

**THE ARKANSAS STATE BOARD OF EDUCATION**

**IN RE THE MATTER OF:  
ROBERT PRUITT  
NOVEMBER 10, 2022**

**PLSB CASE NO. 23-009**

**FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER**

At its regular meeting on November 10, 2022, the Arkansas State Board of Education (Board) accepted the recommendation of the Professional Licensure Standards Board Ethics Subcommittee (Ethics Subcommittee) for disciplinary action against the licensure eligibility of Robert Pruitt (Educator Pruitt). Based upon Educator Pruitt’s acceptance of the Ethics Subcommittee’s recommendation and the evidence presented, in accordance with the Administrative Procedure Act, Ark. Code Ann. 25-15-101 et seq., the Board hereby states as follows:

**I. Findings of Fact**

- a. Educator Pruitt was employed at the North Little Rock School District under an alternate licensure pathway approved by the Arkansas Department of Education.
- b. The Ethics Subcommittee received an allegation that Educator Pruitt violated the Arkansas Department of Education Rules Governing the Code of Ethics for Arkansas Educators promulgated pursuant to Ark. Code Ann. § § 6-17-422 and 6-17-428.
- c. On July 8, 2022, the Ethics Subcommittee authorized an investigation into allegations that Educator Pruitt violated *Standard 1: an educator maintains a professional relationship with each student, both in and outside the classroom; Standard 2: an educator maintains competence regarding his or her professional practice, inclusive*

*of professional and ethical behavior, skills, knowledge, dispositions, and responsibilities relating to his or her organizational position.*

- d. Educator Pruitt was notified on July 11, 22, of the Ethics Subcommittee's authorization to investigate this allegation.
- e. After considering the investigator's report and evidence on October 7, 2022, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standard 1 and 2 in that Educator Pruitt:
  - Engaged in inappropriate interactions with a student(s).
  - Exhibited inappropriate disposition inclusive of professional and ethical behavior.
  - Violated district, state or federal policies or law.
- f. The Ethics Subcommittee recommended that the State Board take the following actions:
  1. Level 2 Public Notification of ethics violation for 1 year.
  2. Assess a \$200 fine (due within 90 days of the State Board Order).
  3. Require Educator to complete the following coursework/readings:
    - a. Code of Ethics training as provided by the PLSB staff.
    - b. Title: The 85% Solution: How Personal Accountability Guarantees Success -- No Nonsense, No Excuses (256p)  
Author: Linda Galindo ISBN 10: ISBN 13: 9780470500163
    - c. The Power Paradox: How We Gain and Lose Influence (208p)  
Author: Dacher Keltner ISBN 10: 0143110292 ISBN 13: 978-0143110293.
  4. Require Educator to prepare written reflection on each individual training to show how he will incorporate those trainings in his professional practices and in his classroom. (due within 90 days of the State Board Order); and
  5. Require Educator to pay all associated costs.

- g. On October 7, 2022, Educator Pruitt was notified of the Ethics Subcommittee's initial determination and recommendation by secure server. Educator Pruitt accepted the Ethics Subcommittee's recommendation thereby waiving his right to any further notice, hearing, or any other rights he may have under the Administrative Procedure Act, including those rights set forth in Ark. Code Ann. §§ 25-15-211 and 25-15-212.
- h. At today's meeting, the Ethics Subcommittee's recommendation and supporting documentation were presented to the Board as part of its consent agenda.

## **II. Conclusions of Law**

- a. Upon consideration of the evidence presented at the meeting, Ark. Code Ann. §§ 6-11-105, 6-17-401, 6-17-422, 6-17-428 and 25-15-201 et seq., and the Arkansas Department of Education Rules Governing the Code of Ethics for Arkansas Educators, the Board adopts the Ethics Subcommittee's recommendations, and enacts the sanctions accordingly. The Board admonishes Educator Pruitt for his violation of the Code of Ethics.
- b. Educator Pruitt is cautioned that his non-payment of the assessed fine of \$200 may result in the suspension of his licensure eligibility until the fine is paid in full.
- c. Educator Pruitt is cautioned that further violations of the Code of Ethics or failure to pay the fine within ninety (90) days from the date of this order may result in more severe discipline including permanent revocation of his licensure eligibility.
- d. This order shall remain permanently in Educator Pruitt's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.

*Ouida Newton*

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Ouida Newton, Chair  
Arkansas State Board of Education