

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

5 **STIPULATION OF FACTS**

6 1) Leach has been licensed as an Educator in Oregon since February 7, 2000. Leach holds an Initial
7 II Teaching License, with an endorsement in Multiple Subjects Self-Contained (ECE, ELE) is valid
8 from September 19, 2013, through September 15, 2016. Leach also holds an Initial Administrator
9 license, with an endorsement in Administrator (ALL LVL), which is valid from July 22, 2014,
10 through September 18, 2017. Leach has made timely application for renewal of his licenses, and
11 the expiration of Leach's licenses was stayed, pending the outcome of commission investigation(s).
12 During all relevant times, Leach was employed by the Portland Public School District.

13 2) On January 8, 2015, the Commission received a patron complaint alleging Leach had, during the
14 2012-2013 school year, violated professional standards related to classroom management and the
15 verbal, mental and physical abuse of students. On March 23, 2015, the Commission received an
16 additional patron complaint further alleging unprofessional behavior with students. Investigation
17 identified the following unprofessional conduct:

18 a) During the 2012-2013 school year, student teacher Crockett, was assigned to Leach's third
19 grade classroom. Crockett reported to the Department of Human Services (DHS) and to
20 another teacher who then reported to school administrators that Leach was physically and
21 mentally abusive to students. Crockett described Leach's classroom management style as
22 abusive, stating Leach would yell, belittle, insult and isolate children. Crockett advised that
23 Leach had told him "the key to establishing control in the classroom was to make a child cry in
24 the first week of school", which Crockett stated Leach quickly accomplished. Crockett further
25 stated that Leach would forcibly grab students by the shoulders, move them to the location
26 Leach wanted and/or forcibly pushed them down into chairs. Crockett described the children
27 as wincing in pain when Leach grabbed them.

1 Crockett described an incident where Leach forcibly removed a bag of plums from a student
2 who was passing them out for snack. Leach yelled at the student and threw the bag of fruit out
3 the doorway and into the hall where it smashed into the lockers. Leach then yelled at the
4 student to go and clean up the mess. This event was also witnessed by another teacher who had
5 been in the hallway area. Leach's conduct was reported to school officials and DHS. DHS did
6 not pursue any action, and Leach's principal evaluated Leach's performance in the Spring of
7 2013 favorably.

8 b) During the 2013-2014 school year, at his request, Leach was reassigned to a kindergarten
9 classroom, which was his first time teaching kindergarten. Leach found the classroom
10 management strategies he had used for third graders were ineffective with kindergarteners and
11 requested assistance from administration. During the fall of 2013, multiple staff complaints
12 about Leach's inappropriate interactions with students were filed with school administrators.
13 District officials conducted an investigation, including interviews of other teachers and
14 students. Students reported that Leach grabbed students forcibly, pushed students against
15 lockers, or into chairs, yelled at students, made students cry, shook students, left students
16 unattended in the hallway for time outs, and shamed students as punishment. Teachers
17 reported similar conduct, including witnessing Leach grab students, forcibly move students,
18 yell at students, pushing students to the ground, shaming students, and making students cry.
19 In meetings with school officials, Leach admitted to raising his voice, shaking his finger in
20 frustration at students, and placing kindergarten students in the hallway unattended for time
21 outs. During interviews with commission investigators, Leach admitted to lifting students by
22 the arms, being frustrated and angry at students, grabbing students inappropriately, and using
23 a voice level/tone that was too strong for kindergarten students. Leach admitted his conduct
24 was not appropriate and was a violation of district policies.

25 c) On January 2, 2014, school officials issued Leach a "Final warning and notice of a 3-day,
26 unpaid disciplinary suspension" for his conduct. Leach was voluntarily reassigned as the
27 Student Management Specialist at another school for the 2014-2015, 2015-2016 school years.

1 After that position was reduced for funding reasons, Leach applied for and was hired to
2 become the School Climate Coach (formerly known as Student Management Specialist) for
3 another school for the 2016-2017 and 2017-2018 school years.

4 3) Leach has had no complaints or concerns since his January 2014 discipline.

7 IT IS SO STIPULATED:

8 
9 Sam R. Leach

Feb. 11, 2018
Date

10 
11 Trent Danowski, Deputy Director
12 Teacher Standards and Practices Commission

2/23/2018
Date

13
14 **CONCLUSIONS OF LAW**

15 Sam R. Leach 's conduct described above constitutes gross neglect of duty in violation of ORS
16 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-020-0010(1) (*Recognize the*
17 *worth and dignity of all persons and respect for each individual*), OAR 584-020-0010(5) (*Use*
18 *professional judgment*), OAR 584-020-0020(2)(d) (*Skill in the supervision of students*), OAR 584-
19 020-0025(2)(a) (*Establishing and maintaining classroom management that is conducive to*
20 *learning*), OAR 584-020-0025(2)(e) (*Using district lawful and reasonable rules and regulations*),
21 OAR 584-020-0030(2)(b) (*Skill in communicating with administrators, students, staff, parents, and*
22 *other patrons*), and OAR 584-020-0040(4)(d) (*Unreasonable physical force against students, fellow*
23 *employees, or visitors to the school, except as permitted under ORS 339.250*).

24
25
26 The Commission's authority to impose discipline in this matter is based upon ORS 342.175.

1 **ORDER**

2 The Commission hereby adopts and incorporates herein the above stipulation of facts,
3 conclusions of law, and based thereon hereby imposes a four (4) month suspension upon Leach's
4 Oregon educator license as follows:

5 Sam R. Leach's Oregon educator license is hereby suspended for four (4) months following the
6 adoption of this order.

7 Furthermore, the Commission imposes a two (2) year period of probation upon Leach to
8 commence upon reinstatement of his Oregon educator license and subject to the following terms and
9 conditions of probation:

- 10 1. Leach shall comply with the Standards for Competent and Ethical Performance of
11 Oregon Educators under Oregon Administrative Rules Chapter 584, Division 020.
12 2. Leach will successfully complete a Commission approved training related to Classroom
13 Management and/or Student Safety and Welfare within the first year of probation.

14 Violation of any term or condition of probation shall constitute an independent basis for the
15 Commission to revoke Leach's Oregon educator license or otherwise impose discipline, after first
16 providing Leach with notice and opportunity for hearing

17
18 IT IS SO ORDERED this 6 day of April, 2018.

19 TEACHER STANDARDS AND PRACTICES COMMISSION

20
21 By: 
22 Dr. Anthony Rosilez, Executive Director