

# Green Book Initiative

## Findings Report for Whittier E-8 School

### Overview

This report presents a detailed assessment of Whittier E-8's practices and support systems in fostering an inclusive and supportive environment for Black students, families, staff, and community members. The evaluation covers key areas such as curriculum inclusivity, equity in disciplinary actions, staff and leadership representation, engagement with Black families and communities, policies and practices, support systems, and the physical environment. The report also highlights how the school honors the history of the Black community in the Five Points neighborhood and provides recommendations for continuous improvement.

### Findings Report:

#### **Curriculum Inclusivity and Representation Score: 4.7**

Whittier E-8 demonstrates a strong commitment to curriculum inclusivity, integrating diverse perspectives and materials that reflect the Black community's contributions and history. This includes incorporating local history, particularly the rich cultural heritage of the Five Points neighborhood, into the curriculum.

#### **Equity in Disciplinary Actions Score: 4.1**

The school has made significant strides in ensuring equitable disciplinary actions. Policies are in place to address bias and discrimination, and staff are trained to apply disciplinary measures fairly. However, there is room for improvement in consistently implementing these policies across all situations.

#### **Staff and Leadership Representation Score: 4.2**

While Whittier E-8 has a relatively diverse staff and leadership team, there is still a need for greater representation of Black individuals in key positions. Efforts have been made to recruit and retain Black educators and administrators, but additional strategies are necessary to achieve a more balanced representation.

#### **Engagement with Black Families and Communities Score: 4.8**

The school excels in engaging with Black families and the broader community. This includes regular communication, involvement in decision-making processes, and events that celebrate Black culture and history. The school's efforts to honor the legacy of the Five Points neighborhood are particularly commendable.

#### **Policies and Practices Score: 4.4**

Whittier E-8 has implemented robust policies and practices that promote equity and inclusion. These policies are regularly reviewed and updated to ensure they meet the

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needs of Black students and the community. There is an emphasis on creating a safe and supportive environment for all students.

## **Support Systems Score: 4.8**

The school provides comprehensive support systems for Black students, including academic, social, and emotional support. Counseling services, mentorship programs, and extracurricular activities are tailored to address the specific needs of Black students.

## **Physical Environment Score: 4.9**

The physical environment at Whittier E-8 is welcoming and inclusive. Efforts have been made to ensure that the school's facilities reflect the diversity of the community, including artwork, displays, and resources that celebrate Black culture and history.

## **Recommendations**

### **Curriculum Inclusivity and Representation**

Enhance Local History Integration: Continue to expand the integration of local Black history, particularly the Five Points neighborhood, into the curriculum. Collaborate with local historians and community leaders to develop comprehensive materials.

Diverse Learning Materials: Regularly review and update learning materials to ensure they reflect diverse perspectives, including contemporary Black voices and experiences.

### **Equity in Disciplinary Actions**

Bias Training: Provide ongoing bias and equity training for all staff to ensure consistent application of disciplinary policies.

Student Advocacy Programs: Develop programs that empower students to advocate for themselves and their peers in disciplinary situations, fostering a more inclusive and fair environment.

### **Staff and Leadership Representation**

Targeted Recruitment: Implement targeted recruitment strategies to attract more Black educators and administrators. Partner with HBCUs and local organizations to identify potential candidates.

Leadership Pipeline Programs: Establish leadership tracks that intentionally support the professional development, career pathway, and retention of Black staff members.

### **Engagement with Black Families and Communities**

Community Partnerships: Strengthen partnerships with local Black organizations and community leaders to enhance engagement and support for Black families.

Cultural Events: Host regular cultural events that celebrate Black heritage and provide opportunities for community involvement and education.

### **Policies and Practices**

Policy Review: Conduct regular reviews of policies and practices to ensure they remain relevant and effective in promoting equity and inclusion.

Inclusive Decision-Making: Involve Black students, families, and community members in decision-making processes to ensure their voices are heard and their needs are met.

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## Support Systems

Expanded Services: Expand support services, including tutoring, counseling, and mentorship programs, to ensure all Black students have access to the resources they need to succeed.

Feedback Mechanisms: Implement feedback mechanisms to regularly assess the effectiveness of support systems and make necessary adjustments.

## Physical Environment

Inclusive Spaces: Continue to create inclusive and welcoming spaces within the school, including culturally relevant artwork, displays, and resources.

Community Collaboration: Collaborate with local artists and community members to create new displays that celebrate the history and culture of the Five Points neighborhood.

## ***2023-2024 Website and Policy Review***

After conducting our empathic listening series with students, staff, parents, families, and the community of Whittier E-8 School, we integrated these narratives into the review of the school website and any policies and procedures referenced. ***Here are specific ways in which Black students can be supported and some recommendations to further enhance the institution's practices according to the school's website during the 2023-2024 season:***

## **Areas Where the Black Community is Elevated and Acknowledged:**

1. Mission & Vision: Whittier emphasizes a culturally rich experience and community connections.
2. Black Excellence Plan: This specific initiative highlights efforts to support Black students.

## **Recommendations for Improvement:**

1. Increased Visibility of Black Excellence Initiatives: More frequent and detailed updates on programs like the Black Excellence Plan.
2. Community Engagement: Host regular forums and events to actively engage and hear feedback from Black families and community members.
3. Diverse Representation: Ensure diverse representation among staff and leadership to reflect the community's demographics.

## **Conclusion**

Whittier E-8 has achieved a commendable overall score, indicating exemplary support and commitment to inclusivity for Black students. The school's dedication to honoring the history of the Black community in the Five Points neighborhood is evident in its practices and policies. Whittier E-8 has made significant progress in fostering an inclusive and supportive environment for Black students and the community. By continuing to honor the history of the Black community in the Five Points neighborhood and implementing the recommended strategies, the school can further enhance its practices and remain attentive to how it engages with Black culture.

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Green Book Initiative		Your Status: Green Book Status	Instructions	
Name of Institution	Whittier E-8		Enter the score for each category based on the detailed assessments in the respective sheets. The overall score and recommendation will be manually calculated based on the total score.	
Criteria	Score		Scoring Key	
Curriculum Inclusivity and Representation		4.7	5	Exemplary
Equity in Disciplinary Actions		4.1	4	Above Average
Staff and Leadership Representation		4.2	3	Average
Engagement with Black Families and Communities		4.8	2	Below Average
Treatment and Involvement of Black School Board Members <b>**Use for Governance ONLY**</b>	N/A		1	Poor
Policies and Practices		4.4		
Support Systems		4.8		
Physical Environment		4.9		
<b>Score</b>		<b>4.6</b>		
<p><i>In our comprehensive assessment process, each category will be meticulously evaluated using a scale ranging from 1 to 5, where a rating of 1 signifies inadequate support for the thriving of Black students, while a rating of 5 represents exceptional support. Through this methodical approach, we aim to provide a nuanced understanding of the school's safety and inclusivity for Black students. By averaging the scores across all categories, we will generate total scores, offering a comprehensive overview of the school's performance in fostering an environment conducive to the success of Black students.</i></p> <p><i>Green Book Schools/Governance will be expected to achieve a minimum score of 4.5, indicating exemplary support and commitment to inclusivity.</i></p> <p><i>Schools/Governance On Notice will be held to a minimum score of 3.0, ensuring that even institutions requiring improvement maintain a baseline level of support.</i></p> <p><i>Exodus Schools/Governance will be capped at a maximum score of 3.0, reflecting the need for significant enhancements to better support the thriving of Black students. This scoring system enables us to identify strengths, areas for improvement, and opportunities for targeted interventions, ultimately fostering continuous progress towards equity and excellence.</i></p>				