

THE

# GREEN BOOK

INITIATIVE

## ENGLEWOOD SCHOOL BOARD: EXODUS GOVERNANCE

**April 10th:** Email to the Englewood School Board from the Epitome of Black Excellence & Partnership & The Center for Advancing Black Excellence in Education:

To the attention of the Englewood Public Schools Board of Education:

In the first quarter of 2024, the collaborative efforts of The Epitome of Black Excellence and Partnership and The Center for Advancing Black Excellence in Education have given rise to The Green Book Initiative, a dedicated venture aimed at bolstering support for the Black community. This initiative introduces a robust rubric designed to comprehensively evaluate the safety and inclusivity of school environments for Black students, addressing their unique needs and elevating their excellence to foster an environment where all students feel valued, respected, and empowered to excel.

Regrettably, during your recent school board meeting, MiDian Holmes and Auon'tai Anderson, respective CEOs of these prominent and influential organizations, publicly highlighted that your governance has been labeled as an Exodus Governance due to perceived deficiencies in supporting the Black community with humanity and dignity. Consequently, we are presenting your entity with a formal scorecard, accompanied by an in-depth explanation of The Green Book Initiative and actionable information to prompt swift and decisive action. Scheduled for public release on May 6, 2024, our reporting will shed light on this matter transparently. Given the 'Exodus Governance' designation, we will leverage our platform and influence to caution Black families against enrolling in your district.

Embracing transparency and a holistic approach to this initiative, we invite your board to respond to this classification. Any reply provided will also be made public concurrently with the report's release. If you would like to provide any response or further inquiries, please direct correspondence to [info@betheepitome.org](mailto:info@betheepitome.org) no later than May 1, 2024. We remain available for clarification or further dialogue should you require it.

MiDian Holmes

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**April 25th:** Response from the Englewood School Board President:  
Katie Wilberding Cross:

Dear MiDian,

We have reviewed your email and attachments with our Director of Opportunity, Access and Inclusion, Dr. Rana Razzaque. We will continue collaborating with Dr. Razzaque given her expertise on these topics.

Warmly,  
Katie

**May 6th:**

## RESULTS OF THE GREEN BOOK INVESTIGATION:

Green Book Initiative		Your Status: Exodus Governance
Name of Institution	Englewood School Board	
Criteria	Score	
Curriculum Inclusivity and Representation	2	
Equity in Disciplinary Actions	3	
Staff and Leadership Representation	2	
Engagement with Black Families and Communities	1	
Treatment and Involvement of Black School Board Members <b>**Use for Governance ONLY**</b>	1	
Policies and Practices	1	
Support Systems	1	
Physical Environment	3	
<b>Score</b>	<b>1.8</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