

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

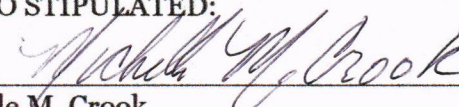
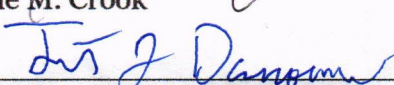
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4 **STIPULATION OF FACTS**

- 5 1. The Commission has licensed Crook since September 30, 2004. Crook holds a
6 Substitute Teaching License, with an endorsement in Substitute any Specialty
7 (PK-12); valid from October 29, 2019, 2019, through October 28, 2022. During
8 all relevant times, Crook was employed by ESS Sub Desk (EES) working as a
9 substitute teacher in the Hillsboro School District. (HSD)
10
11 2. On December 6 2019, the Commission received a report from the Oregon
12 Department of Human Services (DHS) indicating Crook had used a physical
13 intervention (guided the student by the arm with her hand) with an unruly male
14 middle school student that were not approved by ESS or HSD.
15
16 3. Investigation determined that on December 3, 2019, while Crook was substitute
17 teaching at South Meadows Middle School, a male student was dancing on his
18 desk to music other students in the classroom were playing. Crook asked the
19 student multiple times to get down off the desk. When the student finally listened
20 and got down off the desk, Crook then asked the student to come talk to her
21 privately to have a conversation. The student did not respond to Crook's
22 instruction, and she guided him by the arm with her hand and brought him closer
23 to her, so she could speak with him. According to district officials, the student
24 had visible fingernail scratches on the back of his arm. As a result of this
25 incident, ESS and the Hillsboro School District removed Crook from the list of
26 approved substitutes at South Meadows Middle School.

27
28 On December 3, 2020, Crook spoke with TSPC Investigative staff regarding this
29 incident. The interview was conducted via phone call due to the COVID-19
30 pandemic. During the call, Crook admitted to physically guiding the student, by
31 the arm, with her hand. Crook repeatedly apologized for her actions. Crook
32 indicated during the interview that she "knew better." Additionally, Crook stated
33 that this incident was "way out of character" for her, and she stated that she knew
34 "not to touch students." Crook also stated that she would never intentionally hurt

1 a child, and meant no harm. Finally, Crook also stated that she hoped that her
2 actions didn't leave a lasting impact on the student or his ability to view school
3 and teachers as safe people
4
5
6

7 IT IS SO STIPULATED:

8 
9 Michelle M. Crook _____ Date 3/1/2021
10 
11 Trent Danowski, Deputy Director _____ Date 03/09/2021
12 Teacher Standards and Practices Commission
13

14
15 **CONCLUSION OF LAW**

16 The conduct described in sections two (2) three (3) and four (4) above constitutes
17 gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it
18 incorporates OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-
19 0025(2)(e) (*Using district lawful and reasonable rules and regulations*); and OAR 584-
20 020-0040(4)(g) (*Appearing on duty or at any district-sponsored activity while under
21 the influence of alcohol or any controlled substance*).

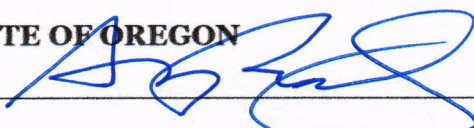
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23 The Commission's authority to impose discipline in this matter is based upon
24 ORS 342.175.

25 **ORDER**

26 The Commission adopts and incorporates herein the above findings of fact and
27 conclusions of law, and based thereon, imposes a Public Reprimand on Michelle M
28 Crook's Oregon educator license.

29
30 Issued and dated this 2 day of April, 2021.

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

33 By  _____
34 Dr. Anthony Rosilez, Executive Director