BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION

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2	OF THE STATE OF OREGON	
3 4 5 6 7	In the Matter of the) Educator License of) DAWN LYNETTE PIERSMA)	STIPULATION OF FACTS AND FINAL ORDER OF REPRIMAND
8	On or about September 27, 2016, th	e Teacher Standards and Practices
9	Commission (Commission) received a repo	ort from the Salem-Keizer School
10	District (SKSD) indicating that Dawn Lyne	ette Piersma (Piersma) was suspected
11	of violating District Policies and Profession	nal Standards.
12	After review of the matters alleged,	Piersma and the Commission agree
13	that their respective interests, together wit	h the public interest, are best served by
14	a stipulation to certain facts and the impos	sition of a public reprimand of her
15	Oregon educator license.	
16	By signing below, Piersma acknowle	edges, understands, stipulates, and
17	agrees to the following: (i) she has been fu	lly advised of her rights to notice and a
18	hearing to contest the findings of fact, con-	clusions of law, and order set forth
19	below, and fully and finally waives all such	rights and any rights to appeal or
20	otherwise challenge this Stipulation of Fac	ts and Final Order of Reprimand
21	(Stipulation and Final Order); (ii) this Stip	ulation and Final Order is a public
22	document and disclosed to the public upor	request by the Commission; (iii) this
23	Stipulation and Final Order is contingent u	ipon and subject to approval and
24	adoption by the Commission. If the Comm	ission does not approve and adopt this
25	Stipulation and Final Order, then neither I	Piersma nor the Commission are bound
26	by the terms herein; (iv) she has fully read	this Stipulation and Final Order, and
27	understands it completely; (v) she volunta	rily, without any force or duress, enters
28	into this Stipulation and Final Order and c	onsents to issuance and entry of the
29	Stipulated Final Order below; (vi) she state	es that no promise or representation
30	has been made to induce her to sign this S	tipulation and Final Order; and (vii)
31	she has consulted with an attorney regardi	ng this Stipulation and Final Order
32	and has been fully advised with regard to h	er rights thereto, or waives any and all

1	rights to consult with an attorney prior to entering into this Stipulation and Final
2	Order and issuance and entry of the Stipulated Final Order below.
3	STIPULATION OF FACTS
4	1. The Commission has licensed Dawn Piersma since August 25, 2000.
5	Piersma's Preliminary School Counselor License, with an endorsement in
6	School Counselor (PK-12), is valid from May 15, 2016, through May 14, 2019.
7	During all relevant times, Piersma was employed by the Salem-Keizer School
8	District (SKSD).
9	2. On September 27, 2016, the Commission received a district report alleging
10	Piersma had violated professional standards related to unprofessional
11	decision making as it pertains to her counseling of two students who were
12	involved in an abusive dating relationship. According to information the
13	Commission received from SKSD, Piersma's role at the district is as an
14	academic counselor to provide support in three domains: academic, personal
15	/social, and college / career. Investigation identified the following examples
16	of unprofessional conduct:
17	a. On or about January 2016, students JL and RH were caught having
18	sex on school grounds. As a result, a Sexual Incident Response
19	Committee (SIRC) meeting was held which Piersma attended. The
20	SIRC meeting revealed that the female student, RH had felt
21	pressured to engage in sexual activity on school property.
22	b. After the January 2016 incident, Piersma began providing academic
23	counseling to JL. In the course of Piersma's academic counseling,
24	JL revealed to Piersma that he experienced violent sexual dreams.
25	Piersma reports that she suggested JL see a counselor outside SKSD
26	about his dreams.
27	c. Around March 2016, at the request of JL and RH, Piersma agreed
28	to counsel JL and RH to provide personal/social support as it
29	pertained to their academics. According to Piersma, RH complained
30	that JL did not do homework and did not follow through on

projects for classes they had together.

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- d. According to Piersma, on May 25, 2016, RH reported during one of Piersma's counseling sessions to being forced against her will to have sex with JL while at a friend's party. According to Piersma, JL acknowledged in her presence that RH's report was true. According to Piersma, she then immediately consulted with other school staff and took RH to report the sexual assault to School Resource Officer Acosta. Piersma asserts that she was present for RH's conversation with Officer Acosta and encouraged RH to disclose to Officer Acosta what was said during the counseling session. RH then relayed to Officer Acosta what was previously disclosed to Piersma, including that JL forced her to have sex with him.
- e. After Piersma took RH to make a report to Officer Acosta, JL wrote a letter in which he affirmed his conduct and his regret about his actions related to the sexual assault. According to Piersma, JL gave the letter to Piersma later that day. Piersma did not immediately provide the letter to Officer Acosta but instead did so only after the letter was discussed in a meeting two days later on May 27, 20 16. In the course of investigation, Piersma admitted to not timely providing the letter because she had been distracted with other tasks involving the aftermath of the sexual assault report.
- f. Piersma also failed to separately report her personal knowledge of the situation to Officer Acosta, or school administrators, after Officer Acosta interviewed RH. In the course of investigation, Piersma explained that she initially believed Officer Acosta had already obtained all relevant information. However, Piersma admitted to school administrators that she failed to disclose that JL told her he had experienced violent sexual dreams. RH did not report that information to Officer Acosta during the interview at which Piersma was present.

1	g. On September 26, 2016, school officials issued Piersma a "Letter of	
2	Reprimand" and a three day suspension without pay for violation o	
3	local policies related to her conduct.	
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6	IT IS SO STIPULATED:	
7 8 9 10 11 12	Dawn Lynette Piersma Date 1	
13	CONCLUSION OF LAW	
14	Piersma's conduct described above constitutes gross neglect of duty in	
15	violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR	
16	584-020-0010(1) (Recognize the worth and dignity of all persons and respect	
17	for each individual), OAR 584-020-0010(5) (Use professional judgment), OAR	
18	584-020-0020(2)(d) (Skill in the supervision of students); and OAR 584-020-	
19	0025(2)(e) (Using district lawful and reasonable rules and regulations).	
20	The Commission's authority to impose discipline in this matter is based	
21	upon ORS 342.175.	
22	ORDER	
23	The Commission hereby adopts and incorporates herein the above	
24	findings of fact, conclusions of law, and based thereon hereby imposes a Public	
25	Reprimand on Dawn Lynette Piersma's Oregon educator license upon adoption	
26	of this order.	
27		
28	Issued and dated this day of February, 2019.	
29	TEACHER STANDARDS AND PRACTICES COMMISSION	
30	STATE OF OREGON	
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32	By / The Contract of the Contr	
33	Dr. Anthony Rosilez, Executive Director	