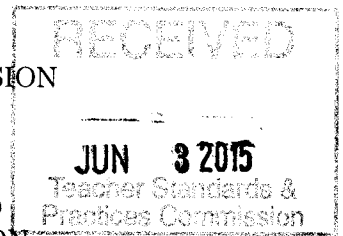


BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION  
OF THE STATE OF OREGON



In the Matter of the )  
Educator License of )  
ROSHAN ARMSTRACHAN )  
STIPULATION OF FACTS AND  
FINAL ORDER OF SUSPENSION  
AND PROBATION

On or about June 18, 2012, the Teacher Standards and Practices Commission (Commission) learned that Roshan Armstrachan (Armstrachan) allegedly violated Professional Standards and Practices.

After review of the matters alleged, Armstrachan and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts, the imposition of a six (6) month suspension of her right to apply for an educator license, and a four (4) year period of probation.

This document sets forth the facts upon which the parties have agreed and the stipulated sanction to be imposed. Armstrachan stipulates that there is sufficient evidence in the Commission's files and records to support the findings of fact, conclusions of law, and order set forth below.

By signing below, Armstrachan acknowledges, understands, stipulates, and agrees to the following: (i) she has been fully advised of her rights to notice and a hearing to contest the findings of fact, conclusions of law, and order set forth below, and fully and finally waives all such rights and any rights to appeal or otherwise challenge this Stipulation of Facts and Final Order of Suspension and Probation (Stipulation and Final Order); (ii) this Stipulation and Final Order is a public document and disclosed to the public upon request by the Commission; (iii) this Stipulation and Final Order is contingent upon and subject to approval and adoption by the Commission. If the Commission does not approve and adopt this Stipulation and Final Order, then neither Armstrachan nor the Commission are bound by the terms herein; (iv) she has fully read this Stipulation and Final Order, and understands it completely; (v) she voluntarily, without any force or duress, enters into this Stipulation and Final Order and consents to issuance and entry of the Stipulated Final Order below; (vi) she states that no promises or representation has been made to induce her to sign this Stipulation and Final Order; and (vii) she has consulted with an attorney regarding this Stipulation and Final

1 Order and has been fully advised with regard to her rights thereto, or waives any and all rights to  
2 consult with an attorney prior to entering into this Stipulation and Final Order and issuance and entry  
3 of the Stipulated Final Order below.

#### 4 **STIPULATION OF FACTS**

5 1) Armstrachan has been licensed as an Educator in Oregon since August 31, 2004. Armstrachan  
6 held an Initial I Teaching License, valid June 7, 2011, through November 11, 2014, with an  
7 endorsement in Special Education (ML/HS). On August 27, 2014, Armstrachan made timely  
8 application for renewal of her license. Armstrachan's license expiration was extended pending the  
9 final outcome of her investigation. During all relevant times, Armstrachan was employed by the  
10 Portland Public School District.

11 2) On June 18, 2012, the Commission received a report from Portland Public Schools indicating that  
12 Armstrachan may have violated professional standards, specifically, being overly aggressive  
13 toward students. Subsequent investigation determined the following events occurred:

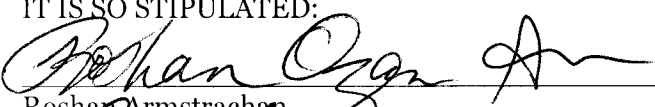
14 a) On May 23, 2011, Armstrachan requested to have the school psychologist come to her  
15 classroom to remove three students who had thrown their milk across the room, which hit the  
16 chalkboard, splattering on Armstrachan's clothing. The involved students were placed in the  
17 de-escalation room. After obtaining supervision for her classroom, Armstrachan went into the  
18 de-escalation room to reprimand said students. When Armstrachan left the room, she  
19 slammed the door, saying out loud, "I fucking hate this place". Armstrachan then decided to  
20 get a substitute teacher and go home for the day, which was approved by a supervisor.  
21 Armstrachan told staff that she "could not work with these kids any longer". Armstrachan was  
22 issued a letter of expectation, directing her to be respectful at all times to students and staff  
23 and to refrain from yelling or using abusive or profane language.

24 b) On January 20, 2012, Armstrachan verbally confronted a student. The student had spread  
25 untrue rumors that Armstrachan and the student had engaged in sexual conduct. Armstrachan  
26 reportedly threw a chair in mock anger away from the student and stated "You're the kind of  
27 guy to take a female being kind to you as an invitation and ends up raping her". Armstrachan


1 continued to confront the student saying "You and (another student) got into it right here over  
2 this...let's go" with her arms open, indicating she was prepared for whatever happened next  
3 (student was at the other end of the hallway with staff). Armstrachan's actions were conducted  
4 in the presence of other students and staff. As a result of Armstrachan's actions, she was issued  
5 a letter of reprimand, a final warning, given a four day unpaid suspension and a mandatory  
6 referral to counseling.

7 c) On September 26, 2012, student "P" became upset and was arguing with another student about  
8 staying inside the classroom. Another staff member asked P to calm down. After seeing that P  
9 had not calmed down, Armstrachan attempted to de-escalate P and told P to calm down and  
10 stop yelling. Armstrachan said to P, "I can see you're hurting" (still, attempting to de-escalate  
11 P). P called Armstrachan a "Cunt," to which Armstrachan escalated and raised her voice at  
12 student P. Student P reported Armstrachan threatened physical violence against her.  
13 Armstrachan continued talking to P in a raised tone even after she was being led away from the  
14 altercation. Armstrachan's conduct was witnessed by staff and other students. One staff  
15 member reported hearing Armstrachan comment that she wanted to get some gang members  
16 to "take care of some students", which, according to Armstrachan, was taken completely out of  
17 context, and wanted to purchase bus tickets and offer them free, to any student who wanted to  
18 leave. On December 13, 2012, Armstrachan entered into a separation agreement with the  
19 school district in lieu of termination.

20  
21 IT IS SO STIPULATED:

22   
23 Roshan Armstrachan

6/1/15  
Date

24   
25 Victoria Chamberlain, Executive Director  
26 Teacher Standards and Practices Commission

6-3-15  
Date

### 27 CONCLUSIONS OF LAW

28 Roshan Armstrachan's conduct described in section two, subsections a, b, and c above  
29 constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it

1 incorporates OAR 584-020-0010(1) (*Recognize the worth and dignity of all persons and respect for*  
2 *each individual*), OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0020(2)(d)  
3 (*Skill in the supervision of students*), OAR 584-020-0030(2)(b) (*Skill in communicating with*  
4 *administrators, students, staff, parents, and other patrons*);, OAR 584-020-0040(4)(o) as it  
5 incorporates OAR 584-020-0035(1)(c)(D) (*Honoring appropriate adult boundaries with students in*  
6 *conduct and conversations at all times.*); and OAR 584-020-0040(4)(e) (*Violent or destructive*  
7 *behavior on school premises or at a school-sponsored activity*).

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

### 9 ORDER

10 The Commission hereby adopts and incorporates herein the above stipulation of facts,  
11 conclusions of law, and based thereon hereby denies Armstrachan's application for renewal and  
12 imposes a six (6) month suspension upon Armstrachan's right to apply for an Educator License as  
13 follows:

14 Roshan Armstrachan's right to apply for an Educator License is hereby suspended for six (6)  
15 months following the adoption of this order. Reinstatement from suspension is contingent upon  
16 successful completion of anger management counseling with a Commission approved provider. Said  
17 counselor must establish Armstrachan is fit to work with children.

18 Furthermore, the Commission imposes four (4) years of probation upon Armstrachan to  
19 commence upon any reinstatement of her license and subject to the following terms and conditions of  
20 probation:

- 21 1. Armstrachan shall comply with the Standards for Competent and Ethical Performance of  
22 Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.
- 23 2. Armstrachan shall, at her own initiative and expense, continue to participate in any  
24 continuing counseling if so recommended by above mentioned counseling provider.

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

1  
2 IT IS SO ORDERED this 25<sup>th</sup> day of June, 2015.

3 TEACHER STANDARDS AND PRACTICES COMMISSION

4  
5 By:   
6 Victoria Chamberlain, Executive Director