

1 alleging Randall had made inappropriate comments to a student. On January 24,
2 2018, the Commission received a report from SUSD reiterating the same
3 allegation(s). Investigation determined the following:

- 4 a. Student ZC reported to school administrators that Randall stated to him,
5 “Why don’t you go and hang yourself from the rafters”. Student witnesses
6 supported ZC’s account and confirmed that the comment appeared
7 directed specifically at ZC. ZC and another student had been off task and
8 distracting. Witnesses stated Randall became upset and made the
9 inappropriate statement towards ZC out of frustration.
- 10 b. During Randall’s interview with Commission investigator(s), Randall
11 advised that she had been unhappy working for SUSD and were just trying
12 to make it through the school year. Randall contended that the statement
13 she made was directed at everyone in the classroom, including herself.
14 Randall reported stating, “We’d be all be better off if we were hanging
15 from the rafters”.
- 16 c. Randall elected to resign her employment even before a local investigation
17 could be completed. Randall informed investigative staff that she choose
18 this option because Randall was already contemplating leaving at the end
19 of the school year, was unhappy working there, and was still suffering from
20 Post-Traumatic Stress Disorder (PTSD). Randall acquired PTSD after
21 being on campus and under lock down during the Umpqua Community
22 College campus shootings in 2015. Randall expressed uncertainty about
23 ever continuing to teach due to her sensitivity in this area.

24 **CONCLUSIONS OF LAW**

25 Caroline A. Randall engaged in unprofessional conduct as described above. This
26 conduct constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-
27 0040(4)(n) as it incorporates OAR 584-020-0010(1) (*Recognize the worth and dignity of*
28 *all persons and respect for each individual*), OAR 584-020-0010(5) (*Use professional*
29 *judgment*), OAR 584-020-0025(2)(a) (*Establishing and maintaining classroom*
30 *management that is conducive to learning*); and OAR 584-020-0025(2)(e) (*Using district*
31 *lawful and reasonable rules and regulations*).

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

2 **FINAL ORDER**

3 The Commission hereby issues a Public Reprimand upon Caroline A. Randall's
4 Oregon educator license.


5 In addition, the Commission places Randall on probation for a period of two years
6 to commence upon execution of this order. This probation period is subject to the
7 following terms and conditions:

- 8
- 9 1. Randall shall comply with the Standards for Competent and Ethical Performance
- 10 of Oregon Educators under Oregon Administrative Rules Chapter 584, Division
- 11 020.
- 12 2. Randall shall successfully complete Commission approved training in the area of
- 13 classroom management within the first year of probation.
- 14

15 Violation of any term or condition of probation shall constitute an independent basis
16 for the Commission to revoke Randall's teaching license or otherwise impose discipline,
17 after first providing Randall with notice and opportunity for hearing.

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19
20 IT IS SO ORDERED THIS 5th day of June, 2019.

21
22 TEACHER STANDARDS AND PRACTICES COMMISSION

23 
24 By: _____
25 Dr. Anthony Rosilez, Executive Director

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27 NOTICE OF APPEAL OR RIGHTS

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29 YOU ARE ENTITLED TO JUDICIAL REVIEW OF THIS ORDER. JUDICIAL REVIEW
30 MAY BE OBTAINED BY FILING A PETITION FOR REVIEW WITHIN 60 DAYS FROM
31 THE SERVICE OF THIS ORDER. JUDICIAL REVIEW IS PURSUANT TO THE
32 PROVISIONS OF ORS 183.482 TO THE OREGON COURT OF APPEALS.