024. LC State's overall headcount increased by 2.4%, attracting 3,881 students, the third most in school history.

SPRING (2025) ENROLLMENT UP 11.2% – LC State's spring overall headcount jumped 11.2% and full-time enrollment increased 8.2% compared to the prior year. Overall spring enrollment at LC State was 3,100, up from 2,787 the spring before, and is the most since 2019.

Warrior Athletics

ACADEMIC EXCELLENCE – Warrior athletics earned fifth straight Presidents' Cup Academic Excellence status for the 2024-25 school year thanks to a combined GPA of 3.44. LC State ranked third in the Cascade Collegiate Conference with 74% of its student-athletes earning Academic All-Cascade Conference honors.

ALEXANDER WINS RISING STAR AWARD – Assistant Athletic Director-Sports Information Director Alisha Alexander received the 2025 College Sports Communicators Rising Star Award.

BASEBALL SLUGGER & SCHOLAR – Charlie Updegrave was named a CSC Academic All-American, fifth in program history, and earned First-Team All-Cascade Collegiate Conference and a Second-Team NAIA All-America honors. With a Cascade-leading 21 home runs in 2025, the senior finished with 46 in his career, the most in Cascade history.

BASKETBALL PLAYER OF THE YEAR – Warrior men's basketball player Alton Hamilton was voted the Cascade Collegiate Conference Player of the Year and also earned First-Team NAIA All-American and NABC All-America Team honors.

VOLLEYBALL PLAYER HISTORIC SEASON – Warrior volleyball player Juliauna Forgach Aguilar was named an AVCA All-American Honorable Mention and a CSC Academic All-District Honoree. The junior broke school record in kills per set (4.60) and points per set (4.91).



Conclusion

In conclusion, LC State has been proudly serving students since 1893 as Idaho's small "private" school experience offered at a public school price. Guided by its mission, LC State is fully committed to expanding access to higher education and ensuring success for all students. Despite the challenges of the past few years, LC State's enrollment is strategically growing. As a result, LC State has emerged in a strong and fiscally stable and sustainable position, having evolved to serve the unique needs of its students under unique circumstances. This institutional annual report serves to provide a state-of-the-college snapshot and to inform the Idaho SBOE of the annual Presidential Priorities guiding the institution forward.



Appendix A

LEWIS-CLARK STATE COLLEGE
FY26 RESOURCE ALLOCATION DECISIONS

(Includes both General Education and Career & Technical Education)

Total, incl.
CTE

A. Salary & Benefit Cost Increases (Gen Ed/CTE):	
1. CEC/CSO Payline Shift Increases	\$1,204,388
2. Faculty Promotions	165,598
3. PSO Payline Shift, K-12 Faculty Alignment & All Employee Groups Equity Adjustments	329,828
4. Health Insurance and Variable Benefits	292,811
Subtotal-Salary & Benefit Cost Increases	\$1,992,625
B. Ongoing RRF Funded Items (Gen Ed Only):	
1. (Controller's Office) Yearly Audit Support	
2. (Physical Plant) Simple K – Key Management Software - Cloud Based	
3. (Communications & Marketing) Web Coordinator	
4. (Financial Aid) Prison Ed Financial Support – Boise Based	
5. (Student Success Center) Operating Expenses	
6. (Physical Plant) Custodial Irregular Help – Pay Increase	
Subtotal-Ongoing Gen Ed RRF Funded Items	\$177,480
C. One-Time RRF Funded Items (Gen Ed Only):	
1. (Technical & Industrial) Paint MTB doors blue	
2. (Liberal Arts & Sciences) Maintenance & Repair of MLH basement	
3. (School of Professional & Graduate Studies) HILL Space Modification	
4. (Physical Plant) Tuff Shed – 10'x12' Storage Shed	
5. (Physical Plant) Echo Backpack Blowers	
6. (Physical Plant) Echo String Trimmers	
7. (Human Resource Services) Two (2) Fujitzsu Scanners	
8. (Athletics) Faucets – P1FCU Activity Center	
9. (Communications & Marketing) Marketing Campaign – Year Four	
10. (IT/IR&E/OGC) Artificial Intelligence Tool For Campus	
11. (Residence Life) Clearwater Hall Exterior Siding Replacement	
12. (Student Counseling) Waiting Room Permanent Wall	
13. (Student Counseling) Office Check In Counter	
14. (NHS/Healthcare Education Ctr) Convert SGC 124 To SuperClassroom	
15. (Athletics) Video Board(s) – P1FCU Activity Center	
Subtotal-One-Time Gen Ed RRF Funded Items	\$961,197
D. One-Time RRF Funded Items (CTE Only):	
Subtotal-One-Time CTE RRF Funded Items	\$0
TOTAL FY26 COLLEGE RESOURCE ALLOCATIONS	\$3,131,302

Local RRF Funded Items:

1. (TEAMS) Student Specialist x2
2. (Public Safety) New Patrol Vehicle
3. (Athletics) Volleyball Locker Floors
4. (WCC) Wireless Hotspot in Old Bookstore
5. (School of Professional & Graduate Studies) HILL Space Modification
6. (Public Safety) Annual Parking Permit Increase From \$80 To \$95
7. (Public Safety) Semester Parking Permit Increase From \$60 To \$65
8. (TEAMS) Software Purchase

Auxiliary RRF Funded Items:

1. (SUB/CSL) Roof Replacement
2. (SUB/CSL) South Patio
3. (SUB/CSL & WCC) Awnings, Flashing & Amphitheater Paint
4. (Residence Life) Off Campus Rental House Repairs
5. (Residence Life) Clearwater Hall Exterior Siding Replacement
6. (KinderCollege) Infant Room – Part-Time Increase From \$45 To \$50
7. (KinderCollege) Infant Room – Full-Time Student Increase From \$750 To \$800
8. (KinderCollege) Infant Room – Full-Time Community Increase From \$850 To \$900
9. (KinderCollege) Toddler Room – Part-Time Increase From \$35 To \$40
10. (KinderCollege) Toddler Room – Full-Time Student Increase From \$650 To \$700
11. (KinderCollege) Toddler Room – Full-Time Community Increase From \$750 To \$800
12. (KinderCollege) Preschool/Pre-K – Part-Time Increase From \$32 To \$37
13. (KinderCollege) Preschool/Pre-K – Full-Time Student Increase From \$600 To \$650
14. (KinderCollege) Preschool/Pre-K – Full-Time Community Increase From \$700 To \$750

PROFESSIONAL STANDARDS COMMISSION

SUBJECT

Professional Standards Commission 2024-2025 Annual Report

REFERENCE

October 2024	Board accepted the Professional Standards Commission 23-24 Annual Report
December 2023	Board accepted the Professional Standards Commission 22-23 Annual Report
December 2022	Board accepted the Professional Standards Commission 2021-2022 Annual Report

APPLICABLE STATUTE, RULE, OR POLICY

Sections 33-1208, 33-1251, 33-1252, 33-1253, 33-1254, and 33-1258, Idaho Code

BACKGROUND/DISCUSSION

The 1972 state legislature established the Professional Standards Commission (PSC). This legislative action combined with the Professional Practices Commission, established by the state legislature in 1969, with the Professional Standards Board, an advisory board appointed by the State Board of Education. The PSC consists of eighteen (18) constituency members appointed for terms of three (3) years, the membership of which is prescribed in Section 33-1252, Idaho Code:

- Secondary or Elementary Classroom Teacher (7), including
 - Exceptional Child Teacher (1)
 - Pupil Service Staff (1)
- Elementary School Principal (1)
- Secondary School Principal (1)
- Special Education Director (1)
- School Superintendent (1)
- School Board Member (1)
- Public Higher Education Faculty Member (2)
- Private Higher Education Faculty Member (1)
- Public Higher Education Letters and Sciences Faculty Member (1)
- State Career & Technical Education Staff Member (1)
- State Department of Education Staff Member (1)

The PSC publishes an annual report following the conclusion of each academic year to inform the State Board of Education of actions taken by the PSC during that year. The 2024-2025 report includes ethics complaints and closed case data from July 1, 2020, through June 30, 2025.

**INFORMATIONAL
OCTOBER 15-16, 2025**

IMPACT

The PSC makes recommendations to the State Board of Education and renders decisions that provide Idaho with competent, qualified, ethical educators dedicated to rigorous standards, student achievement, and improved professional practice.

ATTACHMENTS

Attachment 1 – PSC 2024-2025 Annual Report

BOARD STAFF COMMENTS AND RECOMMENDATIONS

Informational item, no staff recommendation.

BOARD ACTION

This item is for informational purposes only.

IDAHO PROFESSIONAL STANDARDS COMMISSION

2024-2025 Annual Report



IDAHO DEPARTMENT OF EDUCATION
IDAHO PROFESSIONAL STANDARDS COMMISSION

650 W STATE STREET, 2ND FLOOR
BOISE, IDAHO 83702
208 332 6800 OFFICE / 711 TRS
WWW.SDE.IDAHO.GOV

CREATED 07/10/2025

TABLE OF CONTENTS

Introduction	3
PSC Operation	6
Educator Ethics	7
Ethics Data - July 1, 2020 through June 30, 2025	10
Recommendations	15

INTRODUCTION

The 1972 state legislature established the Professional Standards Commission (PSC). This legislative action combined the Idaho Professional Practices Commission, established by the state legislature in 1969, with the Professional Standards Board, an advisory board appointed by the State Board of Education. The PSC was created in the Idaho Department of Education and consists of 18 constituency members appointed or reappointed for terms of three (3) years, representing the following:

Certificated elementary or secondary classroom teachers (7), including

- Teacher of exceptional children (1)
- Pupil service staff (1)

Elementary school principal (1)

Secondary school principal (1)

Special education director (1)

School superintendent (1)

School board member (1)

Higher education letters and sciences faculty member (1)

Community colleges and education departments of public institutions of higher education (2)

Education departments of private institutions of higher education (1)

Idaho Department of Education staff (1)

Division of Career Technical Education staff (1)

Section 33-1252, Idaho Code

Statutory Responsibilities of the PSC

(1) The professional standards commission may conduct investigations on any signed allegation of unethical conduct of any teacher brought by:

- (a) An individual with a substantial interest in the matter, except a student in an Idaho public school; or
- (b) A local board of trustees.

Section 33-1209, Idaho Code

The commission shall have authority to adopt recognized professional codes and standards of ethics, conduct and professional practices which shall be applicable to teachers in the public schools of the state, and submit the same to the state board of education for its consideration and approval. Upon their approval by the state board of education, the professional codes and standards shall be published by the board.

Section 33-1254, Idaho Code

The commission may make recommendations to the state board of education in such areas as teacher education, teacher certification and teaching standards, and such recommendations to the state board of education or to boards of trustees of school districts as, in its judgment, will promote improvement of professional practices and competence of the teaching profession of this state, it being the intent of this act to continually improve the quality of education in the public schools of this state.

Section 33-1258, Idaho Code

PSC Membership for the 2024-2025 Academic Year

Name	Agency	Representing
Angela Gillman, Chair	Idaho Falls School District #091	Classroom Teachers
Ramona Lee, Vice Chair	West Ada School District #002	Special Education Administrators
Vanessa Anthony-Stevens	University of Idaho	Public Teacher Education
Stephanie Brodwater	Post Falls School District #273	Classroom Teachers
Kristi Enger	Division of Career Technical Education	Division of Career Technical Education
Erika Estes	Weiser School District #431	Classroom Teachers
Melissa Green	Brigham Young University-Idaho	Private Teacher Education
Lance Harrison	Preston School District #201	School Superintendents
Stacey Jensen	Pocatello School District #025	Classroom Teachers
Katie Mathias	Boise State University	Public Teacher Education
Amy McBride	Twin Falls School District #411	Secondary School Principals
Wendy Moore	Department of Education	Department of Education
Jamee Nixon	Northwest Nazarene University	Colleges of Letters and Sciences
Marci Nuxoll	Mountain View School District #244	Teachers of Exceptional Children
Karen Pyron	Butte County School District #111	School Boards
MeLissa Rose	Lakeland School District #272	Pupil Service Staff
Jonelle Warnock	Boise School District #001	Classroom Teachers
Alejandro Zamora	Wilder School District #133	Elementary School Principals

PSC OPERATION

During the 2024-2025 academic year, the PSC met five (5) times, in September, December, February, April, and June. December and February meetings were held virtually.

The PSC's two (2) committees perform specific duties.

Executive Committee – Educator Ethics

- Determine if there is probable cause to pursue discipline against a certificated educator for alleged unethical conduct.
- Review and make recommendations to revise the Code of Ethics for Idaho Professional Educators as needed.
- Examine cases where an educator has voluntarily surrendered their certificate and consider whether to recommend that the PSC find probable cause that the alleged inappropriate conduct occurred.
- Review courses related to disciplinary action remediation.

Recommendations Committee

- Execute projects as requested by the State Board of Education, Idaho Department of Education, or the PSC Administrator.
- Consider recommendations from education stakeholders regarding educator ethics and educator certification and preparation.
- Recommend rule and policy changes regarding educator standards, educator certification, and endorsement requirements to the full Commission for consideration by the State Board of Education.

EDUCATOR ETHICS

In accordance with Sections 33-1208 and 33-1209, Idaho Code, the PSC has the responsibility for suspending, revoking, issuing letters of reprimand, or placing reasonable conditions on any certificate for educator misconduct.

During the 2024-2025 academic year, the PSC received sixty-six (66) written complaints of alleged educator ethical misconduct, of which thirty-three (33) cases were opened. Forty-eight (48) cases were closed during the 2024-2025 academic year, with one case under judicial review. Two (2) of the closed cases involved educators employed as administrators, both resulting in a letter of reprimand being issued. The following data represents the 48 closed cases.

2024-2025 Closed Cases

Case Number	Category of Allegation	Probable Cause Found	Disciplinary Action
22316	Inappropriate Conduct with Student	Yes	Letter of Reprimand
22326	Inappropriate Conduct with Student	Yes	Revocation
22328	Misdemeanor	Yes	Revocation
22333	Breach of Contract	Yes	Letter of Reprimand
22335	Inappropriate Conduct	Yes	Revocation
22401	Breach of Contract	Yes	Suspension
22402	Inappropriate Conduct	Yes	Revocation
22408	Inappropriate Conduct	Yes	Revocation
22409	Sexual Misconduct with a Student	Yes	Revocation
22410	Inappropriate Conduct with Student	Yes	Letter of Reprimand
22412	Inappropriate Conduct	Yes	Revocation
22413	Inappropriate Conduct with Student	N/A	Voluntary Surrender
22414	Theft-Fraud	Yes	Revocation
22416	Inappropriate Conduct with Student	Yes	Suspension
22417	Substance Abuse	Yes	Suspension
22418	Inappropriate Conduct with Student	Yes	Suspension
22419	Inappropriate Conduct with Student	Yes	Suspension
22420	Inappropriate Conduct	Yes	Suspension
22421	Inappropriate Conduct	Yes	Letter of Reprimand
22422	Inappropriate Conduct with Student	Yes	Suspension
22423	Breach of Contract	Yes	Letter of Reprimand
22424	Breach of Contract	Yes	Letter of Reprimand
22425	Inappropriate Conduct	No	None
22426	Breach of Contract	Yes	Letter of Reprimand
22427	Sexual Misconduct NOT with a Student	Yes	Revocation (Permanent)

2024-2025 Closed Cases, Continued

Case Number	Category of Allegation	Probable Cause Found	Disciplinary Action
22428	Sexual Misconduct with a Student	Yes	Revocation (Permanent)
22429	Breach of Contract	Yes	Letter of Reprimand
22430	Breach of Contract	Yes	Letter of Reprimand
22431	Inappropriate Conduct	Yes	Letter of Reprimand
22432	Inappropriate Conduct	Yes	Revocation
22433	Inappropriate Conduct with Student	Yes	Suspension
22435	Inappropriate Conduct with Student	No	None
22436	Inappropriate Conduct with Student	No	None
22437	Inappropriate Conduct with Student	No	None
22438	Inappropriate Conduct with Student	Yes	Revocation
22439	Sexual Misconduct with a Student	N/A	Voluntary Surrender
22440	Inappropriate Conduct with Student	Yes	Suspension
22441	Inappropriate Conduct with Student	No	None
22442	Inappropriate Conduct with Student	No	None
22443	Breach of Contract	No	None
22444	Inappropriate Conduct	No	None
22445	Inappropriate Conduct with Student	Yes	Revocation
22446	Breach of Contract	Yes	Suspension
22447	Breach of Contract	Yes	Suspension
22449	Inappropriate Conduct	No	None
22500	Breach of Contract	No	None
22505	Breach of Contract	No	None
22508	Breach of Contract	No	None

During the 2024-2025 academic year, the PSC finalized disciplinary action in 36 of the 48 cases that were closed.

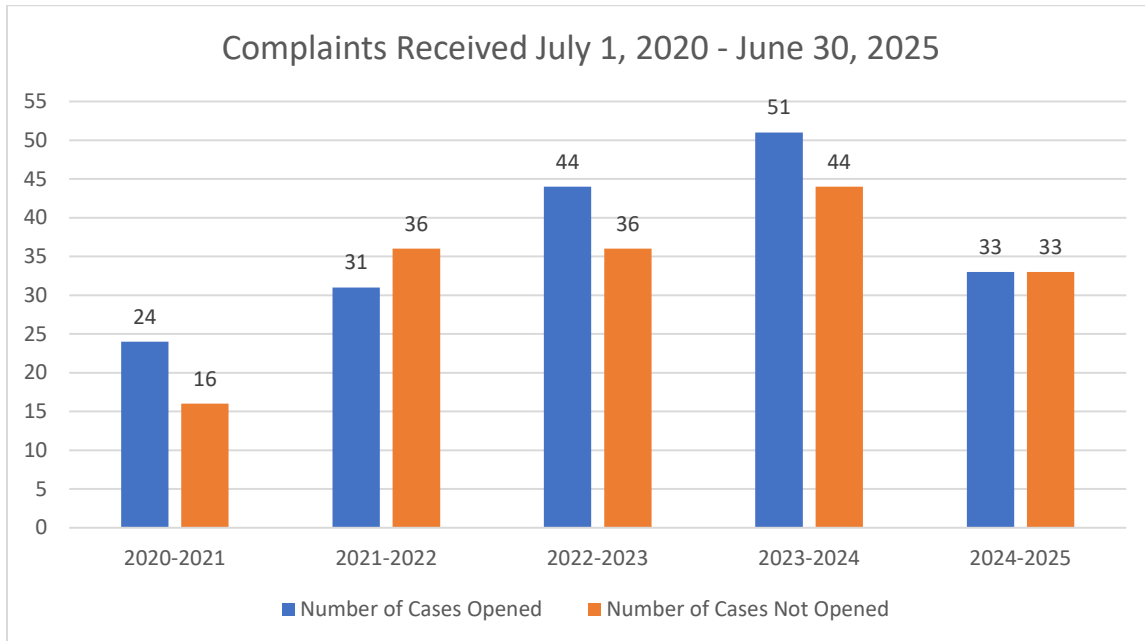
2024-2025 Closed Cases Resulting in Disciplinary Action, by Category of Ethical Violation

Category of Ethics Violation	Number of Cases Closed	Percentage of Cases Closed
Breach of Contract	9	18.75%
Inappropriate Conduct	8	16.67%
Inappropriate Conduct with a Student	12	25.00%
Misdemeanor	1	2.08%
Sexual Misconduct NOT with a Student	1	2.08%
Sexual Misconduct with a Student	3	6.25%
Substance Abuse	1	2.08%
Theft-Fraud	1	2.08%

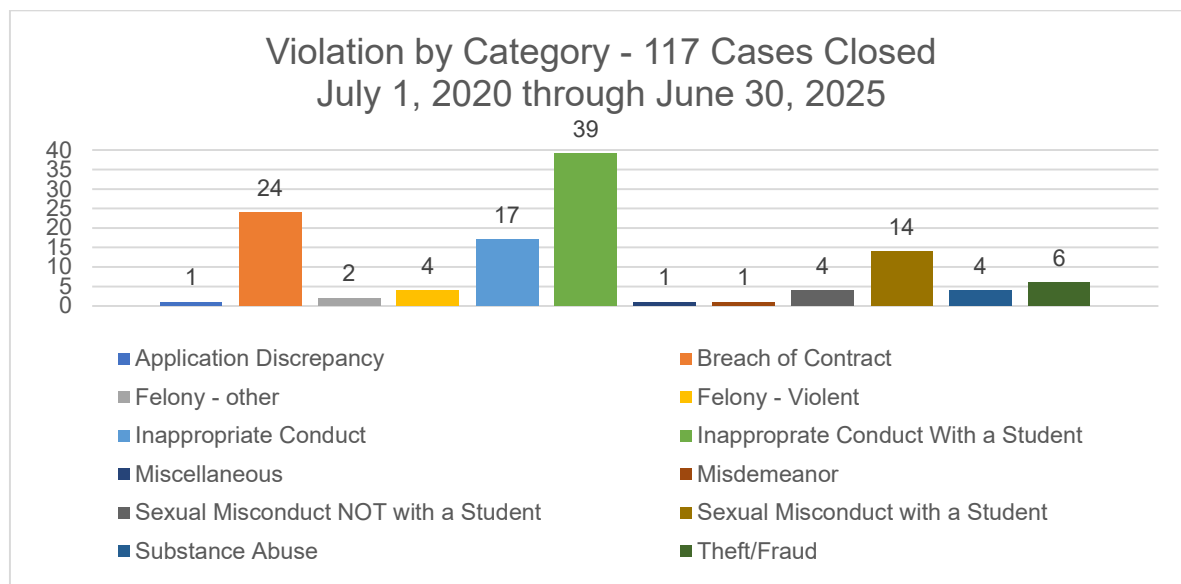
Category of Discipline	Number of Cases Closed	Percentage of Cases Closed
Letter of Reprimand	10	20.83%
Revocation	11	22.92%
Revocation (permanent)	2	4.17%
Suspension	11	22.92%
Voluntary Surrender	2	4.17%

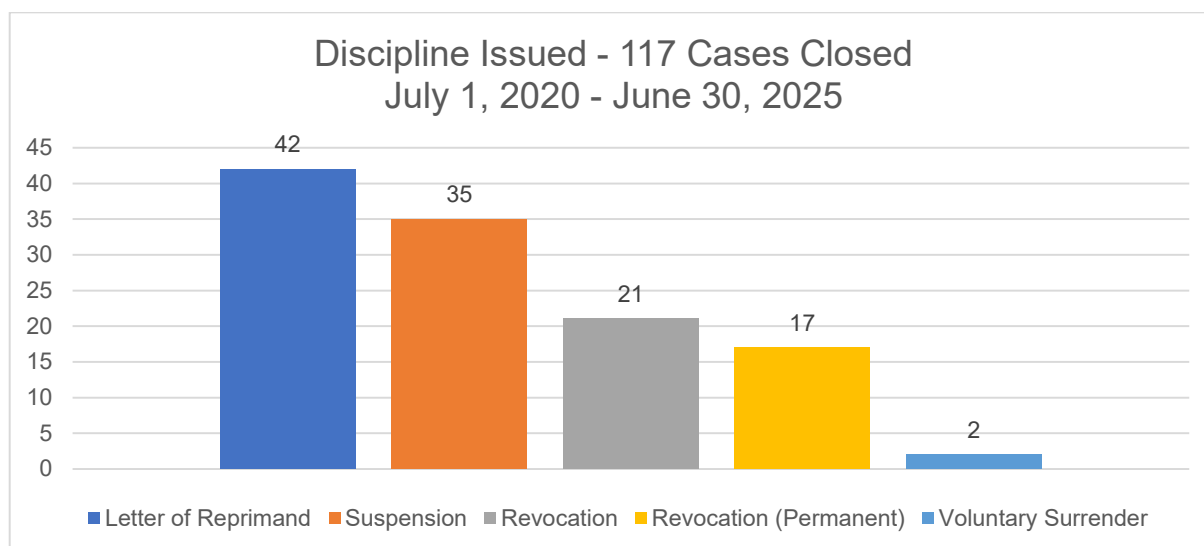
ETHICS DATA - JULY 1, 2020 THROUGH JUNE 30, 2025

The PSC received 348 educator ethics complaints between July 1, 2020, and June 30, 2025. Of those complaints, 183 cases were opened to determine probable cause for violations of the Code of Ethics for Idaho Professional Educators.

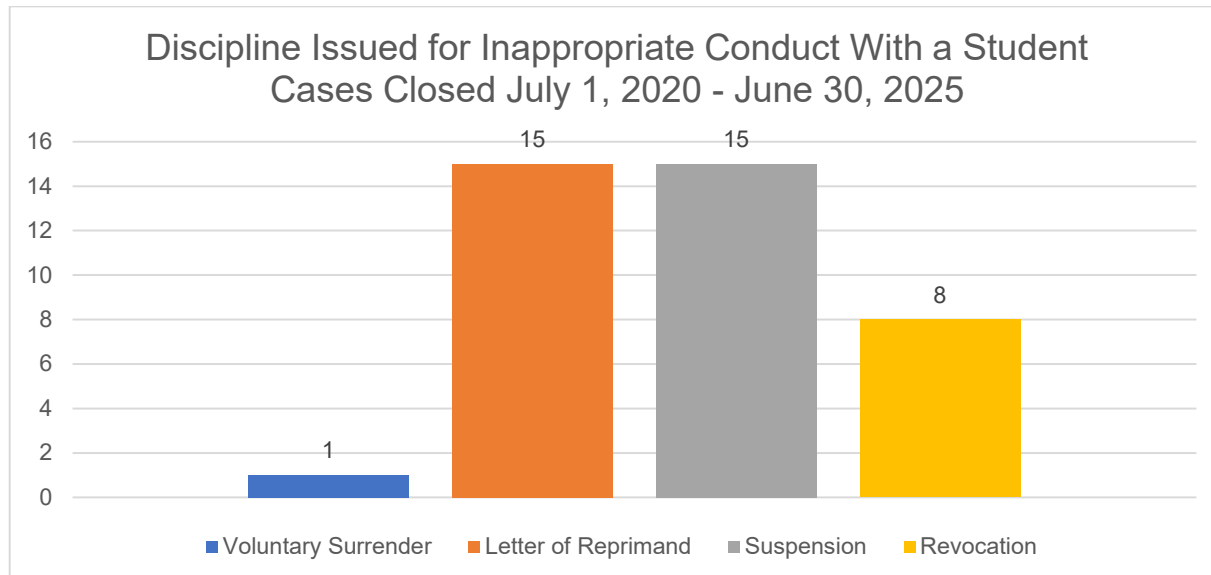


Between July 1, 2020, and June 30, 2025, the PSC determined that 117 opened cases were found to have probable cause, resulting in educator discipline issued between July 1, 2020, and June 30, 2025. The charts that follow describe the violation categories and resulting discipline.

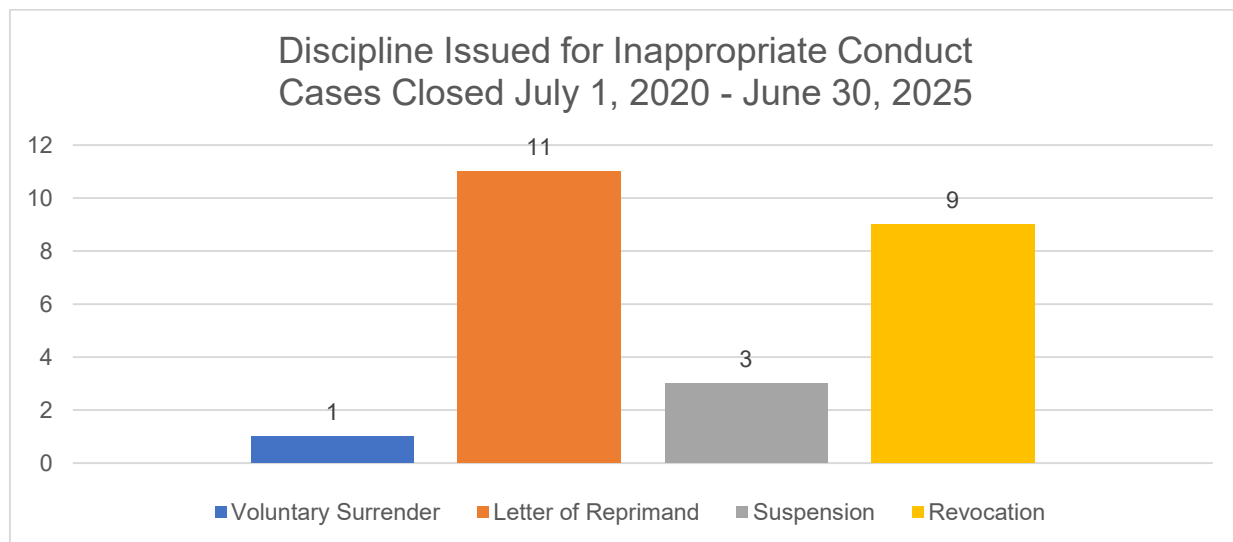
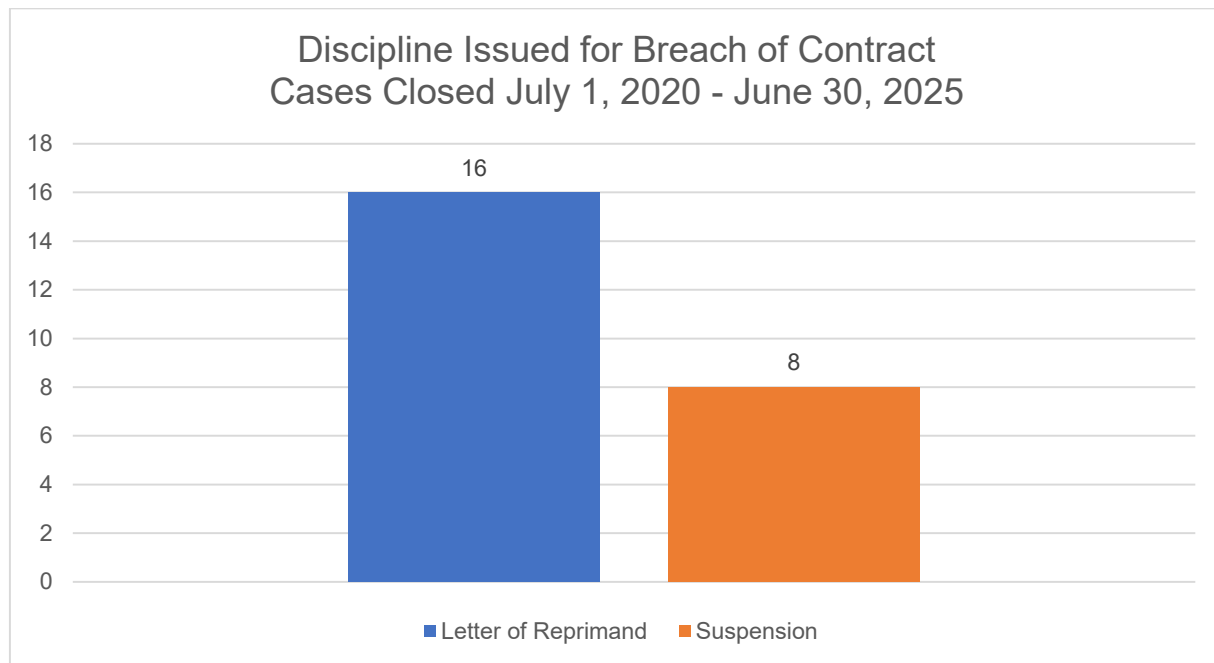




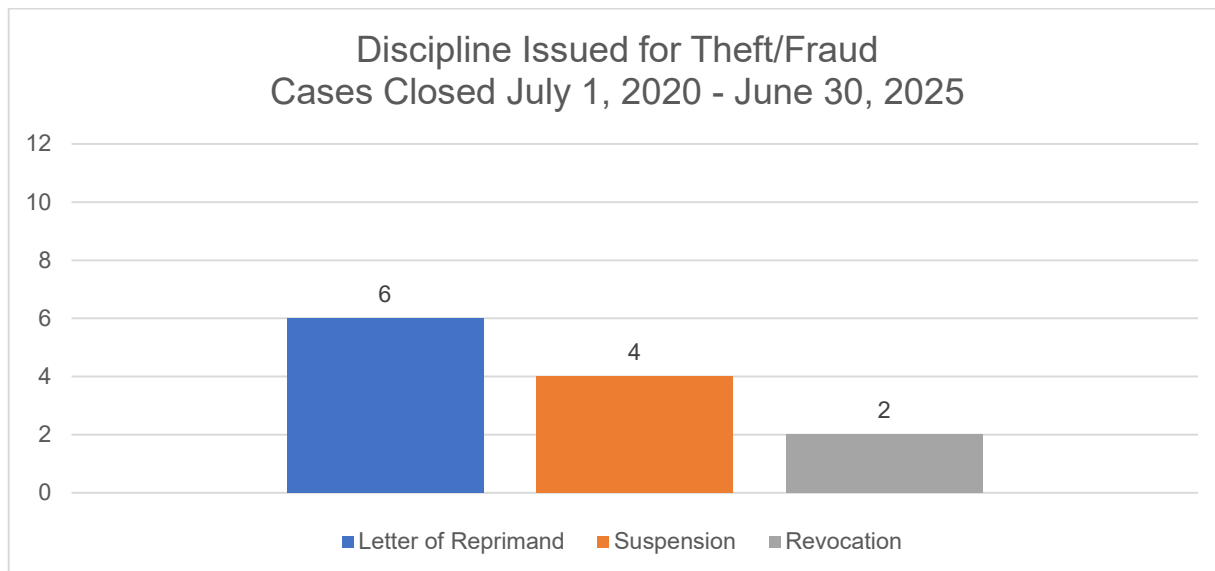
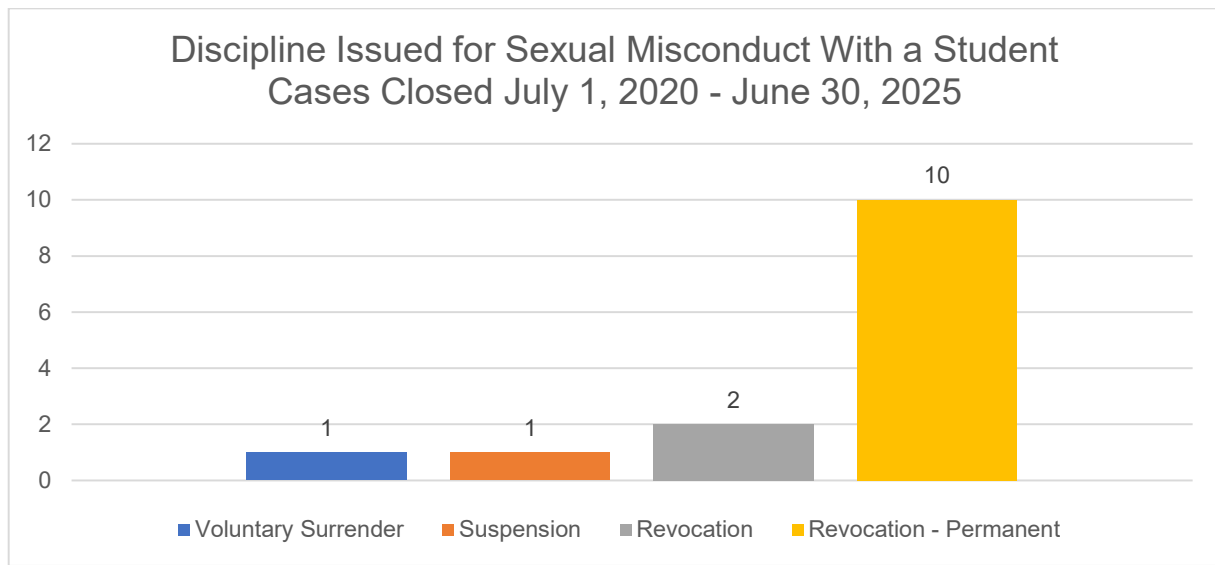
The following charts show the top five (5) ethics violation categories in cases closed between July 1, 2020, and June 30, 2025, and their resulting discipline. The top five (5) ethics violation categories in cases closed between July 1, 2020, and June 30, 2025, are Inappropriate Conduct with a Student, Breach of Contract, Inappropriate Conduct, Sexual Misconduct with Student, and Theft/Fraud.



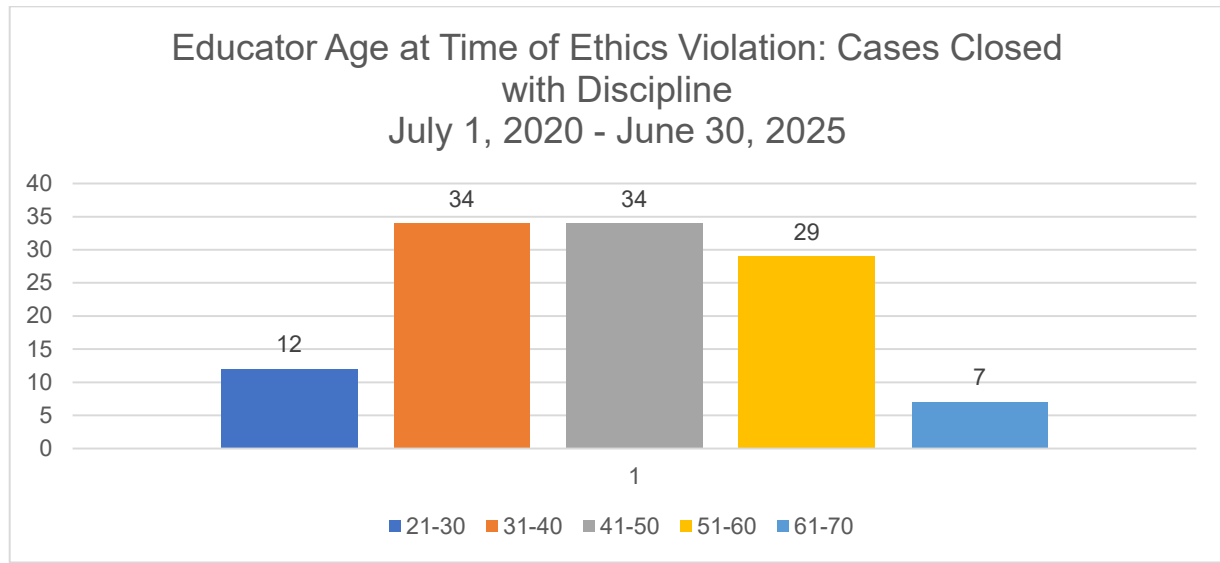
Violations of Inappropriate Conduct with a Student included use of unapproved restraint and seclusion techniques, throwing objects, use of inappropriate physical force, striking, grabbing, inappropriate texting/emailing, swearing, and inappropriate comments of a sexual or political nature.



Violations of Inappropriate Conduct included inappropriate relationships with subordinate staff members, viewing or possessing inappropriate images/websites, using a school computer to engage in inappropriate chats with an artificial intelligence chatbot during instructional time, inappropriate sexual comments to coworkers, emailing confidential student information, and having certificates revoked in other states for misconduct.



Violations of Theft/Fraud included stealing from colleagues, falsifying reporting data, and falsifying documents for employment and licensure.



RECOMMENDATIONS

During the 2024-2025 academic year, the PSC Recommendations Committee discussed various subjects of interest in the areas of educator preparation, educator certification, and educator ethics. Work of the Recommendations Committee included:

Breach of Contract Guidance Document for Educators

Completed the *Breach of Contract Guidance Document for Educators* for distribution to school districts and charters.

Idaho Educator Pipeline Report Work Session

Provided recommendations to Board staff that, in the Committee's opinion, could positively impact the educator pipeline in Idaho:

1. Improve educator compensation towards closing the 24 percent pay gap as outlined in the 2023 educator pipeline report.
2. Provide and fund mentoring and retention programs that support all educators and enhance positive school culture.
3. Expand Pupil Service Staff preparation programs and certification pathways (especially Speech Language Pathologists and School Psychologists).
4. Improve educator working conditions, e.g., available/affordable housing, easing new educators into assignments/preps, greater planning time, quality of life, stress, hours, etc. (Reference: [The State of the Teacher Workforce | Learning Policy Institute](#))

Praxis Bridge Alternate Content Assessment

Recommend the Praxis Bridge Alternate Content Assessment with a three (3) year retroactive eligibility to the Idaho State Board of Education for approval.

PSC Nomination Review

Reviewed PSC nomination packets and recommended nominees to the Idaho State Board of Education for appointment.

Review of Recommendation for School Psychologist Praxis Assessment

Recommended the adoption of the School Psychologist assessment with a qualifying score of 155 to the Board of Education for approval.

Alternate Content Assessment for Idaho Educator Preparation Providers

Recommended the Alternate Content Assessment for Idaho educator preparation providers to the Idaho State Board of Education for approval and immediate implementation.