

Green Book Initiative

Findings Report for Wyatt Academy

Overview

This report presents a detailed assessment of Wyatt Academy's practices and support systems analyzing how the institution intentionally provides an inclusive and supportive environment for Black students, families, staff, and community members. The assessment process evaluated key areas including curriculum inclusivity, equity in disciplinary actions, staff and leadership representation, engagement with Black families and communities, policies and practices, support systems, and physical environment.

Findings Report:

Curriculum Inclusivity and Representation Score: 4.8

Wyatt Academy excels in curriculum inclusivity, ensuring that educational materials reflect diverse perspectives and contributions from the Black community. The curriculum includes significant references to local history, particularly the cultural heritage of the community surrounding the school.

Equity in Disciplinary Actions Score: 4.2

The school has made commendable efforts in promoting equitable disciplinary actions. Policies are designed to address bias and discrimination, and staff receive training to apply these measures consistently. Continued monitoring and adjustments are necessary to maintain and improve equity.

Staff and Leadership Representation Score: 4.7

Wyatt Academy shows strong representation of Black individuals in its staff and leadership roles. Recruitment and retention strategies have been effective, but ongoing efforts are needed to ensure this representation remains robust.

Engagement with Black Families and Communities Score: 4.6

The school demonstrates high levels of engagement with Black families and the broader community. This includes regular communication, involvement in decision-making, and events that celebrate Black culture. The school's efforts during the period when they fought to keep the school open exemplify their strong community ties and collaborative spirit.

Policies and Practices Score: 4.6

Wyatt Academy has implemented effective policies and practices that promote equity and inclusion. These policies should remain under regular review and updated to meet the evolving needs of Black students and the community.

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Support Systems Score: 4.9

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

Physical Environment Score: 4.9

Wyatt Academy's physical environment is inclusive and welcoming. The facilities reflect the diversity of the community, including artwork, displays, and resources that celebrate Black culture and history.

Recommendations

Curriculum Inclusivity and Representation

Broaden Local History Content: Continue to expand and integrate more comprehensive local Black history into the curriculum by collaborating with community leaders and historians.

Update Learning Resources: Ensure continuous updates of learning materials to include current Black voices and experiences.

Equity in Disciplinary Actions

Ongoing Bias Education: Maintain regular training for staff on bias and equity to ensure consistent application of disciplinary measures.

Empower Student Advocacy: Develop initiatives that encourage students to advocate for fair disciplinary practices and support their peers.

Staff and Leadership Representation

Focused Recruitment Initiatives: Implement recruitment strategies aimed at increasing the number of Black educators and administrators, and establish partnerships with institutions and organizations to identify candidates.

Professional Development Support: Create mentorship and professional development programs to support the growth and retention of Black staff members.

Engagement with Black Families and Communities

Strengthen Community Collaborations: Enhance partnerships with local Black organizations and community figures to deepen engagement and support.

Promote Cultural Celebrations: Organize regular events that honor Black heritage and encourage community participation, fostering a strong cultural presence.

Policies and Practices

Regular Policy Evaluation: Continuously evaluate and update policies to ensure they address the needs of Black students and promote inclusivity effectively.

Inclusive Decision-Making Processes: Ensure that Black students, families, and community members are actively involved in school decision-making processes.

Support Systems

Expand Support Services: Broaden the range of support services available to Black students, including academic tutoring, counseling, and mentorship.

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Feedback Systems: Implement systems to gather feedback on support services and make improvements based on community input.

Physical Environment

Culturally Relevant Spaces: Continue enhancing the school environment with culturally relevant artwork and displays that celebrate Black history.

Collaborative Projects: Work with local artists and community members to create new displays and projects that reflect the school's cultural diversity.

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. Support for Black Students, Families, Staff, and Community
 - a. Empowerment Center - The Empowerment Center provides resources and support for families, which is crucial for Black families navigating the educational landscape. This center offers access to various programs aimed at academic and personal growth.
 - b. After-School Programs - Wyatt Academy offers a variety of after-school programs at no cost, which supports the engagement and development of Black students. Programs from organizations like the YMCA provide safe and enriching environments.
 - c. Community Events - The website highlights community events that foster a sense of belonging and celebrate cultural heritage. These events strengthen the school's ties with the Black community and provide opportunities for cultural exchange.
 - d. Blog and School News - The blog section celebrates student achievements and school initiatives, reflecting a positive and inclusive school culture that honors the contributions of Black students.
2. Recommendations for Promoting a Psychologically Safe Space
 - a. Enhanced Resource Accessibility - Make resources related to mental health and well-being more prominent on the website to ensure easy access for Black students and families seeking support.
 - b. Interactive Cultural Content - Introduce interactive elements such as virtual tours or multimedia presentations that highlight the contributions and history of the local Black community.

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- c. Feedback Channels - Implement a feedback mechanism on the website where students, families, and staff can share their experiences and suggestions for improvement in real-time.
- d. Visibility of Cultural Competency Training - Clearly outline the cultural competency training programs for staff on the website to demonstrate the school's commitment to ongoing education in diversity and inclusion.
- e. Highlighting Success Stories - Regularly feature success stories and achievements of Black students and alumni to inspire current students and showcase the supportive environment of the school.

Conclusion

Wyatt Academy has achieved an exemplary overall score, indicating strong support and commitment to inclusivity for Black students. The school's dedication to honoring the history and contributions of the Black community is evident in its practices and policies. By continuing to honor the history of the Black community and implementing the recommended strategies, the school can further enhance its practices and remain attentive to how it engages with Black culture. The school's resilience and community mobilization during challenging times are testament to its strong foundation and commitment to excellence.

Green Book Initiative		Your Status: Green Book Status	Instructions	
Name of Institution	Wyatt Academy		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	4.8	5	Exemplary	
Equity in Disciplinary Actions	4.2	4	Above Average	
Staff and Leadership Representation	4.7	3	Average	
Engagement with Black Families and Communities	4.6	2	Below Average	
Treatment and Involvement of Black School Board Members	N/A	1	Poor	
Use for Governance ONLY				
Policies and Practices	4.6			
Support Systems	4.9			
Physical Environment	4.9			
Score		4.7		
<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>				