

# Green Book Initiative

## Findings Report for Harrison District Two Board of Education

### Overview

The Green Book Initiative has formally reviewed the Englewood Public Schools District and has placed this district in a status of **Green Book Governance**. This report presents a detailed assessment of the District's efforts in promoting and supporting a psychologically safe environment for Black students, families, staff, and the community.

### Findings Report:

#### **Curriculum Inclusivity and Representation Score: 4.1**

- Harrison School District 2 integrates diverse perspectives into its curriculum, ensuring representation of Black history and culture.
- Harrison School District 2 celebrates cultural events such as Juneteenth, highlighting the district's commitment to honoring Black history and heritage. These celebrations foster a sense of pride and belonging among Black students and the wider community.

#### **Equity in Disciplinary Actions Score: 4.2**

- The district has implemented policies to ensure fairness in disciplinary actions, with ongoing training for staff to recognize and address biases.
- The school board has implemented robust policies that promote equity and inclusion. These policies are designed to create a safe and supportive environment for all students, with a particular focus on addressing the specific needs of Black students.

#### **Staff and Leadership Representation Score: 4.7**

- The district demonstrates strong representation of Black individuals in staff and leadership positions, contributing to a more inclusive environment. This diverse leadership brings valuable perspectives to decision-making processes.
- The Harrison School District 2 Board of Education is composed of members with diverse backgrounds, ensuring representation for the Black community. Their varied experiences and commitment to equity bring a unique perspective that helps address the needs of Black students and families.

#### **Engagement with Black Families and Communities Score: 4.9**

- The district excels in engaging with Black families and the community through regular communication, inclusive events, and active listening. These efforts foster a strong sense of community and belonging.
- The board actively engages with the community through regular meetings and events. They prioritize listening to the voices of Black families and students, ensuring their

# Green Book Initiative

concerns are heard and addressed. Initiatives like the Family Success Center demonstrate this commitment.

## **Treatment and Involvement of Black School Board Members Score: 5**

- The school board includes members who are actively involved in promoting and supporting Black students and families. Their leadership ensures that the Black community's voices are heard and respected.
- The district's strategic plan includes clear goals for enhancing cultural competence and inclusivity. This plan outlines steps to ensure that Black students feel seen, heard, and valued within the school community.

## **Policies and Practices Score: 4.6**

- Harrison School District 2 has developed comprehensive policies promoting equity and inclusion. These policies are regularly reviewed and updated to ensure they address the needs of Black students effectively.
- The school board has introduced comprehensive policies that champion equity and inclusion. These policies aim to ensure a safe and nurturing environment for all students, with a special emphasis on meeting the needs of Black students.

## **Support Systems Score: 4.4**

- The district provides extensive support systems for Black students, including academic support, counseling, and mentorship programs tailored to their specific needs, promoting their overall well-being and success.
- The board emphasizes ongoing professional development for staff on cultural competence and anti-bias education. This continuous learning ensures that educators are equipped to support a diverse student population effectively.

## **Physical Environment Score: 4.1**

- The district's physical environment is welcoming and inclusive, with culturally relevant displays and resources that celebrate diversity and Black culture.

## ***2023-2024 Parent and Student Handbook Policy Review***

After conducting our empathic listening series with students, staff, parents, families, and the community of Harrison District Two, we integrated these narratives into the review of the Board Policies. ***Here are specific ways in which Black students are being supported and psychologically cared for based on the content of the Harrison School District Two Board Policies for 2023-2024:***

### **1. Non-Discrimination/Equal Opportunity (Complaint and Compliance Process)**

- a. Harrison School District 2 is dedicated to maintaining a learning and working environment free from discrimination and harassment. The district's commitment is reflected in its detailed procedures for addressing complaints and ensuring fair

# Green Book Initiative

treatment. The compliance officer, designated to handle these issues, plays a crucial role in investigating and resolving complaints, providing training, and ensuring transparency in the process.

## 2. Community and Staff Engagement

- a. The district emphasizes training programs for staff and students to recognize and respond to discrimination and harassment. This includes ongoing professional development focused on equity, which helps create a supportive environment for Black students and staff.

## 3. Safe Schools Initiative

- a. Harrison School District 2 prioritizes creating a safe, secure, and welcoming environment. The board has implemented comprehensive safety procedures, regular assessments, and training programs aimed at crisis prevention and management, ensuring a psychologically safe space for all students, including those from the Black community.

## 4. Board's Unique Perspective

- a. The Harrison School District 2 board brings a unique perspective in supporting the Black community. With diverse backgrounds and a commitment to equity, board members ensure that policies are not only inclusive but also responsive to the specific needs of Black students and families. Their strategic approach and proactive measures demonstrate a dedication to fostering an environment where the Black community feels seen and heard.

## Recommendations

### 1. Enhanced Communication Channels

Develop robust systems for gathering feedback from Black students, families, and staff to ensure their voices are consistently integrated into decision-making processes.

### 2. Cultural Awareness Programs

Increase the visibility and frequency of cultural programs that celebrate Black heritage throughout the school year to foster a sense of inclusion and pride.

### 3. Transparent Resource Allocation

Provide clear information on how resources are allocated to support equity initiatives, ensuring that Black students and families understand the district's commitment to their success.

### 4. Leadership Development Opportunities

Create more leadership and mentorship opportunities for Black students, enabling them to aspire to roles of influence within the school and broader community.

## Conclusion

The board members bring a wealth of expertise and dedication to their roles, demonstrating a profound commitment to educational excellence and equity. Their collective skills and diligence ensure that the Black community's voices are amplified and their needs addressed comprehensively.

# Green Book Initiative

## Green Book Initiative

Your Status: Green Book Governance

Name of Institution	Harrison School District Two Board of Education	
Criteria	Score	
Curriculum Inclusivity and Representation		4.1
Equity in Disciplinary Actions		4.2
Staff and Leadership Representation		4.7
Engagement with Black Families and Communities		4.9
Treatment and Involvement of Black School Board Members		5
<b>**Use for Governance ONLY**</b>		
Policies and Practices		4.6
Support Systems		4.4
Physical Environment		4.1
	<b>Score</b>	<b>4.5</b>

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