



Office of the Minister

November 7, 2023

Penny Lee Howell

Email: [REDACTED]

Dear Ms. Howell:

The decision and recommendation of the Practice Review Appeal Committee has been referred to me pursuant to the applicable Practice Review of Teachers and Teacher Leaders Regulation and is attached for your reference.

As you are aware, the Appeal Committee confirmed the decision of the Practice Review Hearing Committee that found your conduct to be unprofessional when you invited a student to stay at your home after he left his residence due to a dispute, attempted to conceal events of the student staying at your home, and were dishonest with school administration when asked about the specifics of the matter.

The Appeal Committee recommended that I suspend your teaching certificate and that you be ineligible for a certificate for a period of one year and until you have successfully completed a course acceptable to the Registrar regarding professional conduct requirements, including professional boundaries.

I have reviewed and carefully considered the matter and, based on the information presented in the Appeal Committee's Decision and Recommendation and its reasons for decision and recommended sanction, I agree that the seriousness of your conduct warrants a suspension of your Alberta Permanent Professional Certificate. I am of the view that, as an experienced teacher, you ought to have recognized that your actions and dishonesty did not maintain the honour and dignity of the teaching profession and violated professional boundaries. Yet, during the hearing, you stated that you did not regret your actions and you would repeat them.

Pursuant to section 33 of the Practice Review of Teachers and Teacher Leaders Regulation, effective immediately, I hereby suspend your Alberta Permanent Professional Certificate [REDACTED] for a period of one year and until you successfully complete coursework recommended by the appeal committee and acceptable to the Registrar.

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I have attached a course option approved by the Registrar and which you may wish to consider completing to satisfy the coursework condition of your suspension. Otherwise, I invite you to contact Mr. Dan Karas, Registrar at Alberta Education, by email at Education.Registrar@gov.ab.ca if you wish that the Registrar consider an alternate course option. Any costs associated with completing this course will be at your own expense.

Also attached is a copy of the applicable Practice Review of Teachers and Teacher Leaders Regulation for your reference.

Sincerely,



Demetrios Nicolaidis
Minister of Education

Attachments:

1. Practice Review Hearing Committee Decision and Recommendation
2. Practice Review Appeal Committee Decision and Recommendation
3. Approved course option
4. Practice Review of Teachers and Teacher Leaders Regulation (2019)