



Equity Impact Statement: Renaming BCLA/McCormack to the Ruth Batson Academy

Title: BCLA/McCormack Name Adoption to Ruth Batson Academy

Date: March 27, 2024

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, Latina/o/x, Asian, indigenous, immigrant, multilingual, and have Special Education experience)?</i></p>	<p>The students and faculty of the Boston Community Leadership Academy (BCLA)/McCormack school community, guided by the Governing Board, have undertaken a year-long endeavor to choose a name for their merged school that accurately reflects and affirms the united community that has developed over the past five years.</p> <p>The Governing Board, composed of elected representatives from the faculty and staff, has ensured the active involvement and informed participation of all internal and external groups throughout this process.</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 BCLA/McCormack merger aligns with the district's strategic plan's central focus on offering high-quality education for students. The school has put in significant effort to consolidate its sites over several years, resulting in a strong academic program to meet the needs of multilingual students with disabilities, as well as early college options through a partnership with UMass Boston.</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>The school conducted multiple surveys to involve students, staff and community partners in the process of generating a new name for their school that reflected the community's spirit. Proposed names were evaluated based on the following:</p> <ol style="list-style-type: none"> 1. Source - If the proposed name was generated by students, it was deliberated upon with more intentionality to ensure that students' voices were heard. 2. Types of names generated - Most names that were generated sought to maintain the acronym of BCLA, as this was an area of pride for staff and students. During the review, students were divided about whether to keep part of the BCLA/McCormack name within the new name (such as Batson Community Leadership Academy or Batson Leadership Academy). <p>Other names that were considered included Boston Delta Academy, Harbor Point Academy/High School, and Chadwick Boseman Academy.</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>See above.</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>The chosen name, Ruth Batson Academy, symbolizes the legacy of Ruth Batson, a dedicated education advocate for students of color and a BPS alumna (Girls Latin School). This name aligns with a tradition of leadership and advocacy that resonates with our students, forming a meaningful connection to their own identities and the history of their school, district, and city.</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 school renaming will have several impacts:</p> <ol style="list-style-type: none"> 1. Facilities: there will be a cost associated with creating signage to reflect the new name. 2. Operations: the Aspen Student Information System and all central office departments will need to be updated to incorporate the change for the upcoming 24-25 SY and beyond. 3. New paraphernalia will be provided to the school's students, families and staff to support this rebranding. 4. Press release and a ribbon-cutting ceremony will be organized to announce and celebrate the new name in the context of the 50th anniversary of the desegregation of the Boston Public Schools. <p>The Capital Planning team will work with the school community to implement this plan. The team is highly diverse, and reflects the demographics of BPS students.</p>
<p>7. Accountability & Communication <i>How will impacts be assessed, documented and communicated to stakeholders? Who will be responsible?</i></p>	<p>The school's Governing Board will ultimately be responsible for the external role-out of the new name, connection with community stakeholders and monitoring of impact for students and families.</p> <p>Metrics that can be used are additional surveys to measure reaction and alignment with the school's vision.</p>