

BEFORE THE SOUTH CAROLINA STATE BOARD OF EDUCATION

In the Matter of the

Suspension of the

Educator Certificate of

Melissa Leigh Hawkins

Certificate 277245

ORDER OF SUSPENSION

(Failure to meet ADEPT Requirements)

SUMMARY OF THE CASE

The South Carolina State Board of Education (State Board) considered this matter on September 10, 2019. On July 19, 2019, the South Carolina Department of Education's (SCDE) Office of Educator Effectiveness sent Melissa Leigh Hawkins notice of her failure to meet the requirements of her ADEPT formal evaluation via regular and certified mail. Pursuant to S.C. Res. 43-58 (2017), S.C. Reg. 43-205.1 (2017), and the ADEPT System Guidelines (2018), a second unsuccessful ADEPT formal evaluation at the annual-contract level requires that Ms. Hawkins' South Carolina teaching certificate be automatically suspended for a minimum of two years. Ms. Hawkins received the notice, as evidenced by the USPS tracking system. After considering the information presented by the SCDE, the State Board voted to suspend Ms. Hawkins' certificate for a minimum of two years, beginning September 10, 2019, and ending September 9, 2021, provided that Ms. Hawkins successfully completes a state-approved remediation plan.

FINDINGS OF FACT

Ms. Hawkins holds a South Carolina educator certificate and has over 4 years of teaching experience. The Spartanburg School District Six's annual ADEPT report to the Office of Educator Effectiveness indicated that Ms. Hawkins was unsuccessful in meeting the requirements of her ADEPT formal evaluation for the 2018-2019 school year. This was Ms. Hawkins' second unsuccessful ADEPT evaluation at the annual-contract level.

CONCLUSIONS OF LAW

The State Board will automatically suspend for a minimum of two years the certificate of an annual-contract teacher who for the second time fails to meet ADEPT

formal evaluation criteria. S.C. Code Ann. P 59-5-60 (2004); S.C. Reg. 43-58 (2017), S.C. Reg. 43-205.1 (2017). The State Board finds that sufficient evidence has been presented supporting its conclusion that Ms. Hawkins failed to meet ADEPT formal evaluation criteria for a second time, warranting the suspension of her certificate for a minimum period of two years, commencing on September 10, 2019, through September 9, 2021, provided that Ms. Hawkins successfully completes a state-approved remediation plan. An “ineligible for hire” indicator will be placed in Ms. Hawkins’ certification file with the Office of Educator Services and will not be removed prior to September 9, 2021, provided that she successfully completes a state-approved remediation plan.

Before reentry into the profession and removal of the suspension, Ms. Hawkins must complete a state-approved remediation plan based on the areas that were identified as deficiencies during the formal evaluation process. Remediation plans must be developed and implemented in accordance with the State Board’s ADEPT implementation guidelines. Following the minimum two-year suspension period and the completion of the remediation plan, as certified by the Office of Educator Services, Ms. Hawkins’ educator certificate suspension will be lifted and Ms. Hawkins will be eligible for employment at the annual-contract level. All fees and eligibility requirements that are in effect at the time of Ms. Hawkins’ reapplication will apply.

**AND IT IS SO ORDERED.**

South Carolina State Board of Education

s/ Michael Brennan  
Michael Brennan, Chair-Elect

Columbia, South Carolina  
September 10, 2019