

Parent Action Guide

Sample Anti-CRT Policy for Schools

How to Use This Document

Dear Parents and Educators,

Many schools have begun to adopt elements of Critical Race Theory (CRT) and other politically biased lessons into their curriculum. It is essential that we continue to actively reject divisive policies and hold schools accountable for providing a quality, academics-based education that is free of political bias.

The purpose of this document is to provide your school and/or district with a policy that can be adopted in place of CRT or other Diversity, Equity, and Inclusion policies. We recommend that you take the following steps:

1. Unite and organize with other parents and educators in your area.
2. Use and modify the template cover letter below to express your concern with CRT and other divisive policies.
3. Print out the Anti-CRT Policy and present it with the sample policy to your school administrator and superintendent.
4. Publicly submit the following pages on the record (via an agenda item) at school board meetings.
5. Hold your education leaders accountable and insist they commit to examining and implementing this policy to serve the will of their stakeholders.

Parent Action Guide

Template Letter to accompany Anti-CRT Policy

Dear *[School Board, Superintendent, Administrator, Principal, etc.]*,

I am a *[mom, dad, grandparent, community member]* in *[city]*.

I'm writing on behalf of concerned parents and community members.

Many schools have begun to adopt elements of Critical Race Theory (CRT), Diversity, Equity, and Inclusion (DEI), and other politically biased lessons into their curriculum. I do not want CRT or other divisive curricula taught in my child's school. I'm concerned about it because *[Summarize your opposition in a couple of sentences. Insert facts or statements from experts who also oppose.]*

I represent a group of local voters and parents who oppose CRT being used in the classroom. I request that the following policy be considered for inclusion in our school/district in place of CRT or other DEI policies. I also suggest that a committee of parent volunteers be formed to ensure civil discourse within the school community, unity, and clarity for administration, teachers, and families.

Thank you for your consideration and for ensuring that all appropriate parties review and discuss this proposal. I welcome further discussion and look forward to your prompt response.

Sincerely,

[Name]

Parent Action Guide

Proposed School CRT Policy

Teacher/School CRT Policy:

Sample CRT Policy for the Classroom and School

(Insert into Teacher Handbook and training)

We hereby adopt the following CRT Policy disallowing Critical Race Theory (CRT) and politically biased lessons in an effort to make all students, their families, and educators feel welcome and safe at our school and in every classroom. We respect that our families have different political opinions and appreciate the wide diversity of thought exhibited by our community. We are committed to providing our students with a quality, academics-based education free of political bias. Therefore, our teachers and staff will not teach politically charged lesson plans in our school.

Examples include: Critical Race Theory (CRT); Diversity, Equity, and Inclusion (DEI); Boycott, Divest, Sanction (BDS); 1619 Project; Social-Emotional Gender Identity workshops; Shared Identity Affinity Groups; and the like.

Our Commitment to Our Community:

- Welcoming families from diverse backgrounds, we seek to provide a balanced, apolitical curriculum encouraging critical thinking, self-awareness, and compassion.
- We will not create “affinity groups” that divide students or teachers by race, color, gender, etc.
- No member of the school’s community will be asked to publicly or privately denounce their whiteness or “privilege.”
- No member of the school’s community will be asked or required to publicly or privately select and/or confirm their gender identity.
- We are committed to teaching American history while acknowledging that slavery and racism are wrong and immoral.

Parent Action Guide

Our Commitment to Our Community (Continued):

- Teachers will receive support and guidance on how to keep their personal ideologies private and remain impartial.
- If teachers are unsure if a lesson plan is in line with the school's CRT Policy, they shall bring the proposed lesson to their supervisor for review and approval.
- When social issues/current events are discussed in the classroom, the school commits to providing multiple perspectives approved by the School Unity Committee (defined on page 5).
- If teachers are planning on including CRT, BDS, and other controversial, politically charged topics such as race, gender, and sexuality in their coursework, parents will be informed ahead of time in writing. The content and assignments will be shared with parents in advance.
- No teacher nor administrator may purchase and/or use supplemental teaching materials outside of the approved district/school curriculum without first obtaining approval from the district and/or school board.
- Parents will be allowed to opt their children out of politically charged lessons and other curriculum without retaliation.
- Teachers will be provided the school's CRT Policy and be notified if said policy is changed.
- Teachers will not be required to attend diversity or "inherent bias" training, discussion groups, or workshops.
- Pay scale increases or promotions will not be provided for attending diversity training.
- Teachers and school staff in repeated violation of the CRT Policy will be placed on notice and renewal of their contract will be subject to board approval in consultation with the Unity Committee.
- Student reports of violations by teachers of the CRT Policy will be seriously considered and discussed. Students who make such reports will not be retaliated against or shamed by school administration. Peers who harass and/or threaten any students who report CRT Policy violations will be disciplined according to school/district policy.
- Students taking advantage of the CRT Policy to distract or antagonize a teacher or disrupt the classroom environment will be reprimanded.

Parent Action Guide

School Unity Committee:

- Purpose: To ensure civil discourse within the school community, unity, and clarity for administration, teachers, and families.
- Scope: Meet every 6 weeks. Composed of parent volunteers who represent the ideological diversity of the school community.
- Assess practices and progress outlined in the Teacher/School CRT Policy.
- Organize one community event per year focused on unity (i.e. September 11th recognition assembly, Veterans Day commemoration, Martin Luther King, Jr. Day celebration)
- Provide direction and educational support to teachers and school administration on how to address controversial political/divisive matters.