

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

In the Matter of the Educator	)	DEFAULT ORDER OF
License of	)	SUSPENSION AND
HEATHER N. OLSON	)	PROBATION

On July 10, 2026, the Teacher Standards and Practices Commission (Commission) issued a Notice of Opportunity for Hearing to Heather N. Olson (Olson) in which the Commission charged her with Gross Neglect of Duty. The Notice was sent via U.S. First- Class Mail and U.S. Certified Mail Receipt 9589 0710 5270 3980 5869 74 to the address on file with the Commission. The Notice designated the Commission file as the record for purposes of proving a prima facie case. The Certified Mail letter was returned to the Commission as undelivered and “Unable to Forward” and returned to the Commission on August 18, 2026. The First- Class Mail was not returned and assumed to be delivered. The Notice of Opportunity of Hearing, dated July 10, 2026, and signed by Rachel Alpert, Executive Director, stated:

“IF A REQUEST FOR HEARING IS NOT RECEIVED WITHIN THIS 21-DAY PERIOD, YOUR RIGHT TO A HEARING SHALL BE CONSIDERED WAIVED UNLESS YOUR FAILURE TO REQUEST A HEARING WAS BEYOND YOUR REASONABLE CONTROL. IF YOU DO NOT REQUEST A HEARING, WITHDRAW YOUR REQUEST FOR HEARING, IF YOU FAIL TO APPEAR AT A HEARING, OR NOTIFY THE COMMISSION THAT YOU WILL NOT APPEAR AT HEARING, THE COMMISSION WILL ADOPT AN ORDER OF DEFAULT WHICH MAY INCLUDE THE REVOCATION OR SUSPENSION OF YOUR LICENSE OR OTHER DISCIPLINE.”

Olson did not request a hearing. The Commission, therefore, finds Olson to be in default and enters the following findings of fact, conclusions of law, and final order, based on the files and records of the Commission concerning this matter.

FINDINGS OF FACT

1. The Commission has licensed Olson since September 16, 2004. Olson holds a Professional Teaching License, with endorsements in English Language Arts (PK-12), Foundational Social Studies (PK-12), and Legacy Middle Level (PK-12), valid from March 11, 2022, through March 10, 2027. During all relevant times, Olson was employed by the Beaverton School District (BSD).

2. On September 9, 2024, the Commission received a School District Misconduct Report from the BSD, containing allegations that Olson had inappropriate conversations of a sexual nature with students and staff members at Highland Park Middle School, BSD.

On April 21, 2025, the Commission received a second School District Misconduct Report from the BSD, containing allegations that in March and April 2025, Olson made comments and had conversations with students that were inappropriate at Highland Park Middle School.

3. Investigation found that since 2015, Olson demonstrated a pattern of behavior for making insensitive or inappropriate comments to students and staff which resulted in multiple admonishments by the BSD. The BSD has issued Olson Letters of Reprimand on January 5, 2016; March 28, 2016; June 7, 2016; September 11, 2024; and January 22, 2025.

Investigation found that on August 12, 2019, the Commission issued Olson a Stipulation of Facts and Final Order of Public Reprimand for inappropriate comments made to students during November and December 2015.

4. Investigation found that in April through mid-June 2024, on several occasions Olson had conversations or made inappropriate comments to students at Highland Park Middle. Olson's interactions were overly personal, and beyond the scope of the classroom materials. Olson's conduct negatively impacted several students, including one student who cried when they reported an interaction with Olson. The nature of some of the incidents included:
 - Olson talked about making out with her partner.
 - Olson talked to a student about making out with another student and if the student's hands got greasy because of the other student's complexion.
 - Olson made sexualized sounds and comments to a student cleaning the screen of their Chromebook. The student cried when reporting this to school staff.
 - Olson referred to a teacher by name and told the class this teacher was a "homewrecker" and briefly described purported behavior to validate the comment.

5. Investigation found that on the following dates in 2025, Olson had inappropriate interactions with students, which were beyond the scope of the classroom materials and overly personal:

- On March 6, 2025, Olson made demeaning comments to a student.
- On April 2, 2025, Olson got into an argument with a student about their attire.
- On April 16, 2025, Olson got into an argument with a student during a restorative justice meeting.

6. Investigation found that on May 23, 2025, Olson entered into a separation agreement with the BSD and was effective June 12, 2025.

CONCLUSIONS OF LAW

Heather N. Olson's conduct as described section four (4) above constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(1) (*Recognize the worth and dignity of all persons and respect for each individual*), OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0015(2)(e) (*Skill in the selection and use of teaching techniques conducive to student learning*), OAR 584-020-0025(2)(a) (*Establishing and maintaining classroom management that is conducive to learning*), OAR 584-020-0030(2)(b) (*Skill in communicating with administrators, students, staff, parents, and other patrons*); and OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-0035(1)(c)(D) (*Honoring appropriate adult boundaries with students in conduct and conversations at all times*).

Olson's conduct as described in section five (5) above constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(1) (*Recognize the worth and dignity of all persons and respect for each individual*), OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0025(2)(a) (*Establishing and maintaining classroom management that is conducive to learning*), OAR 584-020-0030(2)(b) (*Skill in communicating with administrators, students, staff, parents, and other patrons*), OAR 584-020-0030(3)(d) (*Skill in reconciling conflict*); and OAR 584-020-0040(4)(o) as it incorporates OAR 584-020-0035(1)(c)(D) (*Honoring appropriate adult boundaries with students in conduct and conversations at all times*).

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

FINAL ORDER

The Commission adopts and incorporates herein the above findings of fact and conclusions of law, and based thereon, imposes a six (6) month Suspension upon Heather Olson's Oregon educator license.

Furthermore, the Commission imposes a period of four (4) years of Probation upon Olson's license to commence upon reinstatement of Olson's license and subject to the following conditions:

1. Prior to reinstatement, Olson shall successfully complete a Commission-approved training on classroom management and shall provide evidence of this to the Commission.
2. Olson shall comply with the Standards for Competent and Ethical Performance of Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.

IT IS SO ORDERED THIS 1 day of September, 2026.

TEACHER STANDARDS AND PRACTICES COMMISSION

By: 
Rachel Alpert, Executive Director

NOTICE OF APPEAL OR RIGHTS

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