

## Equity Impact Statement

**Title:** Boston Green Academy (BGA) Charter Renewal Application      **Date:** May 13, 2020

**Was the [BPS RACIAL EQUITY PLANNING TOOL](#) used? (Yes or No):** No

BPS Racial Equity Planning Tool Sections	Summary/Rationale
<p><b>1. Proposal/Presentation &amp; Impact</b>  <i>What is the proposal's/presentation's desired outcomes and impact? Who led this process and do they reflect the diversity of BPS students/families?</i></p>	<p>The goal of BGA's charter renewal application is to continue to provide a strong college and career preparatory education to our highly racially and ethnically diverse student population. Results for our students have been positive relative to the rest of the BPS, and have improved over several years. Enrollment is by lottery, is open to all City of Boston residents, and current enrollment is 91% are students of Color. This renewal application process was led by the BGA Board of Trustees (7 of 11 members are people of Color) and the BGA administrative team (6 of 12 members are people of Color).</p>
<p><b>2. Alignment with the Strategic Plan</b>  <i>How does the proposal/presentation align with the district's strategic plan?</i></p>	<p>BGA is a successful and frequently chosen 6-12 school and is a Tier 2 school according to the BPS School Quality Framework. It aligns with the high school redesign, grade configuration, career and technical education, and college preparatory priorities in the district's Strategic Plan.</p>
<p><b>3. Analysis of Data</b>  <i>What data did you use to analyze the issue/subject? Was it disaggregated by race? What did it show regarding disparities of historically marginalized populations?</i></p>	<p>All BGA student performance data is reviewed regularly by our staff and is disaggregated by race. The BGA Charter Renewal Application contains numerous examples of disaggregated data that guides our work. Black students and students with special needs are academically successful at BGA, while focused efforts are needed and underway to improve academic outcomes for Latinx students and English learners.</p>
<p><b>4. Stakeholder Engagement</b>  <i>Who was engaged (quantity, demographics, and roles), how and what did it yield? What did the students/families most impacted by the proposal/presentation say?</i></p>	<p>As part of our strategic planning related to this application, focus groups of students and families representative of our school population were surveyed and consulted. All stakeholders unanimously support BGA's continued existence as a BPS in-district charter school, and our application for charter renewal.</p>
<p><b>5. Racial Equity Strategies</b>  <i>How does this proposal/ presentation mitigate disparities and increase equity, particularly racial equity? What are the unintended consequences? What complementary strategies will further advance equity?</i></p>	<p>BGA is part of a district-wide strategy to mitigate the opportunity gap. Specifically, BPS asked BGA to turn around a struggling high school made up of mostly students of color (78%). After initial success, BGA expanded to include middle school grades, increasing access to quality seats. Supporting BGA's rechartering application allows a quality option to continue to be available to students, particularly students of Color, via an accessible lottery assignment system that is incorporated into the district's application process.</p>
<p><b>6. Budget &amp; Implementation</b>  <i>What are the budget impacts? How will implementation ensure equity</i></p>	<p>Funding for BGA has been included in the core BPS budget every year since 2011, and is included in the FY21 budget. Approval of</p>

<p><i>objectives are met? Are there leadership and personnel who are Black, Latinx and bring a racial equity lens?</i></p>	<p>this rechartering application will not add any additional costs. BGA has an open admissions policy, enrolls a representative population of Boston students, and advances academic outcomes for Black students and students with special needs. BGA’s leadership brings a racial equity lense to all decisions.</p>
<p><b>7. Accountability &amp; Communication</b> <i>How will impacts be assessed, documented and communicated to stakeholders? Who will be responsible for this?</i></p>	<p>If BGA’s application for charter renewal is approved by the School Committee and the Boston Teachers Union, it will be forwarded to the Department of Elementary and Secondary Education (DESE), for final approval in January 2021. DESE, BPS, and the BGA Board of Trustees are responsible for supervision and accountability of the school going forward. The DESE accountability system for all schools, their specific Charter School Performance Criteria, and BPS and BGA internal systems provide ongoing accountability.</p>