



SUPERINTENDENT OF PUBLIC INSTRUCTION

Randy I. Dorn Old Capitol Building · PO BOX 47200 · Olympia, WA 98504-7200 · <http://www.k12.wa.us>

RE: Crispen Willmarth
OSPI Case No.: D12-06-047
Document: Suspension

Regarding your request for information about the above-named educator; attached is a true and correct copy of the document on file with the State of Washington, Office of Superintendent of Public Instruction, Office of Professional Practices. These records are considered certified by the Office of Superintendent of Public Instruction.

Certain information may have been redacted pursuant to Washington state laws. While those laws require that most records be disclosed on request, they also state that certain information should not be disclosed.

The following information has been withheld:

The redacted information pertains to an individual student, and files maintained for students in public schools is exempt from disclosure. Federal law also prohibits disclosure of personally identifiable information from education records without the consent of the student.

If you have any questions or need additional information regarding the information that was redacted, if any, please contact:

OSPI Public Records Office
P.O. Box 47200
Olympia, WA 98504-7200
Phone: (360) 725-6372
Email: PublicRecordsRequest@k12.wa.us

You may appeal the decision to withhold or redact any information by writing to the Superintendent of Public Instruction, OSPI P.O. Box 47200, Olympia, WA 98504-7200.



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IN THE MATTER OF THE EDUCATION)
CERTIFICATE OF)
Crispen Willmarth)
Certificate No. 318209D)

OPP No. D12-06-047
AMENDED FINAL
ORDER OF SUSPENSION

COMES NOW Walt Bigby, Review Officer of the Office of Superintendent of Public Instruction (OSPI), having reviewed the files of the above-referenced case, and having considered the arguments of each party and the recommendation of the Admissions and Professional Conduct Advisory Committee, does hereby suspend the Washington Education Certificate, No. 318209D, of Crispen Willmarth, for six (6) months based on the Findings of Fact and Conclusions of Law set forth below:

FINDINGS OF FACT

1. Crispen Willmarth was issued a Washington Education Certificate, No. 318209D, on December 2, 1992. That certificate currently remains valid.

2. Crispen Willmarth was employed by the Quillayute Valley School District.

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3. On June 20, 2012, the Office of Professional Practices, within OSPI, received a complaint letter from the superintendent of the Quillayute Valley School District alleging a lack of good moral character or personal fitness, or a violation of the Code of Professional Conduct, Washington Administrative Code (WAC) 181-87, by Crispen Willmarth.

4. During the 2010-2011 school year, Crispen Willmarth was employed as a teacher at Eisenhower High School in the Yakima Public Schools.

5. During the 2010-2011 school year, Crispen Willmarth was observed by Eisenhower High School administrator/s for evaluation of his job performance on November 16, 2010, December 1, 2011, and March 21, 2011. Crispen Willmarth was provided an Employee Evaluation Summary, based upon the observations, on December 1, 2010 and April 4, 2011

6. On March 8, 2011, Crispen Willmarth was informed by Ms. Locke that his provisional employment contract would not be recommended for renewal for the 2011-2012 school year.

7. On March 10, 2011, Crispen Willmarth signed a Certificated Employee Application and accompanying applicant disclosure statement for the Quillayute Valley School District.

8. On April 5, 2011, Crispen Willmarth was placed on a Plan of Improvement by Stacey Locke, Eisenhower High School Principal.

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9. On May 6, 2011, Ms. Locke notified Dr. Elaine Beraza, Yakima Public Schools Superintendent, of her recommendation to non-renew the provisional contract of Crispen Willmarth for unsatisfactory job performance.

10. On May 11, 2011, Crispen Willmarth was issued a Notice of Non-Renewal of Provisional Contract by Dr. Beraza. Crispen Willmarth was placed on administrative leave the same date.

11. On May 19, 2011, Crispen Willmarth requested a meeting with Dr. Beraza to discuss the determination of non-renewal.

12. On May 27, 2011, an informal hearing was held by Dr. Beraza regarding Crispen Willmarth's appeal of the determination of non-renewal.

13. On June 3, 2011, Dr. Beraza sent a letter notifying Crispen Willmarth and the Yakima Public Schools School Board that he recommended that Crispen Willmarth's employment contract be non-renewed for unsatisfactory job performance.

14. On June 30, 2011, Crispen Willmarth resigned from Yakima School District. Crispen Willmarth submitted a letter of resignation; that he dated March 1, 2011.

15. Crispen Willmarth was hired by the Quillayute Valley School District for the 2011-2012 school year as a high school teacher and girls' basketball coach.

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16. During the first semester of the 2011-2012 school year at Forks High School in the Quillayute Valley School District, Crispen Willmarth, while holding a pair of scissors, took hold of the hair of [REDACTED] an [REDACTED] student, and told [REDACTED] that he was going to cut her hair. [REDACTED] backed away and Crispen Willmarth released his hold on her hair and said, "Oh, I was just kidding".

17. On January 27, 2012, during an after-school, girls' basketball team party held in Crispen Willmarth's classroom, Crispen Willmarth approached [REDACTED] a [REDACTED] student, from behind as she was kneeling down or bent over.

18. Crispen Willmarth, using a pair of scissors, cut a significant portion of [REDACTED] hair; which was in a ponytail at the time. After cutting [REDACTED] hair, Crispen Willmarth made a comment of, or similar to, "Oh, I only got a little". After cutting [REDACTED] hair, Crispen Willmarth left the classroom.

19. At an exact unknown time, Crispen Willmarth returned to his classroom and called [REDACTED] home telephone and left a message of, or similar to, "It's all my fault. If she needs to get her hair done, let me know".

20. At an exact unknown time but after Crispen Willmarth left the message at [REDACTED] home, [REDACTED] and her mother went to Crispen Willmarth's classroom and spoke with him about his cutting [REDACTED] hair. Crispen Willmarth repeatedly told [REDACTED] and her mother that it was all his fault.

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21. On February 1, 2012, Crispin Willmarth met with Rex Weltz, Forks High School Principal, and Mark Feasel, Forks High School Athletic Director. During the meeting, Crispin Willmarth was placed on administrative leave and provided a letter placing him on administrative leave. Part of the conditions of administrative leave contained the admonition that he have no contact with Forks High School students and staff during the period of administrative leave.

22. On February 1, 2012, during Crispin Willmarth's meeting with Mr. Weltz and Mr. Feasel, Crispin Willmarth acknowledged cutting [REDACTED] hair but portrayed the incident as an accident.

23. On March 29, 2012, Crispin Willmarth was issued a Letter of Reprimand for cutting [REDACTED] hair by Dianna Reaume, Quillayute Valley School District Superintendent.

24. On March 29, 2012, Crispin Willmarth was issued a Notice of Non-Renewal by Dianna Reaume, Quillayute Valley School District Superintendent. Crispin Willmarth did not file an appeal of the determination on non-renewal of his provisional employment contract.

25. On April 25, 2012, Crispin Willmarth filed a grievance of the Letter of Reprimand issued on March 29, 2012. The grievance was ultimately denied.

26. On May 3, 2012, Crispin Willmarth sent an e-mail to [REDACTED] a [REDACTED] Forks High School student, discussing the circumstances of the investigation and incident of [REDACTED] hair getting cut.

27. On May 17, 2012, Crispin Willmarth created an application for employment with the Selah School District and completed the application for submission on June 23, 2012. Included with the application for employment were additional disclosure forms for positions as a teacher and coach.

28. On the Selah School District application, Crispin Willmarth falsely and intentionally listed Brenda King as his supervisor at Forks High School. Ms. King is a Humanities and Psychology teacher at Forks High School

29. On the Selah School District application, Crispin Willmarth falsely and intentionally did not list the reason for leaving the employment of Quillayute Valley School District, Yakima Public Schools, Naches Valley School District and Rainier, WA School District.

30. On the Selah School District application teacher and coach additional disclosure forms, Crispin Willmarth falsely and intentionally answered 'No' to the question of: "Have you ever been disciplined by a past or present employer because of allegations of misconduct?"

31. On the Selah School District application teacher additional disclosure forms, Crispin Willmarth falsely and intentionally answered 'No' to the question of: "Have you ever been on a plan of improvement or placed on probation?"

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32. On the Selah School District application teacher additional disclosure forms, Crispen Willmarth falsely and intentionally answered 'No' to the question of: "Have you ever been placed on administrative leave and/or suspended pending investigation of allegations of misconduct?"

33. On the Selah School District application teacher additional disclosure forms, Crispen Willmarth falsely and intentionally answered 'No' to the question of: "Have you ever been discharged or non-renewed from any employment?"

34. On May 21, 2012, Crispen Willmarth was issued a Letter of Reprimand for e-mail communication with [REDACTED] on May 3, 2012 by Ms. Reaume.

35. On May 7, 2013, Crispen Willmarth completed a Certificated Application for Employment for the Highland School District.

36. On the Highland School District Certificated Application for Employment, Crispen Willmarth falsely and intentionally answered 'No' to the question of: "Have you ever been dismissed, discharged, or non-renewed or have you separated employment in order to avoid discipline or discharge?"

37. On the Highland School District Certificated Application for Employment, Crispen Willmarth falsely and intentionally failed to list the Quillayute Valley School District and the Yakima Public Schools as previous employers.

38. On the Highland School District Certificated Application for Employment, Crispen Willmarth falsely and intentionally stated that the reason for leaving employment with the Naches Valley School District was “went into private business”.

39. On May 16, 2013, Crispen Willmarth participated in an in-person, audio-recorded interview with an OPP investigator. At the beginning and conclusion of the interview, Crispen Willmarth swore, under penalty of perjury, that his answers and statements were true and correct. During the interview, Crispen Willmarth intentionally provided false and/or misleading information.

40. On July 2, 2013, Crispen Willmarth participated in a telephone, audio-recorded interview with an OPP investigator. At the beginning and conclusion of the interview, Crispen Willmarth swore, under penalty of perjury, that his answers and statements were true and correct. During the interview, Crispen Willmarth intentionally provided false and/or misleading information.

41. Good moral character and personal fitness is a continuing requirement to maintain a Washington Education Certificate.

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CONCLUSIONS OF LAW

1. OSPI has jurisdiction over Crispen Willmarth and over the subject matter of this action.

2. OSPI has shown by clear and convincing evidence that the Washington Education Certificate No. 318209D, of Crispen Willmarth, should be suspended for unprofessional conduct and/or lack of good moral character or personal fitness. RCW 28A.410.090, WAC 181-86-070, WAC 181-87-060; WAC 181-87-050; WAC 181-86-013; WAC 181-86-014.

ORDER

THEREFORE, it is hereby ordered that the Washington Education Certificate, No. 318209D, of Crispen Willmarth be suspended for six (6) months.

REINSTATEMENT will require: (1) successful completion of a psychological evaluation which validates Crispen Willmarth's ability to have unsupervised access to students in a school environment, by an evaluator mutually agreed upon by the Office of Professional Practices and Crispen Willmarth; (2) that Crispen Willmarth provide written consent for OPP to release documents to the provider for purposes of completing the evaluation; (3) that Crispen Willmarth follows and completes any and all treatment recommended in the evaluation; (4) that Crispen Willmarth will provide OPP with evidence of his/her successful completion of or continued compliance in his/her treatment program and; (5) if requested, Crispen Willmarth will sign consent forms authorizing OPP to have access to all records pertaining to his/her treatment and to discuss any and all treatment undertaken with the providers administering treatment. The cost of conformance to all reinstatement requirements will be the responsibility of Crispen Willmarth.

AND Reinstatement shall (also) require: (1) submission of a new application, including Character and Fitness Supplement, provided by OPP and having Crispin Willmarth fingerprints be checked by both the Federal Bureau of Investigation (FBI) and the Washington State Patrol (WSP); and (2) that if Crispin Willmarth education certificate expires during the period of suspension, Crispin Willmarth will show that he meets all academic requirements for renewal/reinstatement of the education certificate. Reinstatement shall also be contingent upon Crispin Willmarth fingerprint background check returning with no criminal convictions that are listed in WAC 181-86-013, RCW 28A.410.090, any felony convictions.

This Order will become final thirty (30) calendar days from the date this order is mailed unless respondent files an appeal for a formal hearing before the Office of Administrative Hearings. Please direct the appeal and request for formal hearing to Office of Superintendent of Public Instruction, Administrative Resource Services, Old Capitol Building, P.O. Box 47200, Olympia, WA 98504-7200.

DATED this 25th day of November 2013.

RANDY DORN
Superintendent of Public Instruction
State of Washington



DR. WALT BIGBY
Review Officer