

**THE ARKANSAS STATE BOARD OF EDUCATION**

**IN RE THE MATTER OF:**

**BAKARI AKIL MACKENZIE NORMAN**

**FEBRUARY 13, 2025**

**PLSB CASE NO. 25-055**

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

At its regular meeting on February 13, 2025, 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 teaching license of Bakari Akil Mackenzie Norman (“Educator Norman”). Based upon Educator Norman’s failure to respond to 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:

**1) Findings of Fact**

- a) The Arkansas Department of Education issued Educator Norman a standard five-year teaching license on August 1, 2023, valid until December 31, 2027.
- b) The Ethics Subcommittee received an allegation that Educator Norman 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 September 6, 2024, the Ethics Subcommittee authorized an investigation into allegations that Educator Norman violated *Standard 1: an educator maintains a professional relationship with each student, both in and outside the classroom; and 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 Norman was notified on September 10, 2024, of the Ethics Subcommittee's authorization to investigate this allegation.
- e) After considering the investigator's report and evidence on January 3, 2025, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violation of Standards 1 and 2 in that Educator Norman:
- Inappropriate communication with student(s).
  - Inappropriate interaction with 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) Permanent Revocation of License; and
  - (2) Assess a \$500.00 fine (due within 90 days of the State Board Order).
- g) On January 3, 2025, Educator Norman was notified of the Ethics Subcommittee's initial determination and recommendation by secure email. Educator Norman failed to respond to 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.

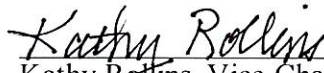
## **2) Conclusions of Law**

- 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 Bakari Akil McKenzie Norman for his violation of the Code of Ethics.

- b) This order shall remain permanently in Educator Norman's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.

  
Kathy Rollins, Vice-Chair  
Arkansas State Board of Education