



SUPERINTENDENT OF PUBLIC INSTRUCTION

Chris Reykdal Old Capitol Building · PO BOX 47200 · Olympia, WA 98504-7200 · <http://www.k12.wa.us>

RE: Ashlyn Arnold
OSPI Case Number: D18-04-046
Document: Final Order of Suspension

Regarding your request for information about the above-named educator; attached is a true and correct copy of the document on file with the State of Washington, Office of Superintendent of Public Instruction, Office of Professional Practices. These records are considered certified by the Office of Superintendent of Public Instruction.

Certain information may have been redacted pursuant to Washington state laws. While those laws require that most records be disclosed on request, they also state that certain information should not be disclosed.

The following information has been withheld: **None**

If you have any questions or need additional information regarding the information that was redacted, if any, please contact:

OSPI Public Records Office
P.O. Box 47200
Olympia, WA 98504-7200
Phone: (360) 725-6372
Email: PublicRecordsRequest@k12.wa.us

You may appeal the decision to withhold or redact any information by writing to the Superintendent of Public Instruction, OSPI P.O. Box 47200, Olympia, WA 98504-7200.



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IN THE MATTER OF THE EDUCATION)	
CERTIFICATE OF)	OPP No. D18-04-046
)	
ASHLYN ARNOLD)	FINAL ORDER
Certificate No. 518443G)	OF SUSPENSION
)	

After receiving and investigating a complaint from Clover Park School District (“School District”) regarding the above referenced educator, and based upon the facts available as of the date of this Proposed Order, the Superintendent of Public Instruction, through his undersigned designee, institutes this proceeding and finds, as described below, that ASHLYN ARNOLD (“Educator”) engaged in acts of unprofessional conduct to include WAC 181-87-060, and does hereby SUSPEND the Educator’s Washington Education Certificate No. 518443G for not less than 30-DAYS with conditions enumerated below, based on the following Findings of Fact and Conclusions of Law:

I. FINDINGS OF FACT

1. On May 20, 2015, the Educator was issued Washington Education Certificate No. 518443G. The Educator’s certificate will expire on June 30, 2025.
2. During the 2017–2018 school year, the Educator was employed by the School District at Lochburn Middle School as a Social Studies teacher.

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3. On April 25, 2018, the Office of Professional Practices (“OPP”) within the Office of Superintendent of Public Instruction (“OSPI”) received a complaint from Deborah L. LeBeau, Superintendent of the School District, alleging the Educator committed acts of unprofessional conduct pursuant to WAC 181-87.

4. During the 2017–2018 school year, approximately twenty-one students (21) submitted a total of approximately thirty-three (33) written complaints against the Educator. The allegations included, but were not limited to:

- a. Scratching a student on the arm with her fingernails at least one time;
- b. Calling a student “stupid”;
- c. Calling individual students and the class as a whole “ignorant”;
- d. Telling students to “shut up” and “shut your mouth”;
- e. Placing her hands on students backs, arms, and shoulders to push or pull them; and
- f. Disciplining students of color more frequently and more severely than other students.

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5. During the 2017–2018 school year, multiple Lochburn Middle School staff members and multiple parents of Lochburn Middle School students submitted written and/or verbal complaints regarding the Educator’s unprofessional conduct in her treatment of students, including but not limited to allegations of:

- a. Harassment;
- b. Bullying;
- c. Using racially charged and highly offensive language;
- d. Telling a colleague that “my class would be fine if it weren’t for those black boys”;
- e. Yelling at students;
- f. Leaving scratches on a student’s arms; and
- g. Calling student(s) “ignorant” and “stupid.”

6. On December 11, 2017, the Educator received a Letter of Direction for leaving scratches on a student’s arm and for putting her hands on a different student’s arm even after the student stated that it hurt. The Educator was directed to complete a number of tasks, including re-taking “Boundary Invasion” training and reviewing the School District’s policy on Maintaining Professional Staff/Student Boundaries. The Educator was directed to schedule an appointment with the school Principal after completing these tasks and discuss what she learned and how she planned to use what she learned to ensure her unprofessional behavior towards students did not occur again. Finally, the Educator was given a directive not to put her hands on any student unless there is a danger of them harming themselves, others, or school property.

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7. On March 15, 2018, the Educator received a Letter of Reprimand for having placed her hands on a student. In the Letter of Reprimand, the School District summarized a meeting held on January 9, 2018, between the Educator and the principal where they discussed an occurrence of the Educator putting her hands on a student's arm and leaving a scratch. The Educator was sent a follow-up email reminding her "to please keep your hands off students as this is not acceptable." The Letter of Reprimand directed the Educator to, among other things, refrain from placing her hands on students. The Educator was also required to attend additional training focused on classroom management techniques and, upon completion, schedule a meeting with the school Principal to discuss what the Educator learned and how she planned to use what she learned in the classroom.

8. On March 15, 2018, the Educator received a second Letter of Reprimand, this time concerning the Educator's use of culturally insensitive language. The Educator made racially insensitive comments to colleagues including, but not limited to, repeated use of the "N" word to describe a conversation overheard between students and the statement that "my class would be fine if it weren't for those black boys." The Educator was directed to review School District policy on non-discrimination as well as complete a training entitled "Cultural Competence and Racial Bias" and schedule a meeting with the school Principal after completing the training to discuss what she learned and how she planned to use what she learned in her classroom.

9. In addition to the formal discipline the Educator received from the School District, the Educator received multiple emails from the Assistant Principal throughout the 2017–2018 school year advising her to, among other things, refrain from placing her hands on students. The Assistant Principal communicated regularly via email with the Educator regarding her classroom management and treatment of students.

10. On April 10, 2018, the Educator was placed on Administrative Leave pending an investigation

11. On April 11, 2018, the Educator signed a Separation of Employment with the School District citing a need to “take a break from teaching.”

II. CONCLUSIONS OF LAW

1. Chapter 28A.410 RCW gives the Professional Educator Standards Board the authority to develop regulations determining eligibility for and certification of personnel employed in the common schools of the state of Washington. OSPI acts as the administrator of those statutes and regulations and has the authority to issue, reprimand, suspend, and revoke education certificates. RCW 28A.410.010; RCW 28A.410.090. Chapters 181-86 and 181-87 of the Washington Administrative Code (WAC) further implement OSPI’s authority.

2. OSPI has jurisdiction over the Educator and the subject matter of this action.

3. Pursuant to WAC 181-86-170, there is clear and convincing evidence the Educator committed acts of unprofessional conduct pursuant to WAC 181-87-060 when she used culturally insensitive and racially charged language towards and about students and placed her hands on students in violation of school policy and clear directives from the school Principal.

4. Pursuant to WAC 181-86-170, there is clear and convincing evidence the Educator has a behavioral problem that endangers the educational welfare or personal safety of students, teachers, or colleagues within the educational setting evidenced by her repeated use of physical force against students as well as her repeated use of racially insensitive language directed towards and about students.

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5. Pursuant to WAC 181-86-080, eleven factors, at a minimum, are to be considered to determine the appropriate level and range of educator discipline:

- (1) The seriousness of the act(s) and the actual or potential harm to persons or property;
- (2) The person's criminal history including the seriousness and amount of activity;
- (3) The age and maturity level of participant(s) at the time of the activity;
- (4) The proximity or remoteness of time in which the acts occurred;
- (5) Any activity that demonstrates a disregard for health, safety or welfare;
- (6) Any activity that demonstrates a behavioral problem;
- (7) Any activity that demonstrates a lack of fitness;
- (8) Any information submitted regarding discipline imposed by any governmental or private entity as a result of acts or omissions;
- (9) Any information submitted that demonstrates aggravating or mitigating circumstances;
- (10) Any information submitted to support character and fitness; and
- (11) Any other relevant information submitted.

6. Based on the foregoing facts and considering them in light of the eleven factors enumerated in WAC 181-86-080, and in light of WAC 181-86-070, WAC 181-87-060, the Educator's education certificate should be suspended for unprofessional conduct and for having a behavioral problem which endangers the educational welfare or personal safety of students, teachers, or other colleagues within the educational setting.

III. ORDER

THEREFORE, it is hereby ordered that the Washington Education Certificate No. 518443G of ASHLYN ARNOLD is **SUSPENDED**. The Educator may not request reinstatement of her education certificate for at least 90 DAYS from the effective date of this ORDER.

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REINSTATEMENT of the Educator's education certificate shall require:

- (1) The Educator must successfully complete a **CULTURAL COMPETENCY** course, preapproved by OSPI. The Educator will provide proof of completion of the course prior to requesting reinstatement;
- (2) The Educator must successfully complete an in-person **ANGER MANAGEMENT** course, preapproved by OSPI. The Educator will provide proof of completion of the course prior to requesting reinstatement;
- (3) The Educator must submit a new application, including Character and Fitness Supplement, provided by OPP;
- (4) The Educator must complete a fingerprint-based criminal background check through both the Federal Bureau of Investigation and the Washington State Patrol;
- (5) The Educator's fingerprint background check must return with no criminal convictions occurring after the date of issuance of a Final Order of Suspension, that are listed in WAC 181-86-013, RCW 28A.410.090, or any felony convictions; **AND**
- (6) The Educator shall assume all costs of complying with the requirements of this Order.

DATED this 6th day of September, 2019.

CHRIS REYKDAL
Superintendent of Public Instruction
State of Washington

Signed: Dierk Meierbachtol
Chief Legal Officer