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BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION
OF THE STATE OF OREGON

In the Matter of the)
Educator License of)
SUSAN M. HAWKE)
STIPULATION OF FACTS AND
FINAL ORDER OF SUSPENSION
AND PROBATION

On January 12, 2017, the Teacher Standards and Practices Commission (Commission) received a report from the Siuslaw School District (SSD) indicating Susan M. Hawke (Hawke) may have committed an act of gross neglect of duty and/or gross unfitness.

After review of the matters alleged, Hawke and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts, the imposition of a thirty (30) day suspension, and a one (1) year period of probation.

This Order sets forth the facts upon which the parties have agreed and the sanction to be imposed. Hawke stipulates that there are sufficient facts contained in the Commission's files and records to support the findings of fact and conclusions of law set forth below. In entering into this stipulation, Hawke waives the right to a hearing to contest the findings of fact, conclusions of law and order set forth below.

By signing below, Hawke acknowledges, understands, stipulates, and agrees to the following: (i) she has been fully advised of her rights to notice and a hearing to contest the findings of fact, conclusions of law, and order set forth below, and fully and finally waives all such rights and any rights to appeal or otherwise challenge this Stipulation of Facts and Final Order of Suspension and Probation (Stipulation and Final Order); (ii) this Stipulation and Final Order is a public document and disclosed to the public upon request by the Commission; (iii) this Stipulation and Final Order is contingent upon and subject to approval and adoption by the Commission. If the Commission does not approve and adopt this Stipulation and Final Order, then neither Hawke nor the Commission are bound by the terms herein; (iv) she has fully read this Stipulation and Final Order, and understands it completely; (v) she voluntarily, without any force or duress, enters into this Stipulation and Final Order and consents to issuance and entry of the Stipulated Final Order below; (vi) she states that no promise or representation has been made to induce her to sign this Stipulation and Final Order; and (vii) she has consulted with an attorney regarding this Stipulation and Final Order and has been fully advised with regard to her rights thereto, or waives any and all rights to

1 consult with an attorney prior to entering into this Stipulation and Final Order and
2 issuance and entry of the Stipulated Final Order below.

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4 **STIPULATION OF FACTS**

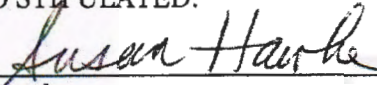
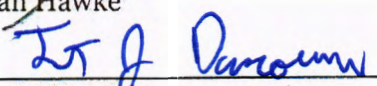
- 5 1. The Commission has licensed Hawke since June 27, 2013. Hawke's Professional
6 Teaching License, with endorsements in Biology (PK-12) and Integrated Science
7 (PK-12), is valid from October 17, 2016 through October 19, 2021. During all
8 relevant times, Hawke was employed by the Siuslaw School District (SSD).
- 9 2. On January 12, 2017, the Commission received a report from the SSD indicating
10 Hawke may have committed an act of gross neglect of duty and/or gross
11 unfitness. Specifically, a physical interaction with a student causing injury.
- 12 3. Investigation determined that on December 19, 2016, Hawke engaged KR, a
13 seventh grade student who was being disruptive in Hawke's second period
14 science class. KR reported that he approached Hawke with a question about the
15 assignment, and Hawke placed her hands on his upper arms and shoulders,
16 redirecting him to his desk. KR claimed that Hawke had placed her hands on his
17 upper arm area, causing redness and a scratch from her fingernails on this
18 location. Hawke then directed KR to leave the classroom and go to the PASS
19 room. Instead of going to the PASS room as directed, KR went to the office and
20 reported the incident to school officials. KR and some student witnesses reported
21 Hawke had been angry, appeared frustrated, and was yelling for KR to leave the
22 classroom. Student witnesses provided similar accounts of the incident, and some
23 reported they were concerned by Hawke's conduct. Photographs were taken of
24 KR's injury. Local law enforcement conducted an investigation into the incident
25 with KR, but no criminal charges were filed.
26 Investigation determined Hawke's conduct violated district policy and directives.
27 District officials had been in the process of developing a plan of assistance for
28 Hawke due to classroom management, climate and culture issues in her
29 classrooms, and a disproportionate amount of student disciplinary actions
30 Hawke had taken against students over time. Based on all factors, school district
31 officials recommended the dismissal of Hawke's employment. Hawke tendered
32 her resignation effective January 10, 2017.
- 33 4. On January 15, 2017, SSD officials reported a theft of district property to police.
34 Investigation determined that while Hawke and those assisting her were packing

1 up personal belongings at the school, they had taken property that belonged to
2 the school district. Hawke initially believed some of the items taken were hers
3 because they were obtained through a grant Hawke applied for while employed
4 by the SSD. After some discussion between Hawke, school officials, and police, it
5 was agreed that these items would be returned to the school district. A final
6 inventory revealed that many items were properly returned, and some items were
7 unaccounted for. However, school officials elected not to press criminal theft
8 charges.

9 5. Investigation into Hawke's performance while employed at the Oakridge School
10 District (OSD), where Hawke had been employed prior to starting at SSD,
11 indicated a similar pattern of unprofessional conduct. OSD reported past
12 misconduct and disciplinary action against Hawke for insubordination when she
13 failed to follow directives not to physically engage, or touch students that Hawke
14 was re-directing or disciplining. Hawke was also counseled about her classroom /
15 student management and strained relations with parents. Hawke resigned her
16 employment with OSD, in lieu of termination on March 4, 2015, effective June 12,
17 2015. While employed at OSD, Hawke believed she could take several laptops
18 purchased through school district grant funds with her to her new school. OSD
19 informed Hawke that any equipment obtained with grant money was in fact
20 school property.

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23 IT IS SO STIPULATED:

24		
25	_____ Susan Hawke	_____ Date
26		1/21/2020
27		01/28/2020
28	Trent Danowski, Deputy Director	_____ Date
29	Teacher Standards and Practices Commission	

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CONCLUSION OF LAW

32 The conduct described in section two (2) and three (3) above constitutes gross
33 neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it
34 incorporates OAR 584-020-0010(1) (*Recognize the worth and dignity of all persons and*
35 *respect for each individual*), OAR 584-020-0010(5) (*Use professional judgment*), OAR

1 584-020-0020(2)(d) (*Skill in the supervision of students*), OAR 584-020-0025(2)(a)
2 (*Establishing and maintaining classroom management that is conducive to learning*),
3 OAR 584-020-0025(2)(e) (*Using district lawful and reasonable rules and regulations*),
4 OAR 584-020-0030(2)(b) (*Skill in communicating with administrators, students, staff,*
5 *parents, and other patrons*), and 584-020-0040(4)(d)(*Unreasonable physical force*
6 *against students, fellow employees, or visitors to the school, except as permitted under*
7 *ORS 339.250*).

8 The conduct described in section four (4) above constitutes gross neglect of duty
9 in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-
10 020-0010(5) (*Use professional judgment*); OAR 584-020-0025(2)(e) (*Using district*
11 *lawful and reasonable rules and regulations*); and OAR 584-020-0040(o) as it
12 incorporates OAR 584-020-0035(2)(e) (*Not use the district's or school's name, property,*
13 *or resources for non-educational benefit or purposes without approval of the educator's*
14 *supervisor or the appointing authority*).

15 The conduct described in section five (5) above constitutes gross neglect of duty in
16 violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-
17 020-0010(1) (*Recognize the worth and dignity of all persons and respect for each*
18 *individual*), OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-
19 0020(2)(d) (*Skill in the supervision of students*), OAR 584-020-0025(2)(a) (*Establishing*
20 *and maintaining classroom management that is conducive to learning*), OAR 584-020-
21 0025(2)(e) (*Using district lawful and reasonable rules and regulations*), OAR 584-020-
22 0030(2)(b) (*Skill in communicating with administrators, students, staff, parents, and*
23 *other patrons*); and OAR 584-020-0040(o) as it incorporates OAR 584-020-0035(2)(e)
24 (*Not use the district's or school's name, property, or resources for non-educational*
25 *benefit or purposes without approval of the educator's supervisor or the appointing*
26 *authority*).

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28 The Commission's authority to impose discipline in this matter is based upon
29 ORS 342.175.

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ORDER

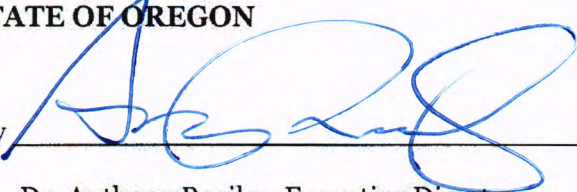
The Commission adopts and incorporates herein the above findings of fact and conclusions of law, and based thereon, imposes a thirty (30) day suspension upon Susan Hawke’s Oregon educator license.

Furthermore, the Commission imposes a period of one (1) year of probation upon Hawke’s Oregon educator license to commence upon reinstatement and subject to the following terms and conditions of probation:

- 1. Hawke shall comply with the Standards for Competent and Ethical Performance of Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.

Issued and dated this 7 day of February, 2020.

**TEACHER STANDARDS AND PRACTICES COMMISSION
STATE OF OREGON**

By  _____
Dr. Anthony Rosilez, Executive Director