

SCHOOL ACT

ALBERTA REGULATION 4/99

PRACTICE REVIEW OF TEACHER'S REGULATION

- **PRACTICE REVIEW PANEL HEARING
REGARDING THE CONDUCT OF VALERIE MORGAN**

- **DECISION OF THE PANEL**

- **HEARING HELD ON NOVEMBER 24, 2003 AT
EDMONTON, ALBERTA**

SCHOOL ACT
ALBERTA REGULATION 4/99
PRACTICE REVIEW OF TEACHERS REGULATION
VALERIE MORGAN HEARING ON NOVEMBER 24, 2003

PANEL MEMBERS IN ATTENDANCE:

[REDACTED] Chair
[REDACTED] Teacher member
[REDACTED] Teacher member
[REDACTED] Teacher member
[REDACTED] Teacher member
[REDACTED] Public member

LEGAL COUNSEL TO THE PANEL:

[REDACTED] Alberta Justice

REGISTRAR:

Under Section 14(1) of the *Practice Review of Teachers Regulation (Regulation)* [REDACTED]
[REDACTED] represented the Registrar, [REDACTED] (Director, Teacher Development and
Certification Branch, Alberta Learning).

ADMINISTRATIVE ASSISTANT:

[REDACTED]
Teacher Development and Certification
Alberta Learning

TEACHER:

Valerie Fay Morgan, the teacher, was not in attendance. The panel heard evidence that the notice of hearing was served on the teacher at her last known address as required under Section 28(b)(ii) of the *Regulation*. The hearing proceeded in the absence of the teacher.

EVIDENCE:

Registrar's Representative Submission:

Through the comparison of date of birth, the Registrar's Representative presented evidence that Valerie Fay Morgan who was issued an Alberta permanent professional teaching certificate [REDACTED] on July 4, 1985, is the same individual whose British Columbia teaching certificate was cancelled following a finding of unprofessional conduct by the British Columbia College of Teachers on February 27, 2001.

The Registrar's Representative submitted for the Panel's review and consideration the British Columbia College of Teachers record of the March 4 and 5, 2002 discipline hearing, including findings of fact, about the conduct of Ms. Valerie Fay Morgan. The record of that hearing showed that, while a certificated teacher in British Columbia, Ms. Morgan, in her capacity as a guidance counselor at a school in that province, had:

- o presented as signed by students, 77 Transcript Verification Records (TVRs) when in fact these TVRs had not been signed by students. This was further verified by the school principal with 12 students who stated to [REDACTED] that the signatures on TVRs were not theirs.
- o stated that she had reviewed TVRs with grade 12 students when in fact she had not done so.
- o untruthfully, told the school principal in the presence of her union representative and vice-principal that the TVRs had been completed and were accurate and that each student had verified the information and signed the transcript when in fact this was not the case.
- o jeopardized the graduation eligibility of at least 15 grade 12 students at the school.
- o jeopardized the eligibility of some students' applications for admission to post-secondary institutions.

The Registrar's Representative stated that under the *Regulation*, unprofessional conduct is defined in Section 1(1)(o) of the *Regulation* as conduct that is detrimental to the best interests of students, the public or teachers generally on the grounds that:

- Ms. Morgan's submission of false TVRs for grade 12 students constitutes unprofessional conduct on the grounds that it is clearly not in the best interests of students to submit unverified records of study that prevented students from meeting graduation requirements and requirements for admission to post-secondary study.

- Ms. Morgan's submission of, fraudulent TVRs that were not reviewed or signed by students undermines the confidence of the public in the integrity of the education system. The public must have faith that transcripts represent accurately study completed by students both for purposes of qualifying for graduation and admission to study at post-secondary institutions. Therefore, Ms. Morgan's conduct is detrimental to the faith and trust the public has in the education system.
- Ms. Morgan's false statements to the principal in respect to student TVRs is detrimental to the best interests of the teaching profession generally given that teachers, including principal teachers, must trust the integrity of colleague-professionals. Ms. Morgan clearly made false statements about TVRs of grade 12 students and therefore undermined the professional trust teachers must have in one another.

The Registrar's Representative recommended that:

- 1) the Panel, under Section 19(1) of the *Regulation*, find Ms. Morgan's conduct in British Columbia while holding an Alberta professional teaching certificate constitutes unprofessional conduct; and
- 2) the Panel, under Section 20(1)(b) of the *Regulation*, recommend to the Minister of Learning that he cancel Ms. Morgan's Alberta teaching certificate.

Teacher's Submission: No submissions were made

PANEL'S FINDING:

The Panel found that Valerie Fay Morgan's conduct constitutes unprofessional conduct on the grounds that the teacher's conduct was detrimental to the best interest of students, the public and teachers generally in that she forged student signatures, lied to her principal and vice-principal in the presence of her union representative; and, on the basis that her conduct in reference to fraudulent and un-reviewed Transcript Verification Records, imperiled the graduation of her students; and, jeopardized admission to post-secondary study of some of her students.

PANEL'S RECOMMENDATION:

The Panel recommends that the Minister of Learning suspend the Alberta teaching certificate of Valerie Fay Morgan for an indefinite term under Section 20 (1)(a) of the *Practice Review of Teachers Regulation*.

The Panel further recommends that prior to re-instatement of Ms. Morgan's teaching certificate, she be required to meet the following conditions to the satisfaction of the Registrar:

- a) Provide a written statement of factors (for example, health, stress) that outline the issues or the background of the unprofessional conduct in British Columbia that resulted in the cancellation of her B.C. certificate;
- b) Provide an assessment from a psychiatrist or chartered psychologist that clearly states that those issues or factors leading to her unprofessional conduct have been reasonably addressed and that conduct of the kind considered at the time of the hearing is not likely to occur again; and,
- c) Provide at least two letters of reference from those cognizant of the matters addressed at the hearing that Valerie Fay Morgan's circumstances have sufficiently changed such that she can again be put in a position of trust and assume the responsibilities of a teacher.


Chair
Practice Review Panel

November 25, 2003