

## **E7: Means to Achieve Racial and Ethnic Balance**

*“The means by which the school will achieve a racial and ethnic balance among its pupils that is reflective of the general population residing within the territorial jurisdiction of the school district to which the charter petition is submitted.” (Ed. Code § 47605(b)(5)(G).)*

### **COURT-ORDERED INTEGRATION**

Charter School shall comply with all requirements of the *Crawford v. Board of Education, City of Los Angeles* court order and the LAUSD Integration Policy adopted and maintained pursuant to the Crawford court order by the District’s Student Integration Services (collectively the “Court-ordered Integration Program”). The Court-ordered Integration Program applies to all schools within or chartered through LAUSD.

Charter School has set forth below its initial plan for achieving and maintaining the LAUSD’s Racial and Ethnic Balance goal of a 70:30 or 60:40 ratio. (*Ratio represents the percentage of Predominantly Hispanic Black Asian Other (PHBAO) compared to Other White (OW)*). The written plan lists specific dates and locations of recruitment activities that Charter School will undertake in order to achieve the District’s Racial and Ethnic Balance goal. Charter School shall monitor the implementation and outcomes of the initial plan, and modify it as necessary throughout the term of the Charter to achieve the District’s goal. Upon request, Charter School shall provide the District with a copy of its current written plan.

The District receives neither average daily attendance allocations nor Court-ordered Integration Program cost reimbursements for charter school students. The District may receive the Targeted Instructional Improvement Block Grant (TIIBG) for its Court-ordered Integration Program. The District retains sole discretion over the allocation of TIIBG funding, where available, and cannot guarantee the availability of this funding.

A “reasonably comprehensive” petition will include, in addition to the District Required Language, the following:

### **Court-Ordered Integration**

1.  
PLAN FOR ACHIEVING AND MAINTAINING RACIAL AND ETHNIC BALANCE  
GOAL OF 60:40

**OCS’ Diversity and Equity Committee  
Outreach, Recruitment and Retention Plan**

## **Goals:**

To achieve 60/40 Racial and Ethnic balance and to retain diverse families

## **Outreach Efforts:**

- The Diversity and Equity Committee Work Group will attend 4 community events that target outreach to non-white students. **These events are:**
- Personal referrals shall be made by parents and family members to non-white families. To date, these personal referrals have been shown to be our most effective outreach strategy. Based on feedback received from families, we understand that stepping into our unique curriculum is a big adjustment for many families. Hearing from a non-white family that is already enrolled here and sees their child thriving helps alleviate concerns and helps potential new diverse families see that their child can also be successful in this alternative environment.
- Perspective Parent Tour flyers will be sent to predominantly non-white community and cultural organizations whose values align with the OCS mission. **List some examples**
- Outreach tables at local Farmer's Markets in Baldwin Hills/Crenshaw, Culver City, Mar Vista and Inglewood 3 times/year.
- Invitations to local community organizations to join our Winter Faire, and personal invitations to interested, diverse families to attend our Spring Faires

## **Recruitment Activities:**

- The Committee will implement one Diversity and Equity recruitment event. Invitations will be extended to OCS community referrals and local community organizations.

## **Outreach Methods/Tools:**

Word of mouth has proven to be the primary most effective method of recruitment. Other methods include the Internet, Google Calendar, OCS Website, Email/E-Blasts, OSC Facebook page and Evite.

## **Outreach Languages:**

Perspective Parent Tour flyers will be translated into Spanish and Japanese.

## **Retention Methods:**

1. Provide homework assistance and after care for families in need.
2. Monthly Diversity and Equity Committee meetings to share the intentions behind Waldorf traditions, include greater diversity in festivals and address emerging issues around diversity.
3. Parent Support on each campus for emerging issues.
4. "Buddy" families to help new families join the school community, navigate transportation issues and understand Waldorf traditions.

5. Provide resources to faculty and bolster Cultural Responsive Teaching in the classroom.
  - Specific annual outreach and recruitment activities, including dates and locations

## SPECIFIC MATERIALS AND METHODS

### OCS OUTREACH FLYERS

-embed our 3 fliers here (English, Spanish, and Japanese)

### WEBSITE INFO

The following information is available on our website pages for outreach in both English and Spanish.

- Home (Español)
  - \*Our Mission (Nuestra Mision)
  - \*Our Vision (Nuestra Visión)
  
- Contact Us (Contáctenos)
  - \*Address and Phone Numbers
  - \*Maps and Directions to both campuses
  
- Get Started (Para Comenzar)
  - \*Information on who can apply, who is eligible, and that our application system is based on a Lottery.
    - \*To apply (Para aplicar a Ocean Charter School)
      - Age requirements (Lea Nuestros requisitos de edad para confirmar si su hijo es elegible para la inscripción)
      - Attend a parent tour 17-18 (Asistir a una Reunión de Información para Padres 17/18)
        - Submit an online application (Presentar una solicitud por medio de internet)
        - Receive a wait list number (Reciba un número de lista de espera en la fecha de loteria)
        - Respond immediately if contacted (Responda inmediatamente si es contactado por la oficina administrativa que su hijo ha sido aceptado para ser inscrito en la escuela.
        - Complete new student registration online (Complete la registraci3n de nuevo estudiante dentro del plazo solicitado)
  
- Age Requirments (Requisitos de Edad)
  - \*Information on age eligibility
  
- 17-18 Post-Lottery Application (Solicitud de Inscripci3n a OCS e Informaci3n General)
  - \*InfoSnap application

- Important Enrollment Dates (Fechas importantes de Inscripción)
  - \*Current school year enrollment dates
- How the Enrollment Lottery Works (Cómo funciona la Lotería de Inscripción)
  - \*Information on our Lottery
    - What if your child is accepted to OCS (Si su hijo es Aceptado a OCS)
      - \*Information to parent about Media at home, dress code, School participation. Attend a new parent orientation, Complete all enrollment paperwork, meet deadlines, What to do if you miss a deadline.
- Commitment to Diversity (Comite de Diversidad)
  - \*OCS commitment to Diversity (OCS Compromiso con la Diversidad)
- All Community Group ACG (ACG - Group de Comunidad)
- Lunch Program (Programa de Almuerzo)
  - \*Information on how to apply for reduced rates and link to Scratch Catering
- After School Programs (Programas Después de Clases)
  - \*Aftercare program - all paperwork need to apply to our program and reduced rates
    - include website screen shots, or list of items there and in which languages
    - Important Enrollment Dates (English and Spanish)
    - Guide to Enrollment in English and Spanish
    - Application in English and Spanish

## ONLINE POSTINGS

- list or screen shots

Language(s) that will be used for all outreach and recruitment activities, methods, and materials

English, Spanish, and Japanese

2.

EXPLAIN HOW THIS PLAN WILL ACHIEVE AND MAINTAIN THE LAUSD RACIAL AND ETHNIC BALANCE GOAL OF 60:40

OCS and the Diversity and Equity Committee (DEC) intend to meet the required racial and ethnic balance by implementing the outreach efforts and recruitment activities described above. We have found that person-to-person conversations are the best form of outreach for OCS. Additionally, a host of electronic, internet and social media tools will be utilized to assist with the outreach.

While recruitment is the primary goal, we understand that retention is an equal priority. Through parent support and addressing vital issues facing parents coming into a Waldorf influenced community, we plan to foster new families and make their transitions seamless as they enter the OCS community. Our goal is to prepare them to have a lasting sense of safety and security in an equitable learning environment.

OCS has identified a need to establish a greater presence within our diverse community and to build relationships with local cultural groups and community organizations. We have established that the personal referral is the most effective way to recruit. Within the frame of recruiting more diverse families, our core demographic is families looking for educational choice. Parents who choose OCS are choosing our unique program because they want a different way of learning and teaching. They are looking for a community that has some shared priorities around areas such as reduced media, time in nature, arts integration, developmentally attuned curriculum, and relationship-based teaching. Our target audience is those families looking for this type of educational choice. Our outreach efforts therefore must be in alignment with these priorities and are most effective when shared through personal connections that are already established around these priorities.

The outreach efforts will consist of mostly parent outreach and include a great deal of electronic outreach (E-Blasts) to cultural groups and local community organizations that parents already know and/or have relationships with. For example, OCS values and cultivates children's connection with nature as one aspect of healthy living and learning. Therefore, an outreach effort will be made at Farmer's Markets in local communities in predominantly non-white areas near the OCS campuses. Further outreach will include invitations to the local community to attend the Winter and Spring Faires, where perspective families can see the community in action. All of the flyers for the Perspective Parent Tours, Winter Faire and Spring Faire will be translated into Spanish and Japanese. Other languages will be provided upon request. In addition to outreach, the Diversity and Equity Committee will host its own recruitment event in summer 2018.

It is highly important that we not overlook the richness of the broad spectrum of multi-cultural students we have currently enrolled. Particularly noteworthy is the high percentage of families of two or more races. Retention of currently enrolled families is of high priority to the Diversity and Equity Committee. The Committee has developed a Work Group that includes parent volunteers who offer parent support on both campuses. The Diversity and Equity Committee Work Group will address the needs of families on an ongoing basis. Socio-economic issues and issues for working parents are at the top of the list. Homework assistance and after care for working families is being implemented to meet the needs of working families. The Diversity and Equity Committee Work Group has established parent support on both campuses to offer assistance with navigating issues of transportation, protocols with emerging issues and understanding Waldorf traditions. The Work Group is also working with Faculty on an ongoing basis to share resources and bolster the Culturally Responsive Teaching in the classroom.