

**SCHOOL ACT**  
**ALBERTA REGULATION 4/99**  
**PRACTICE REVIEW OF TEACHERS REGULATION**

- **PRACTICE REVIEW PANEL HEARING**
- **DECISION OF THE PANEL REGARDING COMPLAINT  
AGAINST DENNIS WINDRIM**
- **HEARING HELD ON JANUARY 8, 2002  
AT EDMONTON, ALBERTA**

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The Panel was formed to hear a complaint about the teaching of Mr. Dennis Windrim as directed under section 13 of the Practice Review of Teachers' Regulation (Regulation). The Minister of Learning, Dr. Lyle Oberg, under section 4 of the Regulation, appointed the following as members of the Panel:

- Teacher member and Chair
- Teacher member
- Teacher member
- Teacher member
- Teacher member
- Public member



██████████ excused ██████████ prior to the actual hearing as ██████████ had previously worked with Mr. Windrim.

The hearing was held January 8, 2002 in Edmonton in the 7<sup>th</sup> floor boardroom, 10045 – 111 Street (Harley Court). Proceedings were formally recorded by a court reporter, ██████████ of Snow's Verbatim Reporting Services Ltd.

The following were present at the hearing:

- ██████████ Registrar
- ██████████ Teacher
- ██████████ Counsel for teacher
- ██████████ Legal Counsel to the Panel
- ██████████ Assistant to the Hearing

**MANDATE OF THE PRACTICE REVIEW PANEL:**

To determine whether Mr. Dennis Windrim's July 1999 e-mail to {rname Redacted} constituted or did not constitute unprofessional conduct under section 19(1) of the Practice Review of Teachers Regulation.

**HISTORY OF COMPLAINT:**

On August 18, 1999 [Name Redacted], Superintendent of Schools for [School Division Redacted], wrote a letter to the Director, Teacher Certification and Development Branch, Alberta Learning. [Name Redacted]'s letter asked the Director to bring to the attention of the Minister an e-mail message from Mr. Dennis Windrim to [Name Redacted]. [Name Redacted] complained that the note was "... highly derogatory of [Name Redacted] and me, threatening in tone and content, and inconsistent with the status of a professional teacher."

On August 30, 1999, [Name Redacted], [School Redacted], wrote a letter to the Director, Teacher Certification and Development Branch, Alberta Learning, in which [redacted] gave permission for the e-mail note sent to [redacted] by [Name Redacted] to be brought to the attention of the Minister. In [redacted] letter to the Director, [Name Redacted] complained that the contents of the note were "derogatory, threatening, crude, and inconsistent with the status of a professional teacher."

The complaint was investigated by [redacted]. On the basis of the report submitted to the Registrar by [redacted] the Registrar concluded there was sufficient evidence to refer the matter to a Practice Review Panel for a hearing.

**DECISION:**

The Panel finds that the teacher, Mr. Dennis Windrim, exhibited unprofessional conduct in the matter of the e-mail he sent to [Name Redacted].

In making this finding, the Panel took into account the summation statements of the teacher, his counsel and the Registrar to the effect that the content, language and tone of the e-mail message did not reflect the conduct expected of a professional teacher. The Panel also took into account the threatening tone of the e-mail message.

The Panel recommends that the Minister of Learning suspend, effective January 8, 2002, for a term of one (1) year, Mr. Dennis Windrim's Alberta teaching certificate, with the further condition that he arranges to have provided directly to the Registrar, by the appropriate professional or agency, written evidence of having fulfilled the mandatory conditions stated below.

This timeframe is suggested to allow the defendant to continue his progress described in the Psychological Assessment Report (hereafter referred to as the Report) which was presented by the defendant's counsel at the hearing.

It is the opinion of the Panel that the defendant must follow through on the recommendations itemized at the conclusion of the Report. They are as follows:

1. A statement from Dr. [Name Redacted] that having met the previous conditions, Mr. Windrim may safely be entrusted with the unsupervised custody and instruction of students and may with reasonable certainty be trusted to relate to other professionals, including teacher colleagues, in a responsible manner as is expected of reasonable and caring adults.

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2. That Mr. Windrim continue to see Dr. [Name Redacted] for ongoing therapy and to reinforce his progress. Ar [redacted] address more intensively [Medical Condition Redacted]. [redacted] Mr. Windrim has his self-esteem tied largely to his work, a situation which leaves him open to imbalance and addictive tendencies. In-depth self-esteem work will also impact his relationships and attitudes with women.
3. That he continue his daily support group as part of his effort to manage [medical Condition.
4. That Mr. Windrim continue to consult Dr. [Name Redacted] for [redacted] and [redacted]

In addition, though not mandatory, the Panel strongly recommends to Mr. Windrim that he consider joining an ongoing [redacted] such as offered through [Name Redacted], and; that he address the [redacted] that was mentioned in the Report by seeking professional help with [redacted] [Name Redacted] at the University of Alberta has offered to meet with the defendant to conduct an assessment to ascertain if [redacted] can assist in the area of [redacted]

[redacted]  
[redacted]  
February 20, 2002

