

REPORT OF THE HEARING PANEL  
OF THE PROFESSIONAL CONDUCT COMMITTEE

IN THE MATTER OF a Charge of Unprofessional  
Conduct Against ALBERT CLOW

The hearing panel of the Professional Conduct Committee of The Alberta Teachers' Association reports that charges of unprofessional conduct laid against Albert Clow of [Location Redacted] were duly investigated in accordance with the *Teaching Profession Act*. The hearing was held in Barnett House, 11010 142 Street NW, Edmonton, Alberta on Monday, April 14, 1997 at 0900 hours.

Professional Conduct Committee members present as the hearing panel were: [REDACTED]

[REDACTED]

presented the case against the accused. The accused was neither present nor represented by counsel.

In the absence of the accused, the secretary to the hearing panel presented a submission that was signed by the accused and witnessed by a commissioner for oaths. In the submission the accused declared that he was a member of The Alberta Teachers' Association, and that his non-attendance at the hearing should not be construed as evidence that A Clow took the discipline process lightly. (Exhibit 3)

Based on the submission of A Clow, the hearing panel proceeded with the hearing.

CONSTITUTION/JURISDICTION

There being no objections to the constitution or jurisdiction of the hearing panel, the hearing proceeded.

PLEA

In a sworn declaration submitted by A Clow to the hearing panel and dated 1997 02 12 (Exhibit 3), A Clow requested that the hearing panel accept a plea of "guilty" to the following charges:

1. Albert Clow, a member of The Alberta Teachers' Association in October 1996, is charged with unprofessional conduct contrary to the *Teaching*

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*Profession Act* and the Interim Bylaws of The Alberta Teachers' Association in that he failed to treat pupils with dignity and respect when, in October 1996, he told a group of [Grade Redacted] students that "he would punch them so hard that their children would be born stupid" and he punched a bulletin board leaving a visible dent.

2. Albert Clow, a member of The Alberta Teachers' Association in October 1996, is charged with unprofessional conduct contrary to the *Teaching Profession Act* and the Interim Bylaws of The Alberta Teachers' Association in that he failed to treat pupils with dignity and respect when, on or about 1996 10 21, he told a group of [Grade Redacted] students that he would "rip their lips off" if they didn't quiet down and stabbed, with a pocketknife, a student's daily calendar book on [Gender Redacted] desk, resulting in the student fleeing in fear.

3. Albert Clow, a member of The Alberta Teachers' Association in October 1996, is charged with unprofessional conduct contrary to the *Teaching Profession Act* and the Interim Bylaws of The Alberta Teachers' Association in that he failed to act in a manner which maintains the honour and dignity of the profession when, in October 1996, he told a group of [Grade Redacted] students that "he would punch them so hard that their children would be born stupid" and he punched a bulletin board leaving a visible dent.

4. Albert Clow, a member of The Alberta Teachers' Association, is charged with unprofessional conduct contrary to the *Teaching Profession Act* and the Interim Bylaws of The Alberta Teachers' Association in that he failed to act in a manner which maintains the honour and dignity of the profession when, on or about 1996 10 21, he told a group of [Grade Redacted] students that he would "rip their lips off" if they didn't quiet down and stabbed, with a pocketknife, a student's daily calendar book on [gender redacted] desk, resulting in the student fleeing in fear.

WITNESSES

There were no witnesses called.

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EVIDENCE ADDUCED AND EXHIBITS FILED INDICATED THAT:

1. A Clow was employed as a teacher by [School Division Redacted] from 1981 08 31 to 1996 11 30. (Exhibits 4 and 5)
2. A Clow was a member of The Alberta Teachers' Association at the time of the offences. (Exhibits 4 and 5)
3. In 1996 10, A Clow entered his [Grade Redacted] classroom and found two of his students fighting. After breaking up the altercation, A Clow stated that if fighting were allowed and he ever hit a student, A Clow would "punch them so hard that their children would be born stupid". Then A Clow punched the bulletin board leaving a visible dent. (Exhibit 5)
4. On 1996 10 21, A Clow attempted to quiet his [Grade Redacted] class. A Clow stated that if the students didn't become quiet, he would "rip their lips off". A Clow took a pocketknife from his desk and stabbed a student's daily calendar book which was on [Gender Redacted] desk. The student fled from the classroom. (Exhibit 5)
5. The 1996 10 21 incidents were reported to the school principal, [Name Redacted], by the parent of the student who had fled from A Clow's classroom. (Exhibit 5)
6. [Name Redacted] investigated the allegations and met the student who fled after [Gender Redacted] daily calendar was stabbed. [Name Redacted] and the vice principal, [Name Redacted], met with A Clow to discuss the incident. A Clow admitted to both the knife incident and the comments regarding ripping lips off. (Exhibit 5)
7. [Name redacted] contacted the superintendent, [Name Redacted]. [Name Redacted] and [Name Redacted] interviewed five students who confirmed the knife incident. (Exhibit 5)
8. Evidence was supplied to the hearing panel that correspondence had been sent by parents to school officials, both before and after the incidents, expressing concern over the safety of students under A Clow's supervision. (Exhibit 6)
9. On 1996 11 01, A Clow submitted his resignation as a teacher effective 1996 11 30.
10. A Clow continues to be under the care of [Name Redacted], resident [Name Redacted] [Location Redacted].

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### PENALTY

The hearing panel of the Professional Conduct Committee imposes the following penalty on A Clow:

1. That A Clow's membership in The Alberta Teachers' Association be suspended for a period of two years;
2. That a recommendation be made to the minister of education to suspend A Clow's teaching certificate for a period of two years;
3. That as a condition for A Clow's ATA membership being reinstated, A Clow must:
  - a) provide a full report from a psychiatrist outlining the nature and extent of his treatment for [Medical Information] and any other psychiatric treatment that he has undergone;
  - b) provide a statement from a psychiatrist to the effect that A Clow no longer poses a danger to students, and;
  - c) pay to the Association a fine of five thousand dollars (\$5,000);
4. That the above conditions set out in item 3 be communicated to the minister of education.

### REASONS FOR PENALTY

1. Teachers must treat students with dignity and respect. By his admitted actions, A Clow failed to do so.
2. By his actions, A Clow failed to act in a manner that maintained the honor and dignity of the profession.
3. The public and the profession set high standards for teacher behavior. A paramount concern is that schools and classrooms are a safe environment. Students should feel secure and not threatened, especially by the actions of their teachers. A Clow failed, by his actions, to fulfil these expectations.



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4. A Clow appeared previously before the Discipline Committee of the Association. Although the defendent accepted responsibility for his actions, there appears to be a recurring pattern of behavior that includes use of threats and violence.

5. The hearing panel, based on these considerations, finds it necessary to impose some stringent requirements on A Clow prior to his seeking the reinstatement of his membership and teaching certification.

Dated at the City of Edmonton in the Province of Alberta, Monday, April 14, 1997.

HEARING PANEL OF THE PROFESSIONAL  
CONDUCT COMMITTEE OF THE ALBERTA  
TEACHERS' ASSOCIATION

