

1 STATE OF OREGON

2 TEACHER STANDARDS AND PRACTICES COMMISSION

3 In the Matter of the Standard Teaching  
4 License of  
5 DONALD CLAYTON DOOLITTLE, JR.

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DEFAULT ORDER OF SUSPENSION  
AND PROBATION

7 On January 31, 2001, the Teacher Standards and Practices Commission (Commission)  
8 issued a Notice of Opportunity for Hearing to revoke or suspend the Oregon Teaching License of  
9 Donald Clayton Doolittle or otherwise impose discipline under ORS 342.177. Mr. Doolittle  
10 requested a hearing through his attorney, Barbara J. Diamond. After review of the matters  
11 alleged, Mr. Doolittle and the Commission have agreed their respective interests, together with  
12 the public interest, are best served by Mr. Doolittle withdrawing his request for a hearing and  
13 allowing the Commission to enter a default order containing the findings of fact set forth below  
14 and the imposition of a 60-day suspension followed by an 18-month period of probation. In  
15 withdrawing his request for a hearing, Mr. Doolittle understands that he waives his right to a  
16 hearing to contest the allegations contained in the notice of hearing. Based on the files and  
17 records in this case, the Commission makes the findings of fact and conclusions of law set forth  
18 below.

19 This default order is contingent upon approval and adoption by the Commission. If the  
20 Commission does not adopt this order, Mr. Doolittle shall be permitted to renew his request for a  
21 hearing and shall retain all rights to a hearing on the allegations.

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## FINDINGS OF FACT

1) Mr. Doolittle holds a current Standard Teaching License with endorsements and authorizations in general business education, accounting and financial systems and office systems.

2) Mr. Doolittle was employed as a teacher by the Winston-Dillard School District from August 1970 to December 1, 1999, when he retired as a teacher.

3) During the 1993-94 school year, Mr. Doolittle made inappropriate sexually suggestive comments to three female students. He also tickled each of the students, put his arms around them and engaged in other physical touching that caused the girls reasonably to feel uncomfortable.

4) In February 1994, Mr. Doolittle's supervisor issued a memo to him advising him to correct his behavior to help the students feel comfortable and not be intimidated in Mr. Doolittle's presence.

5) In October 1999, Mr. Doolittle made overly familiar and inappropriate comments to two different female students. He also touched each of the students in a manner that made them feel uncomfortable. After the girls complained about this conduct, Mr. Doolittle retired from his approximately 30-year career with the district.

6) The conduct described in paragraphs three and five had the effect of creating an intimidating, hostile or offensive educational environment.

## CONCLUSION OF LAW

The conduct described above constitutes gross neglect of duty in violation of OAR 584-020-0020(4)(f).

ORDER

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The Oregon Teaching License of Donald Clayton Doolittle Jr. is suspended for a period of 60 days commencing on the date of this order. At the end of the suspension period, Mr. Doolittle's teaching license shall be reinstated upon his completion of an application in conformance with OAR 584-050-0015 and documentation that he has completed (at his own expense) an intensive education program regarding appropriate boundaries with students including gender equity education conducted by a qualified counselor approved in advance by the Commission. This intensive training shall consist of at least five, 1½-hour sessions. The Commission will provide the trainer with a copy of this order. The program trainer will provide the Commission with a report of Mr. Doolittle's successful program completion.

Upon reinstatement of the teaching license, Mr. Doolittle shall be placed on probation for a period of 18 months, subject to the conditions that he comply with all Standards for Competent and Ethical Performance of Educators under OAR Chapter 584, Division 020. The Commission would normally impose a somewhat longer period of probation than 18 months under the facts and circumstances in this case. However, the Commission takes into account that the initial complaint in this matter was received in December 1999, and the Commission has received no additional complaints about Mr. Doolittle since that time.

Violation of the terms of the probation may constitute an independent basis for the Commission to impose discipline, up to and including the revocation of Mr. Doolittle's teaching license subject to Mr. Doolittle's right to a hearing on the issue of whether he violated probation.

1 DATED this 16<sup>th</sup> day of November, 2001.

2 TEACHER STANDARDS AND PRACTICES COMMISSION

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4 By: David V. Myton  
5 David V. Myton, Executive Director

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