



Indiana Department of Education

Dr. Katie Jenner, Secretary of Education

FILED

AUG 14 2025

INDIANA STATE
ETHICS COMMISSION

Katherine Noel, Chair

Indiana State Ethics Commission

315 West Ohio Street, Room 104

Indianapolis, IN 46202

August 4, 2025

IC 4-2-6-11

Post-employment waiver

As the Appointing Authority of the Indiana Department of Education, I am filing this waiver of the application of the Code of Ethics' post-employment restriction as it applies to Adam Pitt in his post-employment with University of Wisconsin-Madison's Wisconsin Center for Education Research, which is the organizational home of the WIDA Consortium('WIDA'). Wida is a multi-state coalition of state educational agencies that acts in collaboration to research, design and implement a standards-based educational system.

I understand that I must file and present this waiver to the State Ethics Commission at their next available meeting. I further understand that this waiver is not final until approved by the State Ethics Commission.

A. This waiver is provided pursuant to IC 4-2-6-11(g) and specifically waives the application of *(Please indicate the specific restriction in 42 IAC 1-5-14 (IC 4-2-6-11) you are waiving):*

- ☐ IC 4-2-6-11(b)(1): 365 day required "cooling off" period before serving as a lobbyist.
- ☒ IC 4-2-6-11(b)(2): 365 day required "cooling off" period before receiving compensation from an employer for whom the state employee or special state appointee was engaged in the negotiation or administration of a contract and was in a position to make a discretionary decision affecting the outcome of such negotiation or administration.
- ☐ IC 4-2-6-11(b)(3): 365 day required "cooling off" period before receiving compensation from an employer for which the former state employee or special state appointee made a directly applicable regulatory or licensing decision.



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IC 4-2-6-11(c): Particular matter restriction prohibiting the former state employee or special state appointee from representing or assisting a person in a particular matter involving the state if the former state officer, employee, or special state appointee personally and substantially participated in the matter as a state worker. *(Please provide a brief description of the specific particular matter(s) to which this waiver applies below):*

- B. IC 4-2-6-11(g)(2) requires that an agency's appointing authority, when authorizing a waiver of the application of the post-employment restrictions in IC 4-2-6-11(b)-(c), also include specific information supporting such authorization. Please provide the requested information in the following five (5) sections to fulfill this requirement.

1. Please explain whether the employee's prior job duties involved substantial decision-making authority over policies, rules, or contracts:

Mr. Pitt's job responsibilities did not involve substantial decision-making authority over policies, rules, or contracts with WIDA.

Mr. Pitt manages the English Learner and Migrant Education team with the IDOE. With this role he administers Title III, Title I part C, Refugee School Impact, and other English Learner and migrant-related grants to schools. Additionally, he monitors schools for federal English learner and migrant-related compliance indicators; leads English learner and migratory student-related policy, guidance, technical assistance, and professional development to Indiana schools; manages EL and migrant-related data collections; leads and participates in EL and migrant-related projects and initiatives across the department (i.e. accountability, graduation pathways, EL teacher licensure project, etc.)

Mr. Pitt's engagement with WIDA involved WIDA program implementation, including implementation of existing policies, rules, and contracts, of which he was not involved in developing or negotiating. Mr. Pitt helped facilitate the Professional Learning package that WIDA provides as part of its standard contract with states. Mr. Pitt and his team are a point of contact with WIDA for items like locations, registrations, and planning. WIDA assessments are managed by the assessment office at IDOE, however Mr. Pitt's team provides additional support to the assessment office and to the field on administering WIDA assessments for English learners. Lastly, Indiana has adopted the WIDA language development standards for English learners, and Mr. Pitt's team provides technical assistance to schools in their implementation. All of these roles are solely focused in the program implementation of the services WIDA provides. However, Mr. Pitt is not part of the team that decides what services IDOE will ask of WIDA.



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Mr. Pitt was not in a position at IDOE to decide/vote for anything in which WIDA would have financial interest.

2. Please describe the nature of the duties to be performed by the employee for the prospective employer:

Mr. Pitt's new duties will be that of a State Relations Specialist at WIDA. He would be the point of contact for a select number of the 41 states/territories in the WIDA consortium (of which Indiana would not be included), supporting their needs in administering statewide assessments and standards. He would also participate in consortium-wide projects and initiatives such as student assessment research and professional development.

3. Please explain whether the prospective employment is likely to involve substantial contact with the employee's former agency and the extent to which any such contact is likely to involve matters where the agency has the discretion to make decisions based on the work product of the employee:

The position would not require Mr. Pitt to work directly with IDOE or other Indiana agencies and would not involve matters where IDOE would have discretion to make decisions based on his work. He would work directly with a small group of other select WIDA consortium member states and contact with IDOE would be minimal to none.

4. Please explain whether the prospective employment may be beneficial to the state or the public, specifically stating how the intended employment is consistent with the public interest:

In the prospective employment, Mr. Pitt would continue to serve in K-12 public education, seeking to positively impact student outcomes. The prospective employment would be beneficial to other states around the country which are engaging in assessment development activities. Additionally, IDOE consistently collaborates with other states in implementing proficiency standards and assessments for grade K-12 students who are English-language learners. The experience and expertise gained while employed at the Indiana Department of Education will allow for enhanced development and support of these assessment tasks.



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5. Please explain the extent of economic hardship to the employee if the request for a waiver is denied:

Mr. Pitt would very likely endure significant hardship if the request for waiver is denied. Mr. Pitt's role with the DOE is a managing role, with few opportunities for advancement of position and salary. This new role for Mr. Pitt would allow for a significant growth opportunity in his professional development. In addition, Mr. Pitt would incur economic hardship if the waiver were denied by limiting his opportunities for gainful employment with an employer that provides a benefit to the public. Lastly, these types of opportunities for positions where Mr. Pitt will not have a new role that has overlap with IDOE/Indiana work do not become available often.

C. Signatures

1. Appointing authority/state officer of agency

By signing below I authorize the waiver of the above-specified post-employment restrictions pursuant to IC 4-2-6-11(g)(1)(A). In addition, I acknowledge that this waiver is limited to an employee or special state appointee who obtains the waiver before engaging in the conduct that would give rise to a violation.

Katie Jenner 8/6/25
Dr. Katie Jenner DATE

2. Ethics Officer of agency

By signing below I attest to the form of this waiver of the above-specified post-employment restrictions pursuant to IC 4-2-6-11(g)(1)(B).

Nicola Szarenski, on behalf of 8/6/25
Nicola Szarenski DATE



Indiana Department of Education

Dr. Katie Jenner, Secretary of Education

D. Approval by State Ethics Commission

FOR OFFICE USE ONLY

Approved by State Ethics Commission

Katherine Noel, Chair, State Ethics Commission

8-14-25

Date

Mall to:

Office of Inspector General
315 West Ohio Street, Room 104
Indianapolis, IN 46202

OR

Email scanned copy to: info@ig.in.gov

*Upon receipt you will be contacted with
details regarding the presentation of this
waiver to the State Ethics Commission.*



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August 4, 2025

Indiana State Ethics Commission
c/o Office of Inspector General
315 W. Ohio Street, Room 104
Indianapolis, Indiana 46202

Re: Designation Letter

Dear Commissioners:

I serve as Secretary of Education and am the appointing authority for the staff of the Office of Education, including my Director of English Learners and Migrant Education, Adam Pitt. I have submitted a post-employment waiver for Mr. Pitt for your consideration.

While I will be unable to attend the State Ethics Commission's meeting on August 14, 2025, I hereby designate Josh Garrison, Chief of Staff for the Office of Education, to present the above-referenced waiver on my behalf. Please feel free to direct any questions concerning the filing to Mr. Garrison.

Thank you for your consideration of this waiver request.

Sincerely,

Katie Jenner
Secretary of Education