



Equity Impact Statement: Muniz Academy Innovation Proposal

Title: Muñiz Academy Innovation Proposal for SY 2023-2027

Date: June 8, 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 in 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 Muñiz Academy is requesting approval of our Innovation Plan for SY 2023 to 2027. Equity is a cornerstone reflected in the Plan, ensuring that every student in our community has access to college and career opportunities, graduates with a plan, and is supported post graduation. The Plan was constructed with staff, students, families, and community partners.</p> <p>The expected outcome of this Innovation Plan is to design and implement a “City as Campus” model that re-imagines teaching and learning with a place-based community model. Approval of the Muñiz Academy’s Innovation Proposal will continue to actualize the school’s vision and mission, and create districtwide opportunities for more Boston students and families interested in a dual language secondary school program. The proposal advances key district objectives regarding closing opportunity and achievement gaps, and applying culturally and linguistically sustaining practices.</p> <p>Our school community reflects 98% students of color, including 90% Latinx students, 81% students who are former or current English learners, and 15% students with special needs. Approval of this Plan will help eliminate disparities for our students.</p>
<p>2. Alignment with the Strategic Plan <i>How does the proposal/effort align with the district’s strategic plan?</i></p>	<p>The Muñiz Academy Innovation Proposal is aligned with the commitments in the district strategic plan as follows:</p> <ol style="list-style-type: none"> 1. Eliminate opportunity and achievement gaps. 2. Accelerate learning. 3. Amplify all voices. 6. Activate partnerships.
<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>The Muñiz Academy applies a dual language model open to all students across a continuum of language and academic skills. Our current progress using disaggregated metrics of standardized tests, graduation rates, and college and career preparation measures indicate that our model closes opportunity and achievement gaps, particularly for English learners. We continue to have gaps in MCAS math scores.</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>This plan was developed over the last year and a half, including staff, student representatives, student surveys, student focus groups, family meetings, equity roundtables, alumni focus groups, and community/partner roundtables and focus groups.</p> <p>Students participating in the pilot programming have articulated both excitement and new ideas for how we can deepen this work.</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>Equity is a cornerstone of this proposal using our ongoing data to ensure that every student has access to college and career opportunities and postgraduate support. This plan addresses the need to increase college and career opportunities for students of color, particularly Black and Latinx students and those who are English learners.</p> <p>Establishing a solid timeline for Muñiz Academy to become a grade 7-12 school will further advance equity as a strategy for success.</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>Budget changes are not currently anticipated in association with this Plan. Any future budget implications will be determined in partnership with the Budget Office, including implementation of a Grade 7-12 configuration and Mass Core.</p> <p>The implementation team members bring both a wide variety of experiences from within our school and as partners, including diversity based on age, experience, culture and race.</p> <p>Latinx Team Members: Samuel Acevedo, Higher Education Resource Center; Antonio Arvelo, Assistant Head of School; Paula Castillo, Student; Gabe Diaz, Muñiz Postgraduate Alumni Success Coach; Carlos Gonzalez, Muñiz College and Career Transition Coordinator; Julian Suazo, Student Lenny Tejeda, Student; and Dania Vazquez, Head of School.</p> <p>Asian Team Member: Sunny Pai, Hale Education.</p> <p>Black Team Members: Reggie Jean, Boston University Upward Bound; and Erica Pernell, Hale Education.</p> <p>White Team Members: Dan Abramoski, Assistant Head of School; Eric Arnold, Hale Education; Laura Gersch, Teacher; Heather Johnson, EdVestors; Benjamin Peters, Teacher; and Jimmy Wyman, Boston Private Industry Council.</p>
<p>7. Accountability & Communication <i>How will impacts be assessed, documented and communicated to stakeholders? Who will be responsible?</i></p>	<p>We will continue to conduct an annual data assessment regarding state required metrics including MCAS, graduation rates, as well as postgraduate data. This information will be monitored and analyzed by the school leadership and staff, and shared with internal and external stakeholders.</p>