

BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION OCT 03 2016
OF THE STATE OF OREGON

In the Matter of the)
Educator License of)
JEANNIE YON HUI DAUGHERTY)
STIPULATION OF FACTS AND
FINAL ORDER OF REPRIMAND
AND PROBATION

On May 1, 2014, the Commission received a complaint alleging that Jeannie Yon Hui Daugherty (Daugherty) had violated professional standards.

After review of the matters alleged, Daugherty and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts and the imposition of a public reprimand and a period of probation.

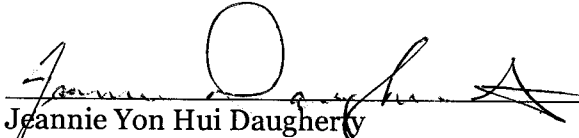
By signing below, Daugherty acknowledges, understands, stipulates, and agrees to the following: (i) she has been fully advised of her rights to notice and a hearing to contest the findings of fact, conclusions of law, and order set forth below, and fully and finally waives all such rights and any rights to appeal or otherwise challenge this Stipulation of Facts and Final Order of Reprimand 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 Daugherty 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 promise 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 Order and has been fully advised with regard to her rights thereto, or waives any and all rights to consult with an attorney prior to entering into this Stipulation and Final Order and issuance and entry of the Stipulated Final Order below.

STIPULATION OF FACTS


1. Jeannie Yon Hui Daugherty has been licensed by the Commission since March 8, 2006. Daugherty's Initial II Teaching License, with an endorsement in Language Arts (HS), is valid from May 8, 2013, through May, 7, 2016. During all relevant times, Daugherty was employed by the David Douglas School District.

1 On May 1, 2014, the Commission received a complaint alleging Daugherty had displayed
2 inappropriate conduct in the classroom; specifically, that Daugherty referred to an
3 African American student's (MF's) hair as "nappy" in the classroom. During the
4 subsequent investigation Daugherty acknowledged that she did use the term "Nappy" to
5 describe MF's hair on one occasion when she asked him "why do you always comb your
6 nappy hair during class?" Daugherty initially explained that she believed it was okay to
7 use the term because MF had used it to refer to his own hair on several occasions and,
8 she assumed, it would be taken in "A joking manner" and not offensive. Though MF did
9 not say anything, Daugherty observed MF's reaction, and sensed he did want her to use
10 that term. Daugherty, who is herself a person of color, had no intent to offend, has
11 offered an apology to MF and his family and, on her own initiative, has registered and
12 taken a full day's training on micro-aggression in the workplace on May 12, 2016. She
13 has also prepared a comprehensive report and submitted it to the Commission which the
14 Commission has reviewed and approved.

15 IT IS SO STIPULATED:

16 
17 Jeannie Yon Hui Daugherty

Sept 28, 2016
Date

19 
20 Dr. Monica Beane, Executive Director
21 Teacher Standards and Practices Commission

10-11-2016
Date

23 CONCLUSION OF LAW

24 Jeannie Yon Hui Daugherty's conduct described above constitutes gross neglect
25 of duty in violation ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR
26 584-020-0010(1) (*Recognize the worth and dignity of all persons and respect for each*
27 *individual*), OAR 584-020-0010(5) (*Use professional judgment*), and OAR 584-020-
28 0030(2)(b) (*Skill in communicating with administrators, students, staff, parents, and*
29 *other patrons*).

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

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ORDER

The Commission adopts and incorporates herein the above findings of fact and conclusions of law, and based thereon, imposes a Public Reprimand on Jeannie Yon Hui Daugherty's Teaching License.

Furthermore, the Commission imposes a period of two (2) years of probation upon Daugherty to commence from the date this order is signed by the Commission and subject to the following conditions:

1. Daugherty has been directed to successfully complete a Commission approved training course in the area of "Cultural Competency" within ninety days of issuance of this order, which she has completed.
2. Daugherty has been required to submit a letter to the Commission both requesting termination of probation and describing what was learned from the sanction and the required training and how it will change future behavior, which she also has submitted and which has been approved.
3. Daugherty shall comply with the Standards for Competent and Ethical Performance of Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.

Issued and dated this 8th day of November, 2016.

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

By Monica Beane
Dr. Monica Beane, Executive Director