

CONFIDENTIAL

TO: CAROLYN MEREDITH, DIRECTOR
EMPLOYEE RELATIONS

FROM: DEITRA MULLINS, STUDENT INVESTIGATOR
COMPLIANCE AND INVESTIGATIONS *DM*

SUBJECT: DUAN WRIGHT, TEACHER, AND STUDENTS, [REDACTED]
[REDACTED] AND [REDACTED] AND SE STUDENT, [REDACTED]
[REDACTED] CONWAY MIDDLE

DATE: MARCH 25, 2009

Allegations: On February 27, 2009, the office of Compliance and Investigations received a request for an investigation from Jack Baldwin, middle school principal. The request stated that Sandra Bussell, teacher, alleged that on February 26, 2009, she observed Duan Wright, teacher, coming out of the restroom. Mr. Wright had indicated that three students were misbehaving in the restroom. Mr. Wright told Ms. Bussell that he had "whooped" them in the restroom. Mr. Wright asked the teacher for a band-aid because student, [REDACTED] hand was bleeding. Another teacher, Casey Watson, stated that he observed a bruise on the knee of [REDACTED] student, as he was coming out of the restroom.

Findings:

On March 17, 2009, this investigator interviewed reporting administrator Mr. Baldwin (Attachment A). During the conversation, Mr. Baldwin verbally stated to this investigator that Dana Medley, ECE teacher, informed him of the allegation on February 26, 2009. Mr. Baldwin stated that Ms. Medley informed him that she had just spoken with [REDACTED] who informed her that he had a band-aid on his hand. Ms. Medley stated that [REDACTED] informed her that it was because Mr. Wright had hit him while in the restroom, which made his hand bleed.

Mr. Baldwin verbally stated to this investigator that he spoke with Mary Kik, substitute administrator, and informed her to help him look into the situation in more detail. Mr. Baldwin stated that he telephoned Child Protective Services (CPS) and he spoke with Kelly, CPS representative, and was given a report number of 249988.

On March 18, 2009, this investigator spoke with Ms. Medley (Attachment B). No union representative was present during the interview, per her request.

During the interview, she verbally stated to this investigator that on February 26, 2009, she saw ██████████ in the hallway after the alleged incident occurred and began talking to him. Ms. Medley verbally stated that as she spoke to ██████████ she observed a band-aid on one of ██████████ hands. Ms. Medley stated that she then asked ██████████ why he had a band-aid on his hand and he stated to her "Mr. Wright jacked me up [*sic*]."

Ms. Medley stated to this investigator that after ██████████ told her that Mr. Wright had "jacked him up," she went to Mr. Baldwin and informed him of what ██████████ had told her.

On March 18, 2009, this investigator spoke with Ms. Kik (Attachment C). During the interview she stated to this investigator that on February 26, 2009, she was informed of the above allegation from Mr. Baldwin. Ms. Kik stated that she spoke with the three students on the following day (February 27, 2009).

Ms. Kik stated to this investigator that when she spoke with the students, each student told her that nothing happened while inside the restroom. Ms. Kik stated that all three students stated to her that they were just playing a joke on the other students out in the hallway, by making noises and acting as if they were being hit by a broom.

On March 16, 2009, this investigator spoke with ██████████ and ██████████

During the interview with ██████████ (Attachment D), he verbally stated to this investigator that on February 26, 2009, he and ██████████ and ██████████ had gone inside a restroom without permission as their class was heading back to their classroom. ██████████ stated that Mr. Wright noticed that they were not with the rest of the class, stopped the rest of the class outside in the hallway and came into the restroom to look for them.

██████████ verbally stated to this investigator that when he and the other two students realized that Mr. Wright was looking for them, they entered one of the restroom stalls and lifted up their feet to prevent him from seeing them.

█████ stated that Mr. Wright must have seen them because he pretended to leave the restroom in order to get them to come out of the stall.

█████ stated to this investigator that when they lowered their feet, Mr. Wright let them know that he knew they were in the stall all along. █████ stated that Mr. Wright then made a joke about them being in the restroom stall together and told them that he needed to take a picture of it to show to their parents.

█████ stated to this investigator that Mr. Wright then lifted up a camera phone over the stall door, which he believed was Mr. Wright's, and pointed it down toward him and the other two students and snapped a picture of it. █████ stated that he and the other two students then exited the restroom stall. █████ stated that the students and Mr. Wright began to laugh about the situation

█████ stated to this investigator that as they all stood in the restroom, they decided to play a joke with the other students outside the restroom. █████ stated that █████ suggested to Mr. Wright that he get a broom and hit the broom up against something in the restroom to make it sound like they were being beaten by him (Mr. Wright).

█████ stated to this investigator that Mr. Wright agreed, walked out of the door and asked another student standing outside the restroom to retrieve a broom. █████ stated to this investigator that within a few moments a student, whom he could not recall, came into the restroom and handed Mr. Wright a broom.

█████ stated to this investigator that Mr. Wright then took the broom and began hitting the stick of the broom up against a wall and across the stall doors to make some noise. █████ stated that he and the other two students then began to yell and moan as if they were being struck by the broom.

█████ stated to this investigator that after a few minutes they decided that they had been in the restroom long enough and decided to exit the restroom. █████ stated that as they exited the restroom, they continued the illusion by pretending to be hurt, as a result of Mr. Wright striking them with the broom.

█████ stated to this investigator that as he was beginning to leave the restroom he tripped and fell onto the floor. █████ stated that as he left the restroom he recalled seeing teachers, Casey Watson and Kris Wilson, walking up to the restroom. █████ stated to this investigator that as he observed the teachers approaching the restroom he began holding onto his neck and arms and making comments that he was hurting because Mr. Wright had just hit him with a broom.

█████ stated to this investigator that once they got back to their classroom he noticed that one of his thumbs had begun bleeding and informed Mr. Wright that he needed a band-aid. █████ stated to this investigator that he was not quite sure how he had received the scratch on his finger, but insisted that he had not received it by Mr. Wright. █████ stated that before he had gone into the restroom he had brushed his hand up against a bulletin board and could have scratched his thumb at that time. █████ then stated that he could have also received the scratch on his thumb when he fell inside the restroom.

█████ stated to this investigator that at no time while inside the restroom did Mr. Wright hit him with the broom, nor did Mr. Wright hit █████ or █████ █████ stated that they were only joking and pretending to have been hit.

Prior to the conclusion of the interview, █████ stated to this investigator that at no time did he ever allege to any staff person that Mr. Wright had physically hit them in any way.

During the interview with █████ (Attachment E), he stated to this investigator that on February 26, 2009, he, █████ and █████ had entered a restroom as the class was on the way back to their classroom. However, █████ stated that he and the other two male students had permission to go inside the restroom, whereas █████ stated they did not have permission.

█████ verbally stated to this investigator that as he and the other two male students were inside the restroom they and Mr. Wright had decided to play a joke on the other students who were outside the restroom. █████ stated that Mr. Wright retrieved a broom and began to hit the broom up against something by the door of the restroom to make a noise. █████ verbally stated to this investigator that as Mr. Wright hit the broom, he and the other two students began to yell and moan as if they were being hit.

█████ stated to this investigator that after a few minutes they decided to continue the charade as they exited the restroom, by holding onto their arms and legs, and moaning as if Mr. Wright had just hit them with the broom.

█████ stated to this investigator that what happened in the restroom was only a joke, and that Mr. Wright never hit him with the broom. █████ stated to this investigator that at no time did he hit █████ or █████ with the broom.

During the interview with █████ (Attachment F), he too stated the same scenario of the incident as did █████ and █████

████████ stated to this investigator that he, ██████ and ██████ were inside a restroom with Mr. Wright and they decided to play a prank on the other students who were standing outside the restroom.

████████ stated to this investigator that Mr. Wright had gotten a broom and began to hit it up against a wall to make some noise. ██████ stated that he and the other two students began to yell as if they were being hit. ██████ stated to this investigator that after a few minutes they decided to leave the restroom, but before they left, they decided to continue to act as if they had just gotten hit.

████████ stated to this investigator that as he left the restroom he observed Mr. Watson approaching the restroom. ██████ stated that as he observed Mr. Watson, he grabbed his leg and stated that it hurt. ██████ stated to this investigator that he never stated to anyone at that time that his leg was hurting as a result of being hit.

████████ stated to this investigator that at no time while inside the restroom did Mr. Wright hit him, ██████ or ██████ with the broom. ██████ stated to this investigator that what happened inside the restroom was only a joke.

On March 16, 2009, this investigator interviewed Mr. Wright (Attachment G). Erin Houston, Jefferson County Teachers Association (JCTA) representative, and Jennifer Hays, Child Protective Services, were also present.

During the interview with Mr. Wright, he also gave the same scenario to the incident with a few more details, as did the students. Mr. Wright verbally stated to this investigator that on February 26, 2009, he had taken his class to one of the restrooms in the school located in another hallway.

Mr. Wright stated to this investigator that as the class finished with the restroom break he escorted the class back to the hallway of their classroom. Mr. Wright stated that as he and the class approached the classroom, he observed that he was missing a few of his male students.

Mr. Wright stated that as he noticed that a few of his students were missing, he realized that the restroom right across from his classroom door was unlocked. Mr. Wright decided to enter the restroom to see if any of his students had stepped inside.

Mr. Wright verbally stated to this investigator that as he entered the restroom he observed one shoe under one of the stall doors.

Mr. Wright stated that after he observed the shoe he realized that the other students were probably also inside the stall and decided to pretend to leave in order to get them to come out.

Mr. Wright verbally stated to this investigator that as he pretended to close the door he began to hear snickering coming from the stall. Mr. Wright stated that when he heard the students snickering, he realized that all three students were inside the same stall together. Mr. Wright stated to this investigator that once he realized the boys were inside the stall together, he made a comment to the students that they obviously like to use the restroom together. Mr. Wright then stated that he told them how funny it was, and that no one would believe it, and therefore, he needed to take a picture of the students to show to their parents.

Mr. Wright stated to this investigator that he took out his camera phone and raised it above the restroom stall the students were in and took a picture. Mr. Wright stated that the students began to laugh and exited the restroom stall where they all had been hiding.

Mr. Wright verbally stated to this investigator that he then decided to play a joke with his other students who were right outside the restroom door. Mr. Wright stated that he went out to one of the students, whom he did not recall, in the hallway and asked them to retrieve a broom and bring it back to him. Mr. Wright stated that when the student came back and handed him the broom, he went back inside the restroom and began hitting it up against something near the door of the restroom to make some noise.

Mr. Wright stated to this investigator that as he hit the broom, the male students began to yell, moan, and quietly laugh, as if he were hitting them with the broom. Mr. Wright stated that after a few minutes he stopped, and he and the students exited the restroom.

Mr. Wright stated that as they left the restroom each of the students saw the other students looking in their direction. Mr. Wright stated that the three students began to hold their arms and legs as if they were hurting because they had just been hit. Mr. Wright stated that at that time, he did not observe any other staff in the hallway.

Mr. Wright stated to this investigator that once they got back to the classroom, [REDACTED] approached him and told him that his thumb was bleeding and he needed a band-aid. Mr. Wright stated to this investigator that he did not know where [REDACTED] had gotten the injury, but stated that it did not come from him, because he never hit him. Mr. Wright stated that "what they did in the restroom was a joke," and that he never hit any of the students.

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Mr. Wright stated to this investigator that after ██████ reported his injury, he escorted ██████ down to Ms. Bussell's classroom to retrieve a band-aid.

Mr. Wright stated that while in Ms. Bussell's classroom he stated to her that he had "whooped" ██████ and a few other students with a broom for misbehaving. Mr. Wright then stated that he proceeded to ask Ms. Bussell for a band-aid. Mr. Wright stated to this investigator that he did not recall whether or not he made a comment to Ms. Bussell that he had placed the scratch on ██████ hand.

On March 16, 2009, this investigator interviewed Ms. Bussell (Attachment H). Ms. Houston, JCTA representative, was also present during the interview.

During the interview with Ms. Bussell, she stated to this investigator that on February 26, 2009, she did not observe Mr. Wright as he came out of the restroom as reported, but instead saw Mr. Wright as he came into her classroom, moments later. Ms. Bussell stated to this investigator that Mr. Wright had come to her classroom with a student by the name of ██████ to obtain a band-aid for a scratch on ██████ hand. Ms. Bussell verbally stated to this investigator that she handed ██████ a band-aid

Ms. Bussell stated to this investigator that Mr. Wright informed her that he had just found ██████ and two other students in a stall together inside a restroom. Ms. Bussell stated that he then pulled out his camera phone and showed her a photograph that he had just taken of the boys in the restroom in the stall together.

Ms. Bussell stated to this investigator that Mr. Wright stated to her that he needed her to be his witness to his confession that while in the restroom he had to beat the students with a broom for their behavior. Ms. Bussell stated to this investigator that ██████ was present and heard Mr. Wright verbally alleging to have just beaten him with a broom, and did not discount what Mr. Wright had said.

Ms. Bussell verbally stated to this investigator that after Mr. Wright stated that he had just beaten the students with a broom, she handed ██████ a band-aid for the cut on his hand. Ms. Bussell stated that when she handed ██████ the band-aid, that ██████ took the band-aid and walked away without stating how he had received the injury. Ms. Bussell verbally stated to this investigator, that at that time, ██████ did not allege to have received the cut on his hand from Mr. Wright.

Ms. Bussell verbally stated to this investigator that as soon as Mr. Wright began to inform her of what he had done in the restroom she observed Mr. Watson coming around a corner with two referrals in his hand. Ms. Bussell stated that

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Mr. Watson stated, that he had just observed two of Mr. Wright's students out in the hallway unsupervised, in a physical altercation, and was inquiring of Mr. Wright's whereabouts.

Ms. Bussell stated to this investigator that later that afternoon Mr. Watson approached her and informed her that in the morning he had observed Mr. Wright come out of the restroom with [REDACTED] and two other students.

Ms. Bussell stated that Mr. Watson informed her that as they exited the restroom he heard one of the students, named [REDACTED] complaining about his knee hurting and then looked down and observed a bruise on one of his knees.

Ms. Bussell stated to this investigator that after she spoke with Mr. Watson she immediately reported what she had heard to Ms. Medley, and then spoke with Mr. Baldwin and Ms. Kik.

On March 16, 2009, this investigator spoke with Mr. Wilson and Mr. Watson, who observed Mr. Wright, [REDACTED] and [REDACTED] exit the restroom. Ms. Houston, JCTA representative, was also present during both interviews.

During the interview with Mr. Wilson (Attachment I), he stated that on February 26, 2009, he was inside his classroom when he heard some commotion out in the hallway. Mr. Wilson stated that when he looked into the hallway he observed a group of students standing outside a restroom trying to look inside.

Mr. Wilson stated to this investigator that as he approached the restroom to check on the commotion, another teacher, Mr. Watson, was also approaching. Mr. Wilson stated that as he got closer to the restroom he began to hear smacking sounds coming from inside the restroom. Mr. Wilson stated that after a few moments the door of the restroom opened and he heard each of the students moaning and observed them grab their arms and legs and verbally complain that they were hurt.

Mr. Wilson stated to this investigator that he did not hear any student verbally allege that Mr. Wright had just hit them. Mr. Wilson stated that from the sounds he had just heard coming from the restroom, paired with the way the students were holding their arms and legs as they exited the restroom, he could only conclude what had just occurred.

Mr. Wilson stated to this investigator that as the male students exited the restroom he did not observe any injuries on any of the students.

Mr. Wilson stated to this investigator that after a few moments he left and went back inside his classroom. Mr. Wilson stated that later that afternoon he spoke with Mr. Baldwin and Ms. Kik and informed them of what he had observed.

During the interview with Mr. Watson (Attachment J), he stated to this investigator that on February 26, 2009, he was in his classroom when he heard commotion coming from the hallway. Mr. Watson stated that as he exited his classroom to see what was going on he observed a student out in the hallway kicking another student who was on the floor.

Mr. Watson stated to this investigator that he did not see a staff person, so he went out into the hallway to stop the fight, and then obtained two referral forms to "write up" the students.

Mr. Watson stated to this investigator that as he was about to "write up" the students he observed a group of students standing in the hallway near one of the restrooms. Mr. Watson stated that the students were trying to open the door and look inside, but the door was shut. Mr. Watson stated that he realized that the students were in the hallway without a teacher and he began to send them back to their classroom.

Mr. Watson stated to this investigator that one of the students informed him that his teacher (Mr. Wright) was inside the restroom with three other students and hitting them with a broom. Mr. Watson stated that he put the students in the hallway back inside the classroom and went back to the restroom, where he heard some commotion coming from inside of the restroom.

Mr. Watson stated that as he got closer to the restroom he met Mr. Wilson. Mr. Watson stated that they both observed Mr. Wright and three students come out of the restroom. Mr. Watson stated to this investigator that as the three students exited the restroom he observed each of them holding on to various parts of their body as if they were hurt. Mr. Watson stated that he also observed that one of the students was bleeding from his hand.

Mr. Watson stated to this investigator that at no time did he observe Mr. Wright hit the students with anything, but he did hear noise coming from the restroom that sounded as if something had been striking up against something.

Conclusion:

The allegation telephoned into the office of Compliance and Investigations on February 27, 2009, alleging that on February 26, 2009, Saundra Bussell, observed Mr. Wright coming out of the restroom is found to be unsubstantiated.

The allegation is unsubstantiated per the verbal recollection of Ms. Bussell, who reportedly observed Mr. Wright as he entered her classroom to obtain a band-aid.

The allegation stating that when Ms. Bussell observed Mr. Wright, he indicated that three students were misbehaving in the restroom and he had to "whoop them," is found to be substantiated. The allegation is substantiated per the verbal statement of Ms. Bussell.

The allegation is also substantiated per the verbal admission of Mr. Wright, who stated that he told Ms. Bussell that [REDACTED] and [REDACTED] were misbehaving and he had to "whoop" them.

The allegation stating that on February 26, 2009, Mr. Wright asked Ms. Bussell for a band-aid because [REDACTED] hand was bleeding is found to be substantiated. However, it must be noted that the cause of the bleeding was not found throughout the course of the investigation.

The allegation stating that on February 26, 2009, Casey Watson observed a bruise on the knee of [REDACTED] as he was coming out of the restroom is found to be unsubstantiated. The allegation is unsubstantiated per the lack of evidence and eyewitness to the injury.

Throughout the course of the investigation, no evidence, eyewitness accounts or statements from either, [REDACTED] or [REDACTED] pointed to Duan Wright actually hitting the three students while inside the restroom.

DM:dn

c Jack Baldwin
Stephen St. Clair

ATTACHMENT A

I, Jack L. Baldwin, am making the following statement regarding events at Conway Middle School on 26 February, 2009.

I was approached shortly after 2:00 pm by Ms. Dana Medley, an ECE teacher assigned to our "Team Honor" (an 8th grade team consisting of teachers: Duan Wright, Sandy Bussel, Casey Watson, and Kris Wilson). Ms. Medley told me that she had heard that Duan Wright had followed three students into the bathroom with a broom and that one or more of them had emerged from the bathroom with and injury. I summoned our 8th grade principal, Ms. Mary Kik, and asked her to call the boys (if they were still in the building) down to the office so that we could check for injuries and query them as to how they got them. As Ms. Kik was looking for the boys, she was approached by Ms. Sandy Bussel, who told her that Mr. Wright had come to her and asked for a band aid and had made statements to indicate that he had struck the students with a broom. Ms. Kik came back to my office and told me that the students had already gone home and relayed the information that Ms. Bussel had told her. I called CPS, at approximately 4:00 pm, with Ms. Kik in the office as I made the call, before leaving the building.

End of Statement.

ATTACHMENT A

Attachments can contain viruses that may harm your computer. Attachments may not display correctly.

Mullins, Deitra L


From: Baldwin, Jack

Sent: Thu 3/19/2009 2:38 PM

To: Mullins, Deitra L

Cc:

Subject: Statement of Jack Baldwin

Attachments:  I.doc(28KB)

Ms. Mullins,

The attached file is my statement that you requested. Let me know if you need me to fax or pony a signed copy.

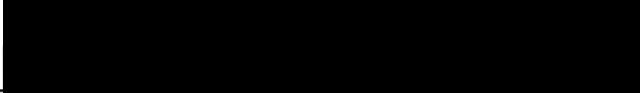
Jack Baldwin

ATTACHMENT B

REPORTING CHILD ABUSE AND NEGLECT

Under Kentucky law ANY person is obligated to report child abuse, child sexual abuse, and child neglect or dependency. This means that any school staff member, any District employee, who becomes aware of abuse or neglect from any source—whether from a student, parent, staff member, or any other person—no matter if the information is oral or in written form, is obligated to report the suspected abuse or neglect.

Child Protective Services (CPS) Hotline --595-4550
If you are unable to reach someone at the CPS hotline, then call—
Crimes Against Children Unit (CACU) --574-2465

Name of abused child: 

DOB/Age: 10/19/93 / 15' Date/ Time of Incident: 26 Feb 09 / 2'10

Name of child's parent/guardian: 

Address of child's parent/guardian: 

Name of person(s) alleged to have caused the abuse/neglect: Duan Wright

Address of person(s) alleged to have caused the abuse/neglect: _____

Nature and extent of the child's abuse/neglect: _____

Action Taken:

CPS—595-4550
Date and time report made: 1600 hrs 26 Feb 09

Name of person contacted: Kelly

Hotline Log #: 249988 Call 10:AM

CACU—574-2465
Date and time report made: _____

Name of officer contacted: _____

(This information is not to become a part of the child's individual school record)

THIS FORM IS ONLY USED TO ASSIST YOU WHEN YOU CALL CPS/CACU

REPORTING CHILD ABUSE AND NEGLECT

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Child Protective Services (CPS) Hotline --595-4550
If you are unable to reach someone at the CPS hotline, then call—
Crimes Against Children Unit (CACU) -574-2465

Name of abused child: _____

DOB/Age: 14/2/118/1995 Date/ Time of Incident: 29 Feb 09 / 2:10

Name of child's parent/guardian: _____

Address of child's parent/guardian: _____

Name of person(s) alleged to have caused the abuse/neglect: Drew Wright

Address of person(s) alleged to have caused the abuse/neglect: _____

Nature and extent of the child's abuse/neglect: _____

Action Taken:

CPS—595-4550

Date and time report made: _____

Name of person contacted: _____

Hotline Log #: 249 988 Kelly call 10:AM.

CACU—574-2465

Date and time report made: _____

Name of officer contacted: _____

(This information is not to become a part of the child's individual school record)

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Child Protective Services (CPS) Hotline --595-4550
If you are unable to reach someone at the CPS hotline, then call—
Crimes Against Children Unit (CACU) -574-2465

Name of abused child: _____

DOB/Age: 10/10/1994 / 14 Date/ Time of Incident: _____

Name of child's parent/guardian: _____

Address of child's parent/guardian: _____

Name of person(s) alleged to have caused the abuse/neglect: Doreen Wright

Address of person(s) alleged to have caused the abuse/neglect: _____

Nature and extent of the child's abuse/neglect: _____

Action Taken:

CPS—595-4550

Date and time report made: _____

Name of person contacted: _____

Hotline Log #: _____

CACU—574-2465

Date and time report made: _____

Name of officer contacted: _____

(This information is not to become a part of the child's individual school record)

THIS FORM IS ONLY USED TO ASSIST YOU WHEN YOU CALL CPS/CACU

ATTACHMENT B

[REDACTED] came to me at approximately 2 PM on Feb. 26 and told me that he had a Band-aid on his hand because Mr. Wright "jacked him up" in the bathroom and made his hand bleed.

Dana Meds
2/27/09

ATTACHMENT C

TO: Deitra Mullins, Investigations

FROM: Mary Kik
Assistant Principal
Conway Middle School

SUBJECT: Investigation of Duan Wright

DATE: March 20, 2009

To the best of my memory, the following sequence of events occurred regarding the investigation of allegations regarding Duan Wright.

At around 2:00 pm on February 26, 2009, I was in a meeting with Mr. Baldwin when Ms Dana Medley came to Mr. Baldwin's office and asked to speak to him privately.

Mr. Baldwin then called me to his office to tell me about the situation. I had the boys paged over the intercom. It was during first run dismissal and none of the boys responded to the page.

At this point Ms. Sandy Bussell approached me and briefed me about her knowledge of the incident including possible injuries and the need for a band aid for [REDACTED]. I asked her to write a statement for me at her earliest convenience.

Mr. Baldwin, in my presence, called CPS at approximately 4:00 pm to report the incident.

Mr. Baldwin informed me that he had left a message for Carolyn Meredith's office before he left the building on the 26th.

The next morning – February 27, 2009 – I asked two other teachers (Mr. Casey Watson, Ms. Dana Medley) who had knowledge of the incident to write statements for me.

I then called each of the boys to my office and interviewed them independently. They each stated that Mr. Wright did not hit them with the broom; he just made noise with it by hitting a wall. [REDACTED] said he received his injury when his hand hit a wall. All three boys indicated that they were playing a joke on the team by making a lot of noise in the bathroom. Following each interview, I had the student write me a statement, sign and date it.

Per Carolyn Meredith's instructions, Mr. Baldwin called the Office of Compliance and Investigations and asked for an official investigation. This occurred around 10:00 am.

Mr. Baldwin then called CPS as he had been instructed the day before and received the name of an investigator. Mr. Baldwin left a message for the investigator.

ATTACHMENT C

I also talked to Mr. Wright on the same day to inform him of the allegations and to discuss his right to a union representative. At this time he denied hitting any of the boys.

I cannot remember the date that Mr. Kris Wilson submitted his statement.

ATTACHMENT D

2-27-09

Well what had happen was that we was coming from lunch and me [redacted] and [redacted] went in the bathroom and then Mr. Wright ran in there with a broom to try to scare us but we wasn't so we played along and ran in one stall and locked it and he started laughin so i ran out and i trip and fell. Then he was just laughing about it but that's all that happen he didn't hit us or nothing. Also me and [redacted] talked a little about it we was sayin i hope were not in trouble. we called Mr. Wright and asked him could he come and get us.

ATTACHMENT E

[REDACTED]

we was coming back from a bath room break. Then me [REDACTED], And [REDACTED] was talking to Mr. Wright. He let use go to the bath room in the open hallway. Then we all wanted to trick the teachers, And Students in a plank. So we acted like Mr. Wright was beatin us. So we took pictures in the State to act liked he scared use. Then after School me and [REDACTED] went to Sylvan to work out then at 4:00 Mr. Wright told me, [REDACTED] And [REDACTED] home then [REDACTED] and I talked about how funny it was, but every body belived us.

2/29/69

ATTACHMENT F

Yesterday Afternoon After related Arts
me, [REDACTED] and [REDACTED] was in the hallway
and decided to put a joke on everyone
in our class so we went in the
bathroom and they thought that he (mr wright)
was hitting us but he really was
not and everyone took it to
serious and not I am in here
today

[REDACTED]

2-27-09

ATTACHMENT G

March 16, 2009

Please accept this letter as an incident report that occurred on 2/26/09

After taking a bathroom break, I observed several male students missing. I asked my class had anyone seen the students. One of my students pointed to the bathroom door in our team area. "Well I wonder where they went so fast," I said. I told a student to hand me the broom by my room door. I looked into the restroom, and I could visibly only see one shoe in the bathroom stall area. I remarked that no one was in there. I closed the door to make the students think that I had left the restroom. All six feet appeared at this point. I heard the students snickering, so I decided to take a picture of the three of them gathered in the stall together to share with my team teachers. "I'm going to take a picture of the three of you in the stall together to show your parents," I remarked. I took the picture over the stall door. When the students came out we all laughed and looked at the picture. I told them to scream while I acted as if they were being punished for skipping class. We were the only four in the bathroom while the rest of the class began entering our classroom directly across the hall. We laughed throughout the entire incident. I accepted this joking behavior as typical middle school boy behavior. Furthermore, my relationship with the boys would not allow me to think that they were honestly trying to skip class. After leaving the restroom I approached a teammate to share the hilarious photo of the boys with her. [REDACTED] one male student involved in the incident, continued to act the part and play as if he was in trouble for skipping class. She stated that I should write them up. Apparently the teacher did not know that we were just acting.

~~Alan Wright~~
3/16/09

ATTACHMENT H

February 26, 2009

To Whom It May Concern:

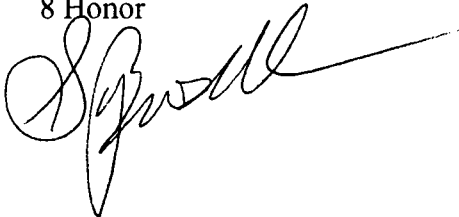
Today at around 12:50 Mr. Duane Wright came to my room and asked me to step outside with him and a student, [REDACTED] and to bring a band-aid because he wanted a witness. Once I stepped outside my doorway I noticed that [REDACTED] had a small scrap on his thumb that was slightly bleeding. I handed [REDACTED] the band-aid. Mr. Wright then started talking about what he said had happened and how he wanted a witness.

Mr. Wright stated "I took the class to the bathroom, like 6th graders, and when I returned I found these three hiding in the bathroom stall." He then showed me pictures on his cell phone that he took of the three boys ([REDACTED] and [REDACTED] [REDACTED] in the bathroom stall. Mr. Wright then stated "And I will tell you now I want you as witness that I beat them with a broom. I sure did, I beat them with a broom handle."

Mr. Wright seemed very agitated. He was talking very fast and it actually took me a couple of seconds to figure out what was going on with what he was talking about. As he was still talking to me Mr. Casey Watson walked out and showed me two referrals he had written. Mr. Watson explained that Mr. Wright's class that had been in the hallway had been very loud so Mr. Watson checked to see what was going on and found one student on the ground cradling his knee while another student was standing over him kicking him.

I informed our ECE teacher about what had happened, talked to Ms. Mary Kik (the 8th grade Assistant Principal), and Mr. Jack Baldwin, (Principal of Conway Middle). If there are any questions please let me know.

Saundra Bussell
Social Studies Teacher
8 Honor



ATTACHMENT I

To: Jack Baldwin

Dear Jack,

In light of recent events and trends that have been increasing on the 8th grade Honor Team, I wanted to write and let you know about the events I have been witness to on Honor Team. In particular I write concerning Mr. Wright's use of his broomstick in his classroom and class area. I have observed him on multiple occasions threaten to hit a student or students with a broom stick. The students seem to respond quickly to this and either scatter or comply in a herded fashion. On other occasions I have observed Mr. Wright bonk students on the head with the broom stick or hit them in the butt region. I can provide specific examples if you like, but would like to share my observation with you that I have only seen Mr. Wright hit students of color with his broomstick. I would very much like to speak with you about this sometime after school.

I would like to briefly explain what I saw last week in regard to the bathroom issue. In the bathroom outside of Mr. Wright's door I observed about 6 students watching and trying to peek into the bathroom as I heard sounds coming from the bathroom that sounded like a broom stick hitting people. Mr. Watson and I were both there and asked what was going on and directed the onlookers back into their classroom. Mr. Wright then emerged with the broom stick and out followed three students. It was quite apparent to me and the students around that Mr. Wright had just been hitting the students in the bathroom with the stick, but that he had gone in so no one could see. The students from the bathroom came out limping or jumping around with pain. I went back into my classroom thinking that this was just a more extreme version of what I had witnessed earlier throughout the year. I did not do anything further because it seemed as though Mr. Wright was in control of the situation and that I would not be of help.

Throughout this school year I have been awed, inspired, shocked, disappointed, and puzzled by Mr. Wright. I think he could be a great teacher, and his devotion to key groups of at risk students shows in his relationships with them.

Thank you.

Sincerely,

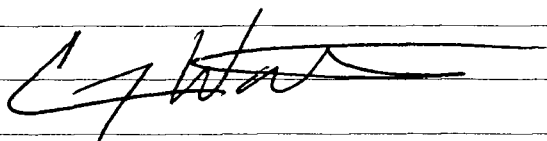
Kris Wilson

ATTACHMENT J

ATTACHMENT J

To Whom it May Concern,

I was in my classroom when I heard a lot of noise coming from the hallway. I looked out and saw one student kicking another student in the floor. I went out to stop it and found Mr. Wright's class in the hallway. He was standing around the corner talking to another student. He came around the corner once I was in the hallway breaking up students. He then took his class back, I talked with the student in the floor. I then grabbed some referrals from my room and went to share with Mr. Wright what had happened. I came around the corner to his room and about 15 students were in the hallway. Several were holding the bathroom door shut. I started sending students to class and several told me Mr. Wright was in the bathroom with three students and hitting them with a broom. Once I got the students back into class, I started to go in bathroom, but Mr. Wright and three male students came out. Mr. Wright had a broom in his hand and the students were holding various body parts (hands, legs, arms, head). One student was bleeding on his hand. I did not see Mr. Wright strike the students, but I did hear the noise coming from the bathroom.



2/27/09

Casey Watson
Conway Middle School