

1                   BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION  
2   OF THE STATE OF OREGON

3   In the Matter of the    )           STIPULATION OF FACTS,  
4   Teaching License of   )           AND FINAL ORDER  
5   HEIDI ANN LITCHFIELD                                       )           OF REPRIMAND  
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7           On August 28, 2009, the Teacher Standards and Practices Commission (Commission)  
8   received a report from the Salem-Keizer School District, that Heidi Ann Litchfield (Litchfield)  
9   failed to make a mandatory report of child abuse.

10          After review of the matters alleged, Litchfield and the Commission agree that their  
11   respective interests, together with the public interest, are best served by a stipulation to certain  
12   facts and imposition of a Public Reprimand on her teaching license.

13          This document sets forth the facts upon which the parties have agreed and the stipulated  
14   sanction to be imposed. Litchfield stipulates that there is sufficient evidence in the  
15   Commission's files and records to support the findings of fact, conclusions of law, and order set  
16   forth below.

17          By signing below, Litchfield acknowledges, understands, stipulates, and agrees to the  
18   following: (i) she has been fully advised of her rights to notice and a hearing to contest the  
19   findings of fact, conclusions of law, and order set forth below, and fully and finally waives all  
20   such rights and any rights to appeal or otherwise challenge this Stipulation of Facts, Order of  
21   Reprimand (Stipulation and Final Order); (ii) this Stipulation and Final Order is a public  
22   document and disclosed to the public upon request by the Commission; (iii) this Stipulation and  
23   Final Order is contingent upon and subject to approval and adoption by the Commission. If the  
24   Commission does not approve and adopt this Stipulation and Final Order, then neither  
25   Litchfield nor the Commission are bound by the terms herein; (iv) she has fully read this  
26   Stipulation and Final Order, and understands it completely; (v) she voluntarily, without any  
27   force or duress, enters into this Stipulation and Final Order and consents to issuance and entry  
28   of the Stipulated Final Order below; (vi) she states that no promises or representation has been  
29   made to induce her to sign this Stipulation and Final Order; and (vii) she has consulted with an  
30   attorney regarding this Stipulation and Final Order and has been fully advised with regard to  
31   her rights thereto, or waives any and all rights to consult with an attorney prior to entering into  
32   this Stipulation and Final Order and issuance and entry of the Stipulated Final Order below.  
33   This stipulation is contingent upon approval and adoption of the Order by the Commission. If  
34   the Commission does not adopt this Order, neither Litchfield nor the Commission are bound by  
35   these Stipulations and Litchfield retains all rights to a hearing on the allegations.

**STIPULATION OF FACTS**

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- 1. The Commission has licensed Litchfield since July 3, 1989. Litchfield currently holds a Standard Teaching License, with endorsements in Basic Mathematics and Standard Elementary, valid from October 19, 2007 until October 18, 2012. Litchfield also holds a Continuing Administrator License issued October 28, 2004, valid through October 18, 2009. Litchfield timely applied for renewal of her Administrator License. During all times relevant to this matter, Litchfield was employed by the Salem-Keizer School District as an elementary school principal.
- 2. On April 20, 2009 Litchfield was informed that the mother of an elementary student wanted to talk with her first thing that morning. Litchfield called and spoke with the mother by phone who told her about an occurrence the evening prior at the family's home when the child had been injured by the father. The mother related that the child had been in a "meltdown", hysterical and screaming, and the father had slapped the student with his hand. In doing so his finger caught the corner of the student's eye, causing a black eye.
- 3. This mother further described the father as "devastated and embarrassed," she said that the student was very sensitive regarding the matter and that the family was dealing with the difficult situation.
- 4. Later that morning the student was brought to school and Litchfield observed that the student's injury matched the mother's description of the black eye.
- 5. Litchfield had known the student's family over the preceding eight years through meeting and speaking with them at school open houses, parent conferences and similar occasions and she had had multiple opportunities to interact with the parents. She had consistently observed the parents to be calm, reasonable, cooperative individuals who cared deeply for their children.
- 6. After consulting with a colleague whom she believed to be highly knowledgeable concerning child abuse reporting Ms. Litchfield concluded that because the injury was the result of an accident a child abuse report was not needed.

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1 7. Litchfield did not report the injury to DHS or police that day. The following day another  
2 teacher expressed concerns to Litchfield. Litchfield encouraged the teacher to make a report  
3 of suspected child abuse.

4 IT IS SO STIPULATED:

5 Heidi Ann Litchfield 5-2-11  
6 Heidi Ann Litchfield Date

7 Victoria Chamberlain 4-18-11  
8 Victoria Chamberlain, Executive Director Date  
9 Teacher Standards and Practices Commission  
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12 **CONCLUSION OF LAW**

13 Heidi Ann Litchfield did not report an incident of suspected child abuse. This conduct  
14 constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as  
15 it incorporates OAR 584-020-0010(5) (*Use of professional judgment*) and OAR 584-020-  
16 0040(4)(s) (*Failing to report child abuse pursuant to ORS 419B.010*).

17 The Commission's authority to impose discipline in this matter is based upon ORS  
18 342.175.

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20 **ORDER**

21 The Commission adopts and incorporates herein the above findings of fact and  
22 conclusion of law, based thereon, hereby imposes a Public Reprimand on the Teaching License  
23 of Heidi Ann Litchfield.

24 IT IS SO ORDERED this 16<sup>th</sup> day of May, 2011.

25 TEACHER STANDARDS AND PRACTICES COMMISSION

26 By: Victoria Chamberlain  
27 Victoria Chamberlain, Executive Director  
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