

Green Book Initiative

Findings Report for Manual High School

Overview

Manual High School has demonstrated a strong commitment to creating a psychologically safe and inclusive environment for Black students, families, and the community. The following detailed report highlights the key findings from the comprehensive assessment and offers recommendations to further enhance their efforts. The overall score of 4.5 indicates that the institution is providing exemplary support and is on the right path to cultivating and sustaining an inclusive environment.

Findings Report:

Curriculum Inclusivity and Representation:

- Findings:
 - **Diverse Curriculum Content:** Manual High School has integrated diverse perspectives and materials that reflect the rich experiences and contributions of Black individuals and communities across various subjects. This inclusivity in the curriculum promotes a sense of belonging and validates the identities of Black students.
 - **Culturally Relevant Pedagogy:** The school's efforts to incorporate culturally relevant teaching methods help connect academic content to the cultural backgrounds of students, enhancing engagement and learning outcomes.
- Recommendations:
 - **Expand Diverse Resources:** Continue to broaden the diversity of authors, historical figures, and perspectives in all subject areas to provide a more comprehensive representation of Black experiences.
 - **Professional Development:** Invest in ongoing professional development for teachers focused on culturally responsive teaching practices. This will equip educators with the skills to effectively integrate and deliver inclusive content.

Equity in Disciplinary Actions:

- Findings:
 - **Fair Disciplinary Policies:** Manual High School has implemented disciplinary policies designed to minimize bias and ensure equitable treatment of all students. The reduction in disproportionate disciplinary actions against Black students indicates progress toward equity.
 - **Data-Driven Interventions:** The use of data to monitor disciplinary actions helps in identifying and addressing disparities, ensuring that interventions are both timely and effective.

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- Recommendations:
 - **Regular Data Review:** Conduct regular reviews of disciplinary data to sustain and enhance equitable practices. This will help in identifying trends and making necessary adjustments.
 - **Restorative Justice Training:** Provide additional training for staff on restorative justice practices to further reduce bias and promote reconciliation and healing within the school community.

Staff and Leadership Representation:

- Findings:
 - **Diverse Leadership:** The leadership team and staff composition at Manual High School reflects the diversity of the student body, particularly in terms of racial and ethnic representation. This diversity at the leadership level is crucial for fostering an inclusive school culture.
 - **Recruitment and Retention:** There are concerted efforts to recruit and retain Black educators and administrators, which enhances representation and supports the development of a diverse faculty.
- Recommendations:
 - **Community Partnerships:** Develop community partnerships for Black staff to support their professional growth and retention. This type of mentorship can provide guidance, networking opportunities, and career advancement support.
 - **Leadership Development:** Increase opportunities for leadership training and development for Black educators to prepare them for higher leadership roles within the school and district.

Engagement with Black Families and Communities:

- Findings:
 - **Strong Partnerships:** Manual High School has established robust partnerships with Black families and community organizations. These relationships are critical for creating a supportive and engaged school community.
 - **Inclusive Events and Forums:** Regular events and forums are organized to engage with Black families and the community, ensuring their voices are heard and their needs are addressed.
- Recommendations:
 - **Continuous Feedback:** Continue to seek feedback from Black families and communities to guide decision-making. This can be achieved through surveys, focus groups, and regular community meetings.
 - **Involvement in Governance:** Explore additional ways to involve Black families in school governance and decision-making processes, ensuring their perspectives are integral to the school's strategic planning.

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Policies and Practices:

- Findings:
 - **Equitable Policies:** Policies at Manual High School are crafted to promote equity and inclusivity across all school operations. There is a clear commitment to addressing issues of racism and discrimination, and creating a supportive environment for all students.
 - **Commitment to Change:** The school's policies reflect a commitment to continuous improvement and responsiveness to the needs of Black students.
- Recommendations:
 - **Policy Review and Update:** Regularly review and update policies to ensure they remain relevant, effective, and reflective of current best practices in DEI.
 - **Transparency and Accountability:** Increase transparency in the implementation and outcomes of these policies by publicly sharing progress reports and outcomes.

Support Systems:

- Findings:
 - **Comprehensive Support:** The school offers robust support systems to assist Black students, including counseling, mentoring programs, and academic support services. These systems address both academic and social-emotional needs.
 - **Responsive Services:** Efforts are made to tailor support services to the specific needs of Black students, fostering a sense of security and belonging.
- Recommendations:
 - **Mental Health Resources:** Expand access to mental health resources specifically tailored to the needs of Black students. This could include hiring additional counselors and providing culturally competent mental health services.
 - **Peer Support Groups:** Foster peer support groups to enhance the sense of community and belonging among Black students. These groups can provide mutual support and a platform for students to share their experiences and challenges.

Physical Environment:

- Findings:
 - **Inclusive Environment:** The physical environment of Manual High School is welcoming and celebrates Black culture and achievements. This includes visual displays, artwork, and resources that reflect the diversity of the student body.
 - **Culturally Affirming Spaces:** The school has created spaces that are culturally affirming, promoting a sense of pride and identity among Black students.
- Recommendations:
 - **Maintain and Enhance:** Maintain and enhance the physical environment to ensure it remains inclusive and representative. This includes updating displays and resources regularly to reflect current achievements and contributions.

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- **Cultural Activities:** Consider creating more spaces dedicated to cultural activities and events, providing students with opportunities to engage in and celebrate their heritage.

2023-2024 Parent and Student Handbook Policy Review

After conducting our empathic listening series with students, staff, parents, families, and the community of Manual High School, we integrated these narratives into the review of the Student Handbook. ***Here are specific ways in which Black students can be supported and some recommendations to further enhance the institution's practices according to the student handbook 2023-2024:***

Current Support Systems

1. Social and Emotional Support:

- L.I.G.H.T. Center: Provides access to social, emotional, and academic support including a school psychologist, social worker, deans, and restorative justice coordinator. This center is essential for addressing the specific needs of Black students and ensuring they have the necessary support to thrive.

2. Restorative Approach:

- Conflict Resolution: Manual High School employs a restorative justice approach to handle conflicts, facilitating face-to-face conversations to resolve issues and reduce the need for punitive measures. This approach promotes a sense of community and helps maintain a positive school climate.

3. Student Voice Box:

- Feedback Mechanism: The student voice box allows students to leave anonymous feedback, concerns, or ideas. This inclusive practice ensures that all students, including Black students, have a platform to voice their concerns and contribute to school improvements.

4. Extracurricular Engagement:

- Athletics and Clubs: Manual High School offers various extracurricular activities, promoting engagement and leadership opportunities for Black students. Participation in athletics and clubs fosters a sense of belonging and community involvement.

5. Academic Support:

- College Prep 101: Students on academic probation receive additional academic support through mandatory after-school sessions. This program helps ensure that all students, including Black students, have the resources needed to succeed academically.

6. Cultural Representation:

- Inclusive Environment: Visual displays and resources throughout the school reflect the diversity of the student body, celebrating Black culture and achievements. This representation is crucial for fostering a sense of pride and identity among Black students.

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Recommendations for Improvement

1. Expand Mental Health Resources:
 - Tailored Support: Increase access to mental health services specifically tailored to the needs of Black students. Consider hiring additional counselors who specialize in culturally competent care.
2. Enhance Family and Community Engagement:
 - Partnerships: Strengthen partnerships with Black families and community organizations by organizing regular events and forums for feedback and involvement in school governance and decision-making processes.
3. Professional Development:
 - Cultural Competency Training: Provide ongoing professional development for staff focused on cultural competency and anti-bias training. This will equip educators with the skills to support Black students effectively and create an inclusive classroom environment.
4. Policy Transparency:
 - Regular Updates: Regularly review and update policies to ensure they remain effective and relevant. Increase transparency by sharing progress reports and outcomes with the school community.
5. Peer Support Groups:
 - Community Building: Foster peer support groups specifically for Black students to enhance their sense of community and belonging. These groups can provide mutual support and a platform to share experiences and challenges.
6. Curriculum Development:
 - Diverse Perspectives: Continue to integrate diverse perspectives into the curriculum. Expand the inclusion of Black authors, historical figures, and cultural studies across all subjects to provide a comprehensive representation of Black experiences.

Conclusion

Manual High School is making significant strides in fostering a safe and inclusive environment for Black students, families, and the community. The overall score of 4.5 is a testament to the school's commitment and hard work. By continuing to build on these strengths and addressing the recommendations provided, Manual High School can further solidify its role as a leader in equity and inclusivity. The detailed findings and recommendations highlight the school's achievements and offer constructive guidance to help the institution lean in more deeply to its DEI goals, ensuring that all students have the opportunity to thrive in a supportive and inclusive environment.

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Green Book Initiative		Your Status: Green Book Status
Name of Institution	Manual High School	
Criteria	Score	
Curriculum Inclusivity and Representation	4.7	
Equity in Disciplinary Actions	4.3	
Staff and Leadership Representation	4.6	
Engagement with Black Families and Communities	4.8	
Treatment and Involvement of Black School Board Members	N/A	
Use for Governance ONLY		
Policies and Practices	4.4	
Support Systems	4.2	
Physical Environment	4.8	
Score	4.5	

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.

Green Book Schools/Governance will be expected to achieve a minimum score of 4.5, indicating exemplary support and commitment to inclusivity.

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.

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.

Instructions	
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.	
Scoring Key	
5	Exemplary
4	Above Average
3	Average
2	Below Average
1	Poor