1 BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION 2 OF THE STATE OF OREGON 3 In the Matter of the STIPULATION OF FACTS AND 4 **Educator License of**) FINAL ORDER OF 5 CROOK, MICHELLE M.) PUBLIC REPRIMAND 6 7 On December 3, 2019, the Teacher Standards and Practices Commission 8 (Commission) received a misconduct report from the Oregon Department of Human 9 Services (DHS) indicating possible professional misconduct on the part of licensed 10 educator, Michelle M. Crook (Crook.) 11 After review of the matters alleged, Crook and the Commission agree that their 12 respective interests, together with the public interest, are best served by a stipulation to 13 certain facts and the imposition of a Public Reprimand. 14 This Order sets forth the facts upon which the parties have agreed and the 15 sanction to be imposed. Crook stipulates that there are sufficient facts contained in the 16 Commission's files and records to support the findings of fact and conclusions of law set 17 forth below. In entering into this stipulation, Crook waives the right to a hearing to 18 contest the findings of fact, conclusions of law and order set forth below. 19 By signing below, Crook acknowledges, understands, stipulates, and agrees to the 20 following: (i) she has been fully advised of her rights to notice and a hearing to contest 21 the findings of fact, conclusions of law, and order set forth below, and fully and finally 22

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 Public Reprimand (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 Crook 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

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

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STIPULATION OF FACTS

The Commission has licensed Crook since September 30, 2004. Crook holds a
Substitute Teaching License, with an endorsement in Substitute any Specialty
(PK-12); valid from October 29, 2019, 2019, through October 28, 2022. During
all relevant times, Crook was employed by ESS Sub Desk (EES) working as a
substitute teacher in the Hillsboro School District. (HSD)

2. On December 6 2019, the Commission received a report from the Oregon Department of Human Services (DHS) indicating Crook had used a physical intervention (guided the student by the arm with her hand) with an unruly male middle school student that were not approved by ESS or HSD.

3. Investigation determined that on December 3, 2019, while Crook was substitute teaching at South Meadows Middle School, a male student was dancing on his desk to music other students in the classroom were playing. Crook asked the student multiple times to get down off the desk. When the student finally listened and got down off the desk, Crook then asked the student to come talk to her privately to have a conversation. The student did not respond to Crook's instruction, and she guided him by the arm with her hand and brought him closer to her, so she could speak with him. According to district officials, the student had visible fingernail scratches on the back of his arm. As a result of this incident, ESS and the Hillsboro School District removed Crook from the list of approved substitutes at South Meadows Middle School.

On December 3, 2020, Crook spoke with TSPC Investigative staff regarding this incident. The interview was conducted via phone call due to the COVID-19 pandemic. During the call, Crook admitted to physically guiding the student, by the arm, with her hand. Crook repeatedly apologized for her actions. Crook indicated during the interview that she "knew better." Additionally, Crook stated that this incident was "way out of character" for her, and she stated that she knew "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
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7	IT IS SO STIPULATED:
0	Mahl M. March 3/1/2021
8	Michelle M. Crook Date
0	Michelle M. Crook Date 3/1/2021 Date 03/09/2021
12	Trent Danowski, Deputy Director Date
3	Teacher Standards and Practices Commission
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15	CONCLUSION OF LAW
6	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.
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30	Issued and dated this day of April, 2021.
31	TEACHER STANDARDS AND PRACTICES COMMISSION
32	STATE OF OREGON
33	By
34	Dr. Anthony Rosilez, Executive Director