

# THE ARKANSAS STATE BOARD OF EDUCATION

**IN RE THE MATTER OF:  
DR. DOROTHY WALKER  
(A.K.A. DR. DOROTHY DERICO)  
APRIL 11, 2024**

**PLSB CASE NO. 24-058**

## **FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER**

At its regular meeting on April 11, 2024, the Arkansas State Board of Education (“Board”) accepted the recommendation of the Professional Licensure Standards Board Ethics Hearing Subcommittee (“Ethics Hearing Subcommittee”) for disciplinary action regarding Educator Dr. Dorothy Walker (A.K.A. Dr. Dorothy Derico) (“Educator Walker”). Based upon Educator Walker’s failure to respond to the Ethics Hearing Subcommittee’s recommendation and the evidence presented, in accordance with the Administrative Procedure Act, Ark. Code Ann. 25-15-101 et seq., the Board hereby states as follows:

### **I. Findings of Fact**

- a. Educator Walker was teaching under a licensure waiver approved by the Arkansas Department of Education.
- b. The Ethics Subcommittee received an allegation that Educator Walker violated the Arkansas Department of Education Rules Governing the Code of Ethics for Arkansas Educators promulgated pursuant to Ark. Code Ann. § § 6-17-422 and 6-17-428.
- c. On September 1, 2023, the Ethics Subcommittee authorized an investigation into allegations that Educator Walker violated *Standard 1: an educator maintains a professional relationship with each student, both in and outside the classroom; and Standard 2: an educator maintains competence regarding his or her professional*

*practice, inclusive of professional and ethical behavior, skills, knowledge, dispositions, and responsibilities relating to his or her organizational position.*

- d. Educator Walker was notified on September 1, 2023, of the Ethics Subcommittee's authorization to investigate this allegation.
- e. After considering the investigator's report and evidence on January 5, 2024, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standards 1 and 2 of the Code of Ethics. Educator Walker rejected the Ethics Subcommittee's recommendation and requested an evidentiary hearing.
- f. On February 28, 2024, Educator Walker appeared for her evidentiary hearing before the Hearing Subcommittee. After consideration of the testimony, evidence, and arguments presented at the evidentiary hearing, the Hearing Subcommittee found that a preponderance of evidence existed to substantiate violation of Standard in that Educator Walker:
  - Inappropriate interactions with student(s).
  - Physical contact with student(s).
  - Exhibited inappropriate disposition inclusive of professional and ethical behavior.
  - Violated district, state or federal policies or law.
- g. The Hearing Subcommittee recommended that the State Board take the following actions:
  - (1) Level 2 Public Notification of Ethics Violation for 3 years.
  - (2) Assess a \$250.00 fine (due within 90 days of the State Board Order)
  - (3) Require Educator to complete the following coursework/readings:
    - (a) Code of Ethics Training Provided by the PLSB (1.5 Hours)

(b) Title: The 85% Solution: How Personal Accountability Guarantees Success -- No Nonsense, No Excuses (256p) Author: Linda Galindo ISBN 10:ISBN 13: 9780470500163

(c) Title: The Power Paradox: How We Gain and Lose Influence (208p) Author: Dacher Keltner ISBN 10: 0143110292 ISBN 13: 978-0143110293

(d) Title: Classroom Management for Elementary Teachers: 15 Strategies to Manage Challenging Behaviors and Create a Responsive Classroom Author: Freya Fan ISBN-13:979-8461993252

(e) Title: THE Classroom Management Book (320p) Author: Harry K. Wong, Rosemary T. Wong, Sarah F. Jondahl, Oretha F. Ferguson ISBN-13: 978-0976423393 ISBN-10: 0976423391

(4) Educator to provide written reflection on how each training/book will impact the educator's interactions with students in the future. Due to the PLSB for approval within 90 days of the State Board Order; and

(5) Require Educator to pay all associated costs.

h. On March 4, 2024, Educator Walker was notified of the Hearing Subcommittee's final determination and recommendation by certified and regular mail. Educator Walker failed to respond to the Hearing Subcommittee's recommendation thereby waiving her right to any further notice, hearing, or any other rights she may have under the Administrative Procedure Act, including those rights set forth in Ark. Code Ann. §§ 25-15-211 and 25-15-212.

i. At today's meeting, the Ethics Subcommittee's recommendation and supporting documentation were presented to the Board as part of its consent agenda.

## **II. Conclusions of Law**

- a. Upon consideration of the evidence presented at the meeting, Ark. Code Ann. §§ 6-11-105, 6-17-401, 6-17-422, 6-17-428 and 25-15-201 et seq., and the Arkansas Department of Education Rules Governing the Code of Ethics for Arkansas Educators, the Board adopts the Ethics Subcommittee's recommendations, and enacts the sanctions accordingly. The Board admonishes Educator Dr. Dorothy Walker (A.K.A. Dr. Dorothy Derico) for her violation of the Code of Ethics.
- b. Educator Walker is cautioned that her non-payment of the assessed fine of \$250.00 may result in additional disciplinary action until the fine is paid in full.
- c. Educator Walker is cautioned that further violations of the Code of Ethics or failure to pay the fine within ninety (90) days from the date of this order may result in more severe discipline including a Level 4 Public Notification of Ethics Violation.
- d. This order shall remain permanently in Educator Walker's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.

*Kathy Rollins*  
for \_\_\_\_\_  
Dr. Sarah Moore, Chair  
Arkansas State Board of Education