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Date: Tue, 24 May 2022 at 15:45
Subject: ROB Leadership Has Lost Its Way
To: info@defendinged.org <info@defendinged.org>

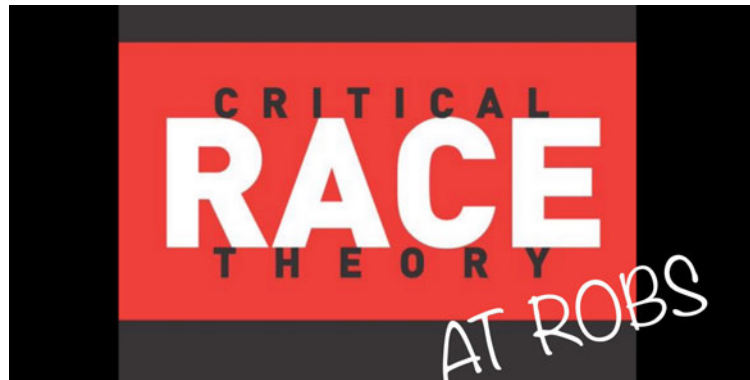
This was the email he concerned parents sent out on August 18, 2021, the first day of school

Leanne and the Board responded by sending out an email threatening parents that if they challenged the school policies the school could expel their children and keep their tuition. That drove most parents underground.

ROBS LEADERSHIP HAS LOST ITS WAY

In April, a group of concerned parents and grandparents started asking questions about the Diversity-Equity-Inclusion (DEI) initiatives at ROBS. It soon became apparent that over the past few years, the ROBS administration had gone down a path neither the Board nor the parents understood. Questions to the administration were met with denials and evasion. The concerned parents sent a letter to the Board on May 11, 2021 addressing their concerns, you can read it [here](#).

As parents struggled to get straight answers about CRT/DEI from the administration, significant governance problems at ROBS have also come to light, as well as issues of unprofessional conduct. There are major failures of leadership at our school, both related and unrelated to the DEI. We ask that you please take the time to review this letter and the attached documents.



Over the years, Critical Race Theory (CRT) has been embraced by ROBS under the guise of “DEI Initiatives,” using terms such as diversity-equity-inclusion, DEI, cultural competency, antiracism, white privilege, whiteness, unearned privilege, privilege, oppressor/victim, social justice, systemic racism, micro-aggressions, equitable learning, and decolonization. **CRT can be found at ROBS in the classroom, curriculum, website, chapel, library, and social media, as well as in teacher and staff training.**

Parents were surprised to learn how ROBS' affiliation with the Washington, DC, based National Association of Independent Schools (NAIS) brought these toxic DEI initiatives into the classroom. **Parents learned their tuition dollars sent teachers and administrators to conferences at which CRT/DEI has been taught for many years under various labels. The NAIS also promotes the teaching of LGBTQ themes starting in kindergarten.**

Parents sacrifice to give their children the advantage of a better education in a more nurturing environment than many public schools provide. The NAIS refers to that sacrifice as “privilege” or “white privilege.” We will be sending you a

separate email describing the toxic effects the NAIS has on private schools in general and ROBS in particular.

Everyone involved in opposing the CRT/DEI initiatives at ROBS believes every child deserves love and respect. We oppose discrimination on the basis of race in admissions, grading, financial aid, or hiring. We believe every child has the same rights and deserves the same treatment without regard to race. We want a zero tolerance policy for racial discrimination. Most important, we know we are all created by God in His image. We are commanded to love our neighbors as ourselves. **We believe ROBS would be better served by emphasizing unity than diversity.**

The elements of CRT have been in ROBS' DEI initiatives for a long time and have gotten worse in recent years. Teachers are expected to embrace the administration's DEI initiatives even if they did not agree with them. **One beloved teacher who was at ROBS for many years tried to warn the Head about serious problems with the DEI initiatives, but he was ignored. He resigned as a matter of conscience and is now heading up a program at another school.**

As the CRT/DEI controversy heated up in May, the Board and most parents quickly tried to figure out what the fuss was all about. Most parents and most Board members knew almost nothing about CRT or the DEI initiatives. They trusted the administration to do the right thing. However, parents knew something was wrong when their children, from kindergarten to eighth grade, came home with stories about being uncomfortable with racially divisive initiatives in the classroom. Students talked about divisive racial topics being included in their classes, even Bible classes. Parents had just assumed that ROBS was providing a Christian education that reinforced the traditional American values they taught at home. **Parents never imagined they were paying \$30,000 a year to have their children taught to feel guilty or ashamed about their background, race, or country.**

These days it seems every difference of opinion and every grievance is labeled racist. The label of racism is the weapon of choice by people who refuse to discuss the merits. American history and traditional American values are constantly under attack. Math, proper grammar, marriage, hard work, punctuality, grades, and even Abraham Lincoln are now labeled racist. We oppose racism, racial divisiveness and identity politics. We believe in the unique greatness of America and oppose the relentless efforts to find fault with America.

Our children have no reason to feel guilty. We have no reason to feel guilty. We have worked hard and sacrificed so our children can receive a quality Christian education in a safe environment. The administration, influenced by the NAIS and a hired CRT consultant, chooses to label that hard work and sacrifice as "privilege." ROBS is imposing liberal college values on a pre-kindergarten through 8th grade school.

[56 page handout showing examples of CRT in the DEI initiatives at ROBS over the past few years.](#)

STONEWALL BY ROBS ADMINISTRATION

The administration was quick to claim everything they had done was approved by the Board or was part of the Strategic Plan. Nothing to see here...just move on became the administration's response. Actually, the Board approved an outline and let the administration create the plan.

Leanne Reynolds dismissed the claims of the concerned parents, called them “distractions,” and instructed staff not to speak to certain parents, calling them out by name in an ALL School Email. [See Here](#)

Teachers were afraid to speak to parents for fear of losing their jobs.

How was the administration able to hide their racially divisive DEI initiatives?

- 1) Misplaced trust by parents and the Board that the administration would do the right thing
- 2) Fear by parents of being accused of racism or hate
- 3) Fear by parents that their children might suffer, and
- 4) Language creep – taking a word like “diversity” that people generally associate with nondiscrimination and bending it until it meant actively discriminating in favor of one group or against another.

As parent concerns escalated, the Board sent an email on May 16, 2021, saying they did not support CRT and that “we will never incorporate themes of CRT into the School's curriculum.” That email ignored the fact that CRT is already in the curriculum and has been for years.

Leanne Reynolds still denies the problem exists even though she personally uses the language of CRT, has been to DEI training classes where CRT is taught under other labels, hired a DEI consultant who very vocally supports CRT, and has allowed it to permeate ROBS



Teachers are by far the most important employees at ROBS

Teachers describe the administration as bloated and disengaged from the classroom. A teacher said no one could figure out what one administrator did all day. One administrator was described as a personal companion. Another administrator was described as “director of happy talk.” Yet another administrator was described by a colleague as constantly pushing a personal agenda. Teachers describe the friction between experienced teachers and the administration.

Record teacher turnover and recent teacher hiring are issues that should alarm parents.

Experienced teachers who have committed much of their lives to ROBS have left. Some have retired earlier than they planned because they were fed up with the administration. They have often been replaced by teachers with less experience, weaker credentials and poorer judgment because their views more closely coincide with the administration's woke agenda. Hiring at ROBS is often based on agendas rather than qualifications. One administrator said ROBS has been teaching history all wrong - from a white man's perspective.

The administration has shown poor judgement in their personnel decisions; some of the recent hires or

promotions include:

- 1) a teacher who has demonstrated anger management issues with children
- 2) an uncertified teacher with weak academic background
- 3) new staff member with racially divisive, provocative social media posts
- 4) a Bible teacher who supports CRT



Instead of acting decisively, the Board created the Special Committee to be a bridge between the end of the previous school year in May and the new school year now. The purpose was to keep parents from changing schools until it was too late for them to do so. For the most part, it worked.

The Board appointed the Special Committee to look into certain issues raised by concerned parents, but the Board structured the committee in a way that restricted the ability to actually address the problems:

- First, the Board set the makeup of the Special Committee and the voting provisions to make fundamental change almost impossible. The parents who had raised the CRT/DEI issues were excluded from the Special Committee but parents who had written in support of the DEI were included.
- Second, the Special Committee is specifically prohibited from making recommendations regarding school personnel. There is no authority for the Special Committee to assess past and current conduct of the administration. **ROBS has serious personnel issues**
- Third, the Special Committee is not allowed to make recommendations regarding affiliation with accrediting associations.

A primary source of the toxic agenda that permeates ROBS is the National Association of Independent Schools (NAIS), but the Special Committee does not have authority to recommend withdrawing from the NAIS.

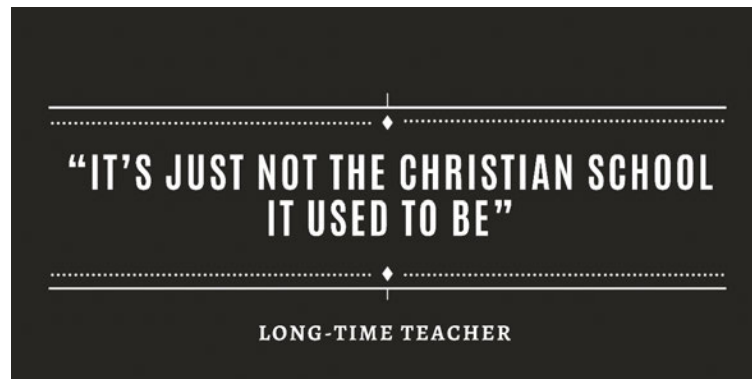
There are members of the Special Committee who have worked diligently to identify the problems but they are not allowed to discuss those problems in their report. The administration has a number of strong advocates on the Special Committee who will protect the administration or who personally support the status quo. The Special Committee will probably not have the required two-thirds vote to recommend the changes to actually fix the problems.

What will the Special Committee recommend? Not nearly enough. The Special Committee will not recommend immediate withdrawal from the toxic NAIS whose harmful effects have permeated every corner of ROBS. The Special Committee will not recommend termination of the personnel who promoted this CRT/DEI agenda. The Special Committee will not recommend terminating the underqualified political hires by the administration. The Special Committee will try to tiptoe through the DEI minefield in the hope that parents will be pacified. The Special Committee will probably offer recommendations to

provide greater transparency, but parents have already seen that the administration is incredibly secretive, the Board is defensive and open meetings are rare.

During the Special Committee process the Board twice violated its obligation to submit matters to the Board for approval. **Shortly before deadline for the parent survey two Board members attempted to affect the survey outcome with an unauthorized email to all school parents misrepresenting critical facts. The Board did nothing. Shameful.**

The Board should distribute the comments from the parent survey to the parents.



Another major area of concern is the diminishing role of faith at ROBS. A longtime teacher said, "It's just not the Christian school it used to be." A former administrator said she can see the role of faith has greatly diminished. A teacher expressed concern that the time allotted to Bible class has been reduced over the years. Another teacher said the statement of faith in hiring new staff had become just a formality. The middle school Bible teacher, Erin Woods, has indicated her support for CRT and does not find it contrary to the Bible. **(see attached email)**

The Board has shielded the administration from accountability for bad decisions and poor management and has shown no signs that will change. The Board reacted defensively to the current CRT/DEI controversy because the problems at ROBS were not identified until the concerned parents came forward. The Board has been asleep at the wheel for years.

The administration and the Board hope parents will think the problems have been addressed. Nothing has changed. The defiant administration hoped this controversy would fade away over the summer.

TODAY, While our children sit at school, the same people will still be making the same bad decisions.

Secrecy under the banner of confidentiality is not acceptable when parents want to know what their children are being taught and where their tuition dollars are going.

Parents have lost trust

Please study the issue and draw your own conclusions. The more you investigate...the more concerned you will be.

-CONCERNED PARENTS OF ROBS