



Equity Impact Statement: Kennedy Academy Charter Amendment

Title: Kennedy Academy Horace Mann Charter Renewal Application

Date: 6/21/2022

Was the [Racial Equity Planning Tool](#) used? Yes No

If yes, insert date(s) of REPT meetings and link to completed REPT here: _____

Did a member of the Division of Equity, Strategy, and Opportunity Gaps review this statement? Yes No

BPS Racial Equity Planning Tool Sections	Summary/Rationale
<p>1. Proposal/Presentation & Impact <i>What are the proposal's/effort's desired outcomes, including eliminating disparities? Who led this work/planning, and do they reflect BPS students' and families' group identities (key groups include individuals who are Black, Latinx, Asian, indigenous, immigrant, multilingual, and have Special Education experience)?</i></p>	<p>The Edward M. Kennedy Academy for Health Careers (EMK) is a college preparatory and vocational high school for Boston students exploring health and health-related professions. The Academy provides a supportive learning environment that promotes respect and embraces diversity. Students attain the life skills needed to become productive and positive members of society. EMK will continue to center the voices and experiences of their community by involving them throughout all phases of the decision-making process.</p> <p>EMK was founded in 1995 to provide a seamless pathway of opportunity for Boston children to access the city's rich educational resources in the health professions. Today, EMK partners with Brigham and Women's Hospital, Mass. General Hospital and other community health care providers to bring rich career-focused experiential learning opportunities to our students.</p> <p>Kennedy Academy prepares young people for the academically rigorous higher education needed for health professions. Our students are challenged to reach their full potential every day in the classroom and in extracurricular activities. Students prepare themselves to realize their dreams of becoming the doctors, nurses, researchers, and social workers who will make up the diverse healthcare workforce of tomorrow.</p> <p>The EMK seeks School Committee approval to submit its application for renewal of its charter to the Department of Elementary and Secondary Education (DESE) for another five-year term. The Renewal Application discusses our progress over the last five years and identifies priorities for the next charter term.</p> <p>The EMK Shared Leadership Team led the development of the Renewal Application. The Team is composed of 24 staff members representative of our diverse student body (12 Black, 7 White, and 5 Latinx members), and includes individuals with expertise in Special Education (SpEd) and English learners (ELs).</p>
<p>2. Alignment with the Strategic Plan <i>How does the proposal/effort align with the district's strategic plan?</i></p>	<p>EMK is a lottery admission school with 100 open seats annually, and a waiting list of over 400 students each year. EMK is a Tier 1 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>3. Analysis of Data <i>What data was analyzed? Was it disaggregated by race and other key groups? What did it show regarding disparities?</i></p>	<p>EMK's students are 56% Latinx, 36% Black, 3% White, and 1% Asian. EMK issues a Panorama Survey annually to students, staff, families, and board members. The results were used to develop our Renewal Application, including an analysis of the school's rigorous expectations, safety, teacher-student relationships, learning strategies, engagement, and climate. The data was disaggregated by race,</p>

	<p>gender, grade, and SpEd and EL subgroups.</p> <p>“School Engagement” and “School Belonging” were the two lowest scoring areas, especially for SpEd and EL students. To address this, in September 2021, the school hired two part-time instructional coaches to support teachers in providing engaging classroom lessons, two deans of school culture, and two social workers to support student's social and emotional needs.</p> <p>In recent years, EMK’s academic outcomes show no disparities based on race or SpEd or EL status. Our current challenge is to support all of our students to recover from the negative impacts of the pandemic on learning.</p>
<p>4. Stakeholder Engagement <i>Who was engaged (quantity, key groups, and roles) and how, and what did that yield? What did students/families most impacted by this proposal/effort say?</i></p>	<p>The Renewal Application was developed with input from all EMK stakeholders as part of our Strategic Planning process during the first half of 2022. Surveys, focus groups, and interviews gathered ideas and feedback from students, families, teaching and non-teaching staff members, school administrators, and the Shared Leadership Team. With the support of our family liaison, we have a strong Parent Council that meets monthly. In addition, we hold quarterly Parent/Teacher Conferences.</p> <p>The 2022 EMK Panorama family climate survey indicates that EMK is a welcoming and accessible school, grounded in good communication with families. Families report a strong sense of belonging at EMK with an 82% favorable response overall regarding engagement. This is true for families across race and ethnicity, grade level, and gender subgroups.</p> <p>The family climate survey reveals greatest concern in the area of learning behaviors with a 47% overall approval rating across all race and ethnicity categories and grade levels. In this area, families recognize that student learning is compromised by struggles with perseverance, organization, effort, distraction, and motivation, particularly in the wake of the pandemic.</p> <p>Feedback on the 2022 EMK Panorama student climate survey was most positive in the areas of rigorous expectations, student-teacher relationships, and school safety. We continue to seek formal and informal feedback from students, particularly about our advisory and mentoring programs, which are critical to student belonging and student climate. We strive to continually tailor these efforts to better serve student needs post-pandemic.</p>
<p>5. Racial Equity Strategies <i>How does this proposal/effort mitigate disparities and increase racial and other equity? What are possible unintended consequences? What complementary strategies will further advance equity?</i></p>	<p>In September 2019, EMK began partnering with the Center for Building Assets, Reducing Risks (BARR). BARR uses a strength-based model to help students transition to and remain successful through all four years of high school. BARR and EMK work together to develop intentional relationships and use real-time student data for collaborative problem-solving to guide student support. Every EMK student meets weekly with a BARR advisor to discuss grades, attendance, and overall well-being in and out of school.</p> <p>In September 2021, EMK hired four student support specialists, one for each grade level, to specifically address academic needs. The student support specialists directly support students needing Tier 2 and 3 support and interventions, and communicate student concerns, issues, and needs to the BARR advisors and the Student Support Team.</p> <p>EMK has developed an Equity Task Force to address disparities and strengthen our school’s existing mission and core beliefs. EMK is exploring what it means to</p>

	<p>provide a supportive learning environment, promote respect, and embrace racial and other forms of diversity. The Task Force aims to use the BPS Racial Equity Planning Tool and other strategies to create actionable goals that cultivate a welcoming learning community not only in terms of race and ethnicity, but also gender, culture, religion, age, disability, immigration status, sexual orientation, experience, and context. The Task Force seeks to embrace the diversity of our students and their families, support one another as colleagues, and extend that affirmation beyond the school walls to our external communities. Ultimately, the goal of this group is to foster the growth of a community of respect that permeates all aspects of life at EMK.</p>
<p>6 Budget & Implementation <i>What are the budget impacts? How will implementation ensure all objectives, particularly equity-related objectives, are met? What are the group identities of the implementation team, and will they bring an equity lens?</i></p>	<p>The charter renewal will not alter the EMK budget allocation. Implementation of the charter will continue to center on equity-related objectives as described above and be led by the same diverse team with a rigorous equity lens.</p>
<p>7. Accountability & Communication <i>How will impacts be assessed, documented and communicated to stakeholders? Who will be responsible?</i></p>	<p>In exchange for a high level of autonomy, DESE holds Horace Mann Charter schools accountable for results on an ongoing basis. The increased flexibility coupled with increased accountability infuses all aspects of DESE’s oversight. Evaluation of the school’s success in the three guiding areas (Faithfulness to the Charter, Academic Progress Success, and Organizational Viability) is based on a variety of information regularly provided by the EMK. The head of school will continue to provide accountability updates to our students, families, staff, and Board of Trustees.</p>