

1 Chaney had engaged in conduct that may be considered gross neglect of duty
2 and/or gross unfitness. On April 10, 2018, and again on October 16, 2018, the
3 Commission received additional reports from CCSD reporting further possible
4 misconduct on the part of Chaney related to the original February report.
5 Specifically, the district reported Chaney repeatedly engaged in inappropriate
6 classroom management despite multiple administrative interactions, coaching,
7 evaluations, directives and reprimands intended to improve Chaney's
8 performance and correct behavior.

9 3. Investigation determined that beginning in October of 2014, a pattern of behavior
10 developed spanning through September of 2018. This pattern of behavior was
11 established using student complaints, parent complaints, administrative
12 observations, and employment evaluations that centered on Chaney's methods of
13 classroom management and student interactions. The issues raised included
14 inappropriate usage of sarcasm; bullying students; shaming students; making
15 students cry; and using negative, demeaning, and sarcastic references towards
16 students or the class as a whole (i.e. referring to students as "stupid" and
17 performances as "crap"). Students reported being in fear, pushed to tears,
18 singled out, harassed, yelled at, and humiliated. As a result, a disproportionate
19 number of students requested to transfer out of Chaney's class over multiple
20 years.

21 4. CCSD administrators attempted to address these issues by verbal warnings and
22 counseling, written reprimands, coaching, evaluation feedback, written directives
23 and progressive disciplinary action related to Chaney's conduct and district policy
24 violations. These included directives to stop making negative, demeaning,
25 sarcastic and derogatory comments towards students, improve student rapport
26 and relationships, decrease/eliminate students transferring out of the class, and
27 increase the student improvement numbers within the band program.

28 On May 9, 2018, based on progressive disciplinary action, Chaney was placed on
29 a plan of assistance. On September 24, 2018, an incident occurred in which
30 Chaney angrily slammed an instrument case and intimidated students. This
31 incident resulted in a disciplinary suspension for related policy violations. On
32 October 2, 2018, Chaney resigned his employment with CCSD.

1 **CONCLUSIONS OF LAW**

2 Kenneth Chaney engaged in unprofessional conduct as described above. This conduct
3 constitutes Gross Neglect of Duty in violation of ORS 342.175(1)(b); OAR 584-020-
4 0040(4)(n) as it incorporates OAR 584-020-0010(1) (*Recognize the worth and dignity of*
5 *all persons and respect for each individual*), OAR 584-020-0010(5) (*Use professional*
6 *judgment*), OAR 584-020-0020(2)(d)(*Skill in the supervision of students*), OAR 584-020-
7 0025(2)(a)(*Establishing and maintaining classroom management that is conducive to*
8 *learning*), OAR 584-020-0025(2)(e) (*Using district lawful and reasonable rules and*
9 *regulations*), and OAR 584-020-0030(2)(b) (*Skill in communicating with administrators,*
10 *students, staff, parents, and other patrons*).

11
12 The Commission’s authority to impose discipline in this matter is based upon ORS 342.175.

13
14 **FINAL ORDER**

15 The Commission hereby issues a Public Reprimand upon Kenneth E. Chaney’s
16 Oregon educator license.

17 In addition, the Commission places Chaney on probation for a period of two years to
18 commence upon execution of this order. This probation period is subject to the
19 following terms and conditions:

- 20
21 1. Chaney shall comply with the Standards for Competent and Ethical Performance
22 of Oregon Educators under Oregon Administrative Rules Chapter 584, Division
23 020.

24
25 Violation of any term or condition of probation shall constitute an independent basis
26 for the Commission to revoke Chaney’s teaching license or otherwise impose discipline,
27 after first providing Chaney with notice and opportunity for hearing.

28
29 IT IS SO ORDERED THIS 20th day of September, 2019.
30

1 TEACHER STANDARDS AND PRACTICES COMMISSION

Anthony J. Rosilez

2 By: _____

3 Dr. Anthony Rosilez, Executive Director

4 NOTICE OF APPEAL OR RIGHTS

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6
7 YOU ARE ENTITLED TO JUDICIAL REVIEW OF THIS ORDER. JUDICIAL REVIEW
8 MAY BE OBTAINED BY FILING A PETITION FOR REVIEW WITHIN 60 DAYS FROM
9 THE SERVICE OF THIS ORDER. JUDICIAL REVIEW IS PURSUANT TO THE
10 PROVISIONS OF ORS 183.482 TO THE OREGON COURT OF APPEALS.