



# SUPERINTENDENT OF PUBLIC INSTRUCTION

RANDY I. DORN OLD CAPITOL BUILDING • PO BOX 47200 • OLYMPIA WA 98504-7200 • <http://www.k12.wa.us>

IN THE MATTER OF THE EDUCATION )  
CERTIFICATE OF )  
 )  
Howard Wood )  
Certificate No. 344794C )  
\_\_\_\_\_ )

OPP No. D10-11-061

AGREED ORDER  
OF SUSPENSION

COMES NOW the Office of Superintendent of Public Instruction, under the authority granted by the laws of the state of Washington, having reviewed the file of the above-referenced case, and having considered the entire evidence contained therein, does hereby stipulate by and between the Office of Professional Practices (OPP), Office of Superintendent of Public Instruction (OSPI), and Howard Wood, that the Washington Education Certificate, No. 344794C, of Howard Wood, shall be suspended, based on the Findings of Fact and Conclusions of Law set forth below:

## FINDING OF FACTS

1. Howard Wood was issued a Washington Education Certificate, No. 344794C, on April 12, 1996. That certificate currently remains valid.
2. Howard Wood was employed by the Shoreline School District.

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3. On October 25, 2010, the Office of Professional Practices, within OSPI, received a complaint letter from the superintendent of the Shoreline School District alleging a lack of good moral character or personal fitness, or a violation of the Code of Professional Conduct, Washington Administrative Code (WAC) 181-87, by Howard Wood.

4. On June 6, 2008, the Office of Professional Practices, within OSPI, received a complaint letter from the superintendent of the Shoreline School District alleging a lack of personal fitness, or a violation of the Code of Professional Conduct, Washington Administrative Code (WAC) 181-87-060(1), by Howard Wood.

5. During the 2002-2003 school year, Howard Wood threw a football, hitting the student in an effort to get his attention.

6. During the spring of 2004, during a game of pickleball a student repeatedly threw his paddle to the ground. Howard Wood went to the student and using the paddle turned the students face to look at him, and while telling him not to throw the paddles, touched the student's chest with the paddle.

7. On May 11, 2004, Howard Wood tossed a basketball, hitting a student in the chest to get his attention.

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8. On May 13, 2004, Howard Wood went to look for two students who had failed to return from using the bathroom during a P.E. class. When he found one student, J. near a set of bleachers, and when the student attempted to ignore Howard Wood, and walk past him, Howard Wood grabbed the student and held him up against the bleachers. Once the students returned to the weight room, Howard Wood attempted to talk with J. about his actions, when he refused to look at him, Howard Wood took the students face in his hand in an attempt to make the student look at him.

9. On June 1, 2004, Howard Wood was issued a letter of proposed discipline, which included a five-day suspension without pay, and a requirement to participate in an anger management evaluation.

10. On April 26, 2005, during an advanced physical fitness class, a male student, M.B. became upset with Howard Wood over his grades; Howard Wood walked over to M.B., raised his voice and put his finger onto his chest, telling him to "calm down".

11. On November 7, 2007, Howard Wood grasped the hair of a female student, G.U. in an attempt to get her off her seat and participate in a pickleball game. The student swore at Mr. Wood and left the gym area. Howard Wood states he only pinched a small strand of her hair.

12. On November 15, 2007, Howard Wood was issued a letter of reprimand by the Shoreline School District for the incident with G.U.

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13. During the 2007 / 2008 school year and track season, according to Howard Wood, he yelled one time at high school student T.R. During the same school year Howard Wood also threw and spiked volleyballs, hitting T.R. as well as lightly punched him in both the arm and chest once or twice.

14. During the 2007 / 2008 track season, Howard Wood made comments to a female student, J.C. about her shirt and fingernail polish and touched her shoulder in a way that made her feel uncomfortable.

15. On April 2, 2008, Superintendent Sue Walker issued a five-day suspension without pay to Howard Wood over his conduct with T.R. and J.C., but stated that while J.C. was uncomfortable with interactions she had with Howard Wood, there was no determination of any sexual inappropriateness on his part.

16. On April 15, 2008, Howard Wood was notified in a letter that his coaching position at Shorewood High School had been terminated effective April 15, 2008, by the Board, as recommended by the Superintendent.

17. On July 25, 2008, during an interview with an OPP investigator, Howard Wood stated it bothered him when students became insolent. He said he was seeing a therapist to assist him with anger issues and feels that it is helping him.

18. On August 29, 2008, Shoreline School District received a Psychological Evaluation report for Howard Wood.

19. In September 2008, Howard Wood addressed a class of 9<sup>th</sup> grade students asking who had used illegal controlled substances or drank alcoholic drinks over the weekend.

20. On October 3, 2008, Howard Wood approached G.T., a 9<sup>th</sup> grade male student, and told the student that the student's mother had called Howard Wood. Howard Wood told the male student that his mother had asked Howard Wood to make a man out of him and Howard Wood told the mother that he would try but it was impossible. Howard Wood states that he was attempting humor with the male student because in his youth, a teacher had made the same comment to him.

21. On October 31, 2008, Howard Wood received a 10-day suspension for the comments to the class of students and to the one male student. On March 3, 2009, the suspension was reduced to a 7-day suspension per a Settlement Agreement.

22. On December 16, 2008, OPP issued an Agreed Order of Reprimand to Howard Wood for the actions described above in Findings #5 through #17.

23. On January 13, 2010, Howard Wood made a comment to a Vietnamese student, Q.H., of, or similar to, referencing sending him back to the "motherland". Howard Wood also made comments on the color of Q.H.'s clothing and his choice of earrings.

24. On March 9, 2010, Howard Wood participated in a meeting with Shoreline School District administrator/s regarding the comments to Q.H.

25. On March 23, 2010, Howard Wood received a 3-day suspension for the comments made to Q.H.

26. Howard Wood's 2009-2010 annual evaluation was rated overall as "satisfactory". On the evaluation, Bill Dunbar, Shorewood High School Principal, wrote, "I continue to have concerns about the nature of Mr. Wood's communications to his students. I believe he is good intentioned, but unclear on the social cost that his words and actions places on students".

27. On or around September 22, 2010, Howard Wood made a comment to an African-American or East Asian student, H.A., and a Caucasian, D.H., student making reference to "vanilla" and "chocolate". Howard Wood also grabbed the shirt, near the collar, of F.L., pulled F.L. close to his face and told F.L. something of or similar to "stop fooling around".

28. On September 24, 2010, Howard Wood was issued a letter placing him on administrative leave; effective September 27, 2010.

29. On September 28, 2010, Howard Wood participated in an interview/meeting with Tam Osborne, Director of Human Resources.

30. On November 5, 2010, Howard Wood submitted his resignation from the Shoreline School District.

31. On March 20, 2012, Howard Wood participated in an interview with an OPP investigator. On March 26, 2012, OPP received Howard Wood's signed statement.

32. Good moral character and personal fitness is a continuing requirement to maintain a Washington Education Certificate.

**CONCLUSIONS OF LAW**

1. OSPI has jurisdiction over Howard Wood and over the subject matter of this action.
  
2. OSPI has shown by clear and convincing evidence that the Washington Education Certificate No. 344794C, of Howard Wood, should be suspended for unprofessional conduct and/or lack of good moral character or personal fitness. RCW 28A.410.090, WAC 181-86-070, WAC 181-87-060; WAC 181-86-013; WAC 181-86-014.

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**ORDER**

THEREFORE, it is hereby ordered and agreed that the Washington Education Certificate, No. 344794C, of Howard Wood, be suspended for two (2) months from the date of entry of this Order.

**REINSTATEMENT** will require: (1) successful completion of an anger management evaluation, by an evaluator mutually agreed upon by the Office of Professional Practices and Howard Wood; (2) that Howard Wood provide written consent for OPP to release documents to the provider for purposes of completing the evaluation; (3) that Howard Wood follows and completes any and all treatment recommended in the evaluation; (4) that Howard Wood will provide OPP with evidence of his/her successful completion of or continued compliance in his/her treatment program; (5) if requested, Howard Wood will sign consent forms authorizing OPP to have access to all records pertaining to his/her treatment and to discuss any and all treatment undertaken with the providers administering treatment and; (6) that Howard Wood attend and satisfactorily complete a class or training session on racial equity and provide proof of completion to OPP. The cost of conformance to all reinstatement requirements will be the responsibility of Howard Wood.

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AND Reinstatement shall (also) require: (1) submission of a new application, including Character and Fitness Supplement, provided by OPP and having Howard Wood fingerprints be checked by both the Federal Bureau of Investigation (FBI) and the Washington State Patrol (WSP); and (2) that if Howard Wood education certificate expires during the period of suspension, Howard Wood will show that he meets all academic requirements for renewal/reinstatement of the education certificate. Reinstatement shall also be contingent upon Howard Wood fingerprint background check returning with no criminal convictions that are listed in WAC 181-86-013, RCW 28A.410.090, any felony convictions.

DATED This 4 <sup>OK amb</sup> day of August <sup>September OK amb</sup>, 2013.

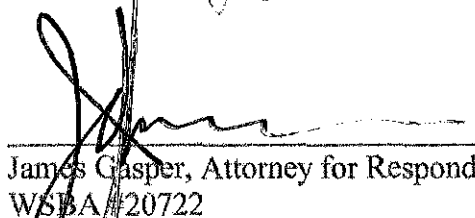
RANDY I. DORN  
Superintendent of Public Instruction  
State of Washington



Alan Burke, Ed. D.  
Deputy Superintendent  
K-12 Education

Stipulated to and approved  
For entry:

  
Howard Wood, Respondent

  
James Casper, Attorney for Respondent  
WSBA #20722