

**BEFORE THE ARKANSAS STATE BOARD OF EDUCATION  
APRIL 14, 2016**

**FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER  
IN RE CRYSTAL DAWN WALDROP, PLSB CASE NO. 16-036**

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At its regular meeting on April 14, 2016, the Arkansas State Board of Education (“Board”) accepted the recommendation of the Professional Licensure Standards Board Ethics Subcommittee (“Ethics Subcommittee”) for disciplinary action against the teaching license of Crystal Dawn Waldrop (“Educator Waldrop”). Based upon Educator Waldrop’s failure to respond to the Ethics Subcommittee’s recommendation and the evidence presented, in accordance with the Administrative Procedure Act, Ark. Code Ann. § 25-15-101 et seq., the Board hereby states as follows:

**I. Findings of Fact:**

- a. The Arkansas Department of Education issued Educator Waldrop a standard five-year license on January 1, 2013, valid until December 31, 2017.
- b. The Ethics Subcommittee received an allegation that Educator Waldrop violated the Arkansas Department of Education Rules Governing the Code of Ethics for Arkansas Educators (“Code of Ethics”) promulgated pursuant to Ark. Code Ann. §§ 6-17-422 and 6-17-428.
- c. On November 4, 2015, the Ethics Subcommittee authorized an investigation into allegations that Educator Waldrop violated Standards 1 and 2: 1. An educator maintains a professional relationship with each student, both in and outside the classroom. 2. An educator maintains competence regarding his or her professional practice inclusive of skills, knowledge, dispositions, and responsibilities relating to his or her organizational position.

- d. On November 6, 2015, Educator Waldrop was notified of the Ethics Subcommittee's authorization to investigate the allegations.
- e. On January 8, 2016, after considering the investigator's report and evidence, the Ethics

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Subcommittee unanimously found reasonable belief that Educator Waldrop violated Standards 1 and 2 when she:

- Had inappropriate physical contact with a student;
- Inappropriately stated in reference to a student and while in the student's presence, "This is what's wrong; this right here", or other words to that effect;
- Inappropriately stated in reference to a student or in the presence of a student that a student was "horrible", "terrible", and/or that she "had all I can take;" and
- Unprofessionally stated to one or more coworkers, in the presence of a student, that a student was "horrible", "terrible", and/or that she "had all I can take."

The Ethics Subcommittee recommended that the Board issue Educator Waldrop a written reprimand, assess a fine of \$50.00, and require thirteen (13) hours of training on classroom management, managing challenging behavior, and building effective relationships on ArkansasIDEAS, specifically courses IAD14491 and IAD14492, and provide a written reflection to PLSB on how the training will impact her professional practice. The training will be completed within six (6) months of the date of the Board's final order. All costs paid by Educator Waldrop.

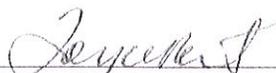
- f. On January 12, 2016, Educator Waldrop was notified of the Ethics Subcommittee's reasonable belief determination and recommendation by certified and regular mail.
- g. Educator Waldrop did not respond the Ethics Subcommittee's recommendation within the required thirty (30) day period, thereby waiving her right to any further notice, hearing, or any other rights she might have under the Administrative Procedure Act, including those rights set forth in Ark. Code Ann. §§ 25-15-211 and 25-15-212.

- h. At today's meeting, the Ethics Subcommittee's recommendation and supporting documentation were presented to the Board as part of its consent agenda.

## II. Conclusions of Law:

- a. Upon consideration of the evidence presented at the meeting and pursuant to Ark. Code Ann. §§ 6-11-105, 6-17-401, 6-17-422, 6-17-428, and 25-15-201 et seq., and the Code of Ethics, the Board adopts the Ethics Subcommittee's recommendation.
- b. Accordingly, the Board admonishes Educator Waldrop for her violation of the Code of Ethics, issues a written reprimand, assesses a fine of \$50.00, and requires her to complete thirteen (13) hours of training on classroom management, managing challenging behavior, and building effective relationships on ArkansasIDEAS, specifically courses IAD14491 and IAD14492, and provide a written reflection to PLSB on how the training will impact her professional practice. The training must be completed within six (6) months of the date of the Board's final order with all costs paid by Educator Waldrop.
- c. Educator Waldrop is cautioned that further violations of the Code of Ethics or failure to pay the fine within ninety (90) days from the date of this order may result in more severe discipline, including permanent revocation of her license.
- d. This order shall remain for two (2) years in Educator Waldrop's professional licensure file, but shall remain permanently in the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.

  
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Toyce Newton, Chair  
Arkansas State Board of Education