

Additional Information

Did the incident involve any injuries? Yes No

If YES, please attach report from school nurse

Is a DISD Suspected Child Abuse Report attached? Yes No

Are there photographs, documents, or other evidence items? Yes No

If YES, please describe below and attach

Critical Incident Report is attached along with medical documentation pertaining to the injury [redacted] sustained

Summary and Results of Investigation

Explain in detail:

An incident was reported on November 8, 2017 in which an altercation took place between Teacher Adam Bazaldua and [redacted]. [redacted] allegedly kicked Bazaldua in the groin area causing the teacher to subsequently grab [redacted] hand, bending her arm backwards. [redacted] also alleged that Bazaldua pushed her.

In a statement obtained by [redacted], she states that Bazaldua was playing around with [redacted] and [redacted] "got in" and put her arm out, but Bazaldua blocked [redacted] arm and she got hurt. [redacted] stated afterward, she was talking to [redacted] and Bazaldua came to step on [redacted] toe and Student [redacted] to [redacted] stated she tried to back up and fell on her arm that was already hurting from being blocked from Bazaldua. [redacted] stated Bazaldua took her phone and as she was walking towards the kitchen, was pushed from Bazaldua. [redacted] stated out of "instinct" she kicked Bazaldua and he grabbed her hand "and was bending [her] arm backwards saying if [she] liked it." [redacted] said she was crying telling him to stop so she ran out into the hallway. [redacted] stated Bazaldua ran after her and they went into his office and he called her mom. [redacted] said she was scared and that Bazaldua was telling her to stop crying like a baby.

[redacted] mentioned only two additional students were present during the incident, [redacted] and [redacted]. Statements were obtained from both students. Both [redacted] and [redacted] confirm that Bazaldua was "being playful" with [redacted] and [redacted] intervened and tried to hit Bazaldua and he blocked her hit and [redacted] ended up getting hurt. (Medical documentation was provided in which [redacted] was diagnosed with an elbow sprain.) Both [redacted] and [redacted] stated Bazaldua took [redacted] phone away because she was using it. Both students also confirmed that they never saw Bazaldua push [redacted] or grab her arm and bend it backwards. It appears that neither [redacted] nor [redacted] witnessed [redacted] kick Bazaldua in the groin as they may have not been present at the time.

According to the statement Bazaldua provided, he confirms to joking with another student at which point Student [redacted] approached him and attempted to hit him. Bazaldua stuck his arm out to deflect the hit and [redacted] forearm hit Bazaldua's forearm and she stated she was hurt, but had a smile on her face. Bazaldua stated [redacted] approached him in the kitchen jokingly and "had both of her fists up in a fighting stance...as if she was throwing punches" at him. Bazaldua stated when she got too close he grabbed her fist before she connected and held her hands...telling her to stop playing around." Bazaldua stated he was then kicked in the crotch area by [redacted]. Bazaldua stated [redacted] began to walk off and cry after he told her it was not funny and that the kick hurt.

While it does not appear that there is any evidence to support [redacted] account of being pushed or that Bazaldua bent her arm backwards, Bazaldua placed the safety of the students at risk by participating in "horseplay" which resulted in a student getting hurt.

Reported Employee Name Adam Bazaldua

Reported Employee ID 74216

Findings

Action Recommended**

<p>Policy DH (EXHIBIT) Educators' Code of Ethics - Standard 3.2</p> <p>Not Sustained <input type="checkbox"/></p> <p>Sustained <input checked="" type="checkbox"/></p> <hr/> <p>Policy DH (EXHIBIT) Educators' Code of Ethics - Standard 3.5</p> <p>Not Sustained <input checked="" type="checkbox"/></p> <p>Sustained <input type="checkbox"/></p>	<p>1. Summary of Conference <input type="checkbox"/></p> <p>2. Letter of Concern <input type="checkbox"/></p> <p>3. Letter of Reprimand <input checked="" type="checkbox"/></p> <p>4. Specialized Training/EAP <input type="checkbox"/></p> <p>5. 24 Hour Emergency Removal <input type="checkbox"/></p> <hr/> <p>**If significant administrative action is warranted (#6 - #9), you will need to coordinate with Employee Relations.</p> <p>6. Administrative Leave Request <input type="checkbox"/></p> <p>7. Non-Renewal of Contract <input type="checkbox"/></p> <p>8. Suspended w/o Pay <input type="checkbox"/></p> <p>9. Termination <input type="checkbox"/></p> <hr/> <p>10. Other <input type="checkbox"/></p> <div style="border: 1px solid black; padding: 5px; min-height: 50px;"><p style="font-size: small;">Please Explain:</p></div>
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Signature of Supervisor Conducting Investigation

Date: 12/12/2017

Signature of 1st Level Supervisor**

Date: 12/12/2017

***If the supervisor conducting the investigation is also the 1st Level Supervisor of the reported employee, please sign in **both** designated areas.*

Transmittal Instructions:

- E-mail the completed AI forms along with all supporting documentation to your designated Professional Standards Office Coordinator.

Maria Alva - malva@dallasisd.org Bryan Hill - bryhill@dallasisd.org