



ALBERTA
EDUCATION

Office of the Minister

August 12, 2023

Mr. Adam William Urkow
[REDACTED]

Dear Mr. Urkow:

The decision and recommendation of the Professional Conduct Committee of the Alberta Teachers' Association has been referred to me, pursuant to the *Teaching Profession Act*. A copy of the decision is enclosed for your reference.

As you are aware, the hearing committee found your conduct to be unprofessional when you did not adhere to the contractual obligations of your employer by failing to report to work without proper notice or documentation, and when you abandoned your job without notice, which harmed students and disrupted the normal functioning of the school community.

The hearing committee recommended that I cancel your teaching certificate without conditions. Furthermore, an appeal of the decision has not been submitted. I have reviewed the matter and, based on the hearing committee's decision, reasons and penalty, I am of the view that the seriousness of your unprofessional conduct warrants the cancellation of your Permanent Professional Certificate.

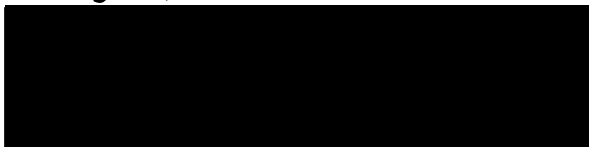
I hereby cancel your Alberta Permanent Professional Certificate [REDACTED] effective immediately, pursuant to section 32 of the applicable Certification of Teachers and Teacher Leaders Regulation.

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Mr. Adam Urkow
Page Two

A copy of this letter will be placed on your Alberta teacher registry file, and the decision of the hearing committee and my decision will be published to the online Teacher and Teacher Leader Registry.

Signed,

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Demetrios Nicolaides ECA PhD
Minister of Education

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