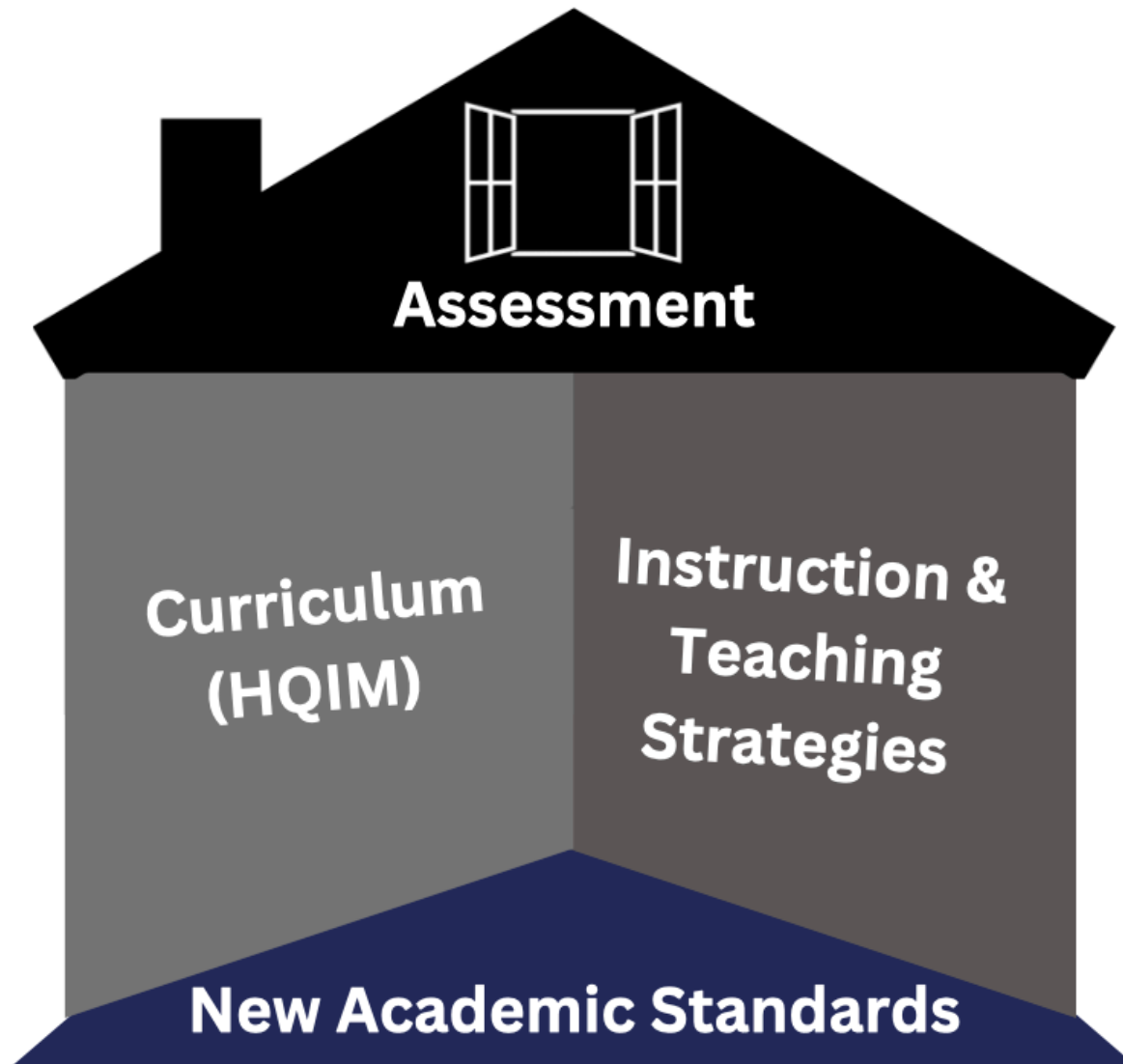


Executive Order 23-05

PROHIBIT INDOCTRINATION AND CRITICAL RACE THEORY IN SCHOOLS





Prohibited Indoctrination Defined



Compliance with Executive Order 23-05

No communication by a public-school employee, public school representative, or guest speaker shall compel a person to adopt, affirm or profess an idea in violation of Title IV and Title VI of the Civil Rights Act of 1964 (P.L. 88-352, 78 Stat. 241), including that:

Prohibited Indoctrination Defined



Compliance with Executive Order 23-05

- People of one color, creed, race, ethnicity, sex, age, marital status, familial status, disability, religion, national origin, or any other characteristic protected by federal or state law are inherently superior or inferior to people of another color, creed, race, ethnicity, sex, age, marital status, familial status, disability, religion, national origin, or any other characteristic protected by federal or state law
- An individual should be discriminated against or receive adverse treatment solely or partly because of the individual's color, creed, race, ethnicity, sex, age, marital status, familial status, disability, religion, national origin, or any other characteristic protected by federal or state law.

Plan

***Develop** processes and procedures for ongoing review and mechanisms to respond to instances that might occur.*

Consider curriculum materials, learning activities, training (professional development), course design, workflow approvals, applications, policies, etc.

Review

***Review** the rules, regulations, policies, materials, and communications to identify any items that may, purposely or otherwise, promote teaching that would indoctrinate students with ideologies, such as CRT, that conflict with the principle of equal protection under the law or encourage students to discriminate against someone based on ... any characteristic protected by federal or state law.*

Respond

*If any items are found to conflict with the principle of equal protection under the law, then the district is instructed to **amend**, **annul**, or **alter** those rules, regulations, policies, materials, or communications to remove the prohibited indoctrination.*

Stereotyping



Guidance in determining if items violate the Executive Order

Does the content perpetuate “stereotyping” by ascribing character traits, values, moral and ethical codes, privileges, status, or beliefs to an individual or group of people based on color, creed, race, ethnicity, sex, age, marital status, familial status, disability status, religion, national origin, or any other characteristic protected by federal or state law?

Scapegoating



Guidance in determining if items violate the Executive Order

Does the content perpetuate “scapegoating” by assigning fault, blame, bias to an individual or group of people based on color, creed, race, ethnicity, sex, age, marital status, familial status, disability status, religion, national origin, or any other characteristic protected by federal or state law?

Divisive Concepts



Guidance in determining if items violate the Executive Order

Does the content promote “divisive concepts” based on color, creed, race, ethnicity, sex, age, marital status, familial status, disability status, religion, national origin, or any other characteristic protected by federal or state law that promotes teaching:

Divisive Concepts



- A group of people or individual is inherently superior to another;
- A group of people or individual should be discriminated against or receive adverse treatment;
- A group of people or individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously;
- A group of people or an individual's moral character is determined by one of the above characteristics.

Teaching What to Think



Guidance in determining if items violate the Executive Order

Does the content teach a student *what to think* based on color, creed, race, ethnicity, sex, age, marital status, familial status, disability status, religion, national origin, or any other characteristic protected by federal or state law?

Additional Clarity



Discussion of Ideas and History

Nothing in this section shall be construed to prohibit the discussion of ideas and history of the concepts described in subsection (c) or shall be construed to prohibit the discussion of public policy issues of the day and related ideas that individuals may find unwelcome, disagreeable or offensive.

Plan

***Proactively Develop** processes and procedures for ongoing review.*

- ***How do we create a system to discuss, review, evaluate and monitor?***
- ***What are the “look fors” within our organization?***

Review

***Review** district policies, materials, practices, communications, etc., to identify any items that may, purposely or otherwise, promote teaching that would indoctrinate students with ideologies, such as CRT, that conflict with the principle of equal protection under the law or encourage students to discriminate against someone based on ... any characteristic protected by federal or state law.*

Respond

*If any items are found to conflict with the principle of equal protection under the law, then the district is instructed to **amend**, **annul**, or **alter** those rules, regulations, policies, materials, or communications to remove the prohibited indoctrination.*

- ***How will we document decisions?***
- ***How will we communicate responses?***

Example of Findings from DESE Review:



Math Competencies for Elementary Teachers, Grades K-6

“Understand the roles of power, privilege, and oppression in the history of mathematics education and be equipped to question existing educational systems that produce inequitable learning experiences and outcomes for students”

This example is from the competencies that make up educator preparation coursework.

Example of Findings from a District PD:



Survey Question

“Culturally competent professionals acknowledge and continually examine the influence of culture, race, power and privilege and how that influence manifests itself in their personal and professional decisions.”

*Participant survey during a required professional development:
Cultural Competency Continuum: Knowledge, Behaviors, and Dispositions for Educators*



**Statement of Assurance
Regarding Teaching of Prohibited Indoctrination and Critical Race Theory**

District _____ LEA # _____

Pursuant to Executive Order 23-05, schools must educate, not indoctrinate students, and teachers and administrators must teach students how to think, not what to think. Critical race theory (CRT), discrimination, and indoctrination have no place in Arkansas classrooms.

Every school year, each Arkansas school district superintendent or chief academic officer of an open-enrollment charter school shall give written assurance that they have **reviewed** the rules, regulations, policies, materials, and communications that promote teaching that would indoctrinate students with ideologies, such as CRT, that conflict with the principle of equal protection under the law, or encourage students to discriminate against someone based on the individual's color, creed, race, ethnicity, sex, age, marital status, familial status, disability, religion, national origin, or any other characteristic protected by federal or state law. The school district superintendent or chief academic officer of an open-enrollment charter school shall further certify that if any items are found to conflict with the principle of equal protection under the law, then appropriate measures will be made to **amend, annul, or alter** those rules, regulations, policies, materials, or communications to remove the prohibited indoctrination.

No school employee or student shall be required to attend training or orientations based on prohibited indoctrination or CRT. **This written assurance shall be submitted to the Department through the SFA system upload each year by October 1st.**

Prohibited Indoctrination Defined: No communication by a public-school employee, public-school representative, or guest speaker shall compel a person to adopt, affirm, or profess an idea in violation of Title IV and Title VI of the Civil Rights Act of 1964 (P.L. 88-352, 78 Stat. 241), including that:

People of one color, creed, race, ethnicity, sex, age, marital status, familial status, disability, religion, national origin, or any other characteristic protected by federal or state law are inherently superior or inferior to people of another color, creed, race, ethnicity, sex, age, marital status, familial status, disability, religion, national origin, or any other characteristic protected by federal or state law.

An individual should be discriminated against or receive adverse treatment solely or partly because of the individual's color, creed, race, ethnicity, sex, age, marital status, familial status, disability, religion, national origin, or any other characteristic protected by federal or state law.

Nothing in this document shall be construed to prohibit the discussion of ideas and history of the concepts described above or shall be construed to prohibit the discussion of public policy issues of the day and related ideas that individuals may find unwelcome, disagreeable, or offensive.

By my signature below, I certify that to the best of my knowledge, the school district complies with the EO 23-05 and all other state laws and rules with respect to the prohibition of indoctrination and teaching of critical race theory as defined above.

Superintendent's Signature: _____ Date: _____

Superintendent's Name (printed): _____

Phone: _____ E-mail Address: _____