

SQA 2018 PS1 Pluralistic School

ECONOMIC DEVELOPMENT

Describe Efforts that Demonstrate Your Organization's Commitment to the Long-term Economic Sustainability of its Operations and to Sustaining the Local and Regional Economy

Businesses that provide products and services are aware that customer needs change over time. A sustainable organization is able to accommodate these changing needs, maintain economic viability and encourage sustainable economic development by balancing profits with a consideration for long-term development. Your response should include your company's quality policy, your process for evaluating product and service performance, and your efforts for improvement. Your response should also encompass your company's contribution to the development of the local economy (creation of jobs and business opportunities), and/or company efforts to increase efficiency and reduce costs in operations.

1. Has your company adopted a mission statement that focuses on how the revenue generated contributes to the wealth not only of its owners and employees but also for its stakeholders and the surrounding community?

The mission statement of PS Pluralistic School promises the delivery of a holistic education that will have positive impact locally and worldwide:

PS1 is a diverse community committed to an ever-evolving model of pluralistic

elementary education. On a path to self-knowledge, students engage

and become the best versions of themselves. They develop critical academic and interpersonal skills to be confident and passionate contributors

to an increasingly connected world.

We are a 501c3 non-profit organization. Our commitment is to our families and their children and to the community where we work. In the forty seven years we have operated in Santa Monica, we have built an endowment and expanded from one lot to seven 50 by 150 foot lots. The most recent remodel added a multi-purpose room and a Community Room which is made available through arrangement with other non-profits, and renovated the "East Campus" to house our state-of-the-art STEAM (science, technology, engineering, architecture, math) Studio.

PS1 admits students of any race, color, religion, national and ethnic origin, sexual orientation, gender identity, and people of all other legally protected status to all the rights, privileges, programs and activities generally accorded or made available to students at the School. It does not discriminate on the basis of race, color, religion, national and ethnic origin, sexual orientation or other legally protected status in its hiring or in the administration of its educational policies and programs, admissions policies, financial aid programs or other school-administered programs.

The school provides \$ 1.25 million annually in financial aid support to families in need in order to build an inclusive community which benefits each and every student and their family. As much as we operate a school, we also work to build an inclusive community where school and parents can raise children together - both are integral parts of the school's mission.

2. What is your company long-term sustainable economic development strategy and how does your company implement policies to that end?

For forty-seven years we have flourished in Santa Monica as an innovative educational institution. We cater to a diverse population and are ever mindful of the importance of keeping up to date on the latest brain research to assure that our "strength-based" educational policies are still the most effective way of assuring that our students will thrive. Unlike schools that track students by their deficits, PS1 identifies and celebrates each student's individual talents and passions, and uses these strengths as the foundation on which new material can be processed. From the PS1 Faculty Handbook.:

At PS1, children are to be treated with dignity and respect at all times. They are allowed to appropriately express their opinions, even when they disagree with the adults in charge. Children are given guidance to help them work through their conflicts and frustrations. All learning styles and abilities are valued – we learn in different ways, at different rates, and at different times throughout our lives. All cultural heritages, socio-economic backgrounds, and family lifestyles are accepted and validated. We believe each child is a unique being who brings a rich history of life experience to the classroom.

We are committed to being good stewards of the tuition paid. We conduct successful fundraising initiatives and open our parent education and community events to the Santa Monica community at large. Our bi-annual Book Fair Festival is held on our campus on a Sunday in November, and our Itty Bitty Art Sale is held at Bergamot Station. During the summer months, Santa Monica Youth Orchestra and Camp Galileo partner with PS1 to offer camp experiences to students from the greater community.

Alumni giving has reached a new level of contribution and commitment. Contact through dance, bowling party, birthday cards, and care packages, and features in Periscope, keep alumni engaged and committed to ongoing support of PS1 programs. This fall, PS1 Alumni participated in a clothing drive for the residents of Turning Point, a residential home under the auspices of ThePeopleConcern.

3. How does your company improve the productivity of individual employees, groups of employees and operations? Such policies may focus on skill building, team building and other strategies.

We believe teachers are most effective when they are teaching from their passion. We work from a curriculum framework that ensures scope and sequence while allowing our faculty autonomy in creating lessons, and shaping their day to make learning most relevant to their particular group of students. Faculty members choose which part of the school administrative work is important to them and sign up for different committee work. e.g. Diversity, Sustainability, Aesthetics, or Master Calendar. We use our city as our campus. Our teachers take upwards of 100 field trips every year, utilizing the resources available to us, keeping our curriculum dynamic and pertinent and allowing our faculty to vary their school day. A sampling of recent field trips includes: Santa Monica Recycling Center, SMURRF Santa Monica Urban Runoff Recycling Center, Playa Vista Central Park, Santa Monica Public Library, Pacific Park on Santa Monica Pier, Wilshire Neighborhood Businesses, Camping at Leo Carrillo State Park, local fire house, Theatricum Botanicum, Broad Theater, SM Farmer's Market, California Science Center, Santa Monica Aquarium, Rediscover Center, Santa Cruz Island, and Point Fermin Tide Pools.

We have weekly faculty and bi-weekly administrative meetings where much planning and organizing ensues, giving every member of our staff a voice. Our faculty and staff demonstrate leadership in the community, for example, representation at ECSL (Educational Consortium for Service Learning), volunteer service on the Career Services Advisory Board at Santa Monica College, and participation in LA Counselors Group. Our part time after care staff's salary begins at \$18.00 per hour and we provide opportunities for internships in our art room and childcare programs. We recruit from Santa Monica College and the surrounding neighborhood. Our staff longevity speaks to the quality of work available at PS1. Almost half our full time faculty and staff have worked at the school for over ten years.

Meetings are arranged for different work groups (partners, clusters, committees, work teams) and serve as forums for discussion and growth. In addition to formal faculty meeting time each week, the faculty contract provides for one week prior to the academic year and one week following the close of the academic year for collegial reflection and forward planning. Administrative staff meets bi-weekly, and the Senior Administrative Team meets weekly and takes a full-day retreat annually to address long range planning.

Teacher representatives to the authorship of this application cite access to outdoor green spaces, fresh air, and the opportunity for breaks throughout the day among the simple pleasures of employment. Professional Development occurs on-site, locally, and nationwide. Each summer, PS1 sends several faculty members to Teachers College of Columbia University in New York to further our knowledge and resources of Writing Workshop and Reading Workshop. Already this year, PS1 faculty and staff have attended the Progressive Educators Network Conference in Boston, Association of Educational Therapists in Irvine, and the Museum of Tolerance "Tools for Tolerance for Educators" Training in Los Angeles. Our Head of School has been a presenter at National ERB Conference in Boston, and 19 members of our staff attended the National Association of Independent Schools People of Color Conference in Anaheim. Following each workshop, participants share their experiences with the professional community.

All of our classrooms have two lead teachers, and we provide training to maximize collaboration. We have a Child Development Specialist and Learning Specialist on campus to offer faculty support. Five full-time specialists are also present. The most important strategy and practice is our continuous focus with staff and faculty as much as is true for students in fulfilling the school vision - viz. Celebrate the Many; Build One. The goal then is to help each person be their best selves and to support them in their own personal and professional growth while never losing sight of the need to use those skills for the betterment of the school, the community, and the national society at large.

4. How does your company commit to creating quality jobs (jobs of dignity for individuals) as well as job growth in the community?

Staff members are added virtually every year, now numbering 48 people. PS1 understands that the more involved you are the more you give and therefore creates boundless opportunities for our families to engage and volunteer. We also understand that being recognized for your philanthropy is essential. We have many ways to express our gratitude through coffees on the green, our cocktails and creativity event, thank you cards and thank you letters and acknowledgements in our Annual Report.

Aside from competitive salary and benefits, faculty decide on personalized professional goals and reserve technical support, encouragement, and financial resources to pursue their goal work throughout the year. Faculty is encouraged to seek professional and personal development beyond the classroom. In the summer of 2017, one teacher applied for and earned a fellowship from Earthwatch to participate in a field study in Ecuador. Another attended an intensive summer workshop on gardening.

All members of the PS1 community are respected and valued for their contributions. In our Grandparent Memoir Club, our students' grandparents are invited to write a story every month based on prompts provided by the students about their childhood. Grandparents gather on campus to share stories and create community with their peers. Twice a year grandparents host an afternoon of readings called Tales to Tell from their memoir stories to share with the parent generation. Subsequently, Tales to Tell meets Parent POP for an afternoon of parents and grandparents sharing stories.

The whole staff comes together for community-wide training on topics that impact the campus. Education on our solar panels, safety, and recycling are some of the workshops presented for our staff by City of Santa Monica, GetCPRdone, and Sustainable Works, respectfully.

PS1 is proud of the talents of each member of the community and seeks to celebrate the skills and passions that each brings to the workplace. One facilities worker has been elevated to technical support when the community learned of his aptitude and patience for working in the field of informational technology. Another facilities worker was welcomed into the classroom as special presenter and nature expert on the topic of butterfly migration in his hometown, of Michoacan, Mexico.

Please upload any supporting materials you wish the judges to also take into consideration when reviewing your application. You are able to upload any file type below.

Supporting Material #1

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Do you have additional supporting materials to upload?

No

Page: Confirmation

Self-Certification

I certify that I meet all above listed requirements

To the best of my knowledge, the information provided in this application is accurate.

I agree

By entering my name here, I acknowledge that this acts as my signature.

XXXXXXXXXX

Please enter your business name here as you would like it to appear on your trophy and any marketing materials

PS1 Pluralistic School

Business Logo

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Business Address

1225 Broadway
Santa Monica California 90404 US

Business Website

www.psone.org (<http://www.psone.org>)

Brief description of product(s) and/or services your company provides.

PS1 Pluralistic School is a small (230 students), independent, non-profit, non-graded elementary school established in 1971. We are a pluralistic school; we believe an elementary school's job is to uncover the genius within each child. Students learn in a wide variety of ways and at differing rates in a school that values diversity. We offer children a strong academic curriculum made relevant to each child's life experience. We seek to develop the whole child, striking a balance between academic and social skills. Social Responsibility, Environmental Awareness and Stewardship are among the core values inherent in our mission and curriculum. PS1 is an equal opportunity employer.

Number of years in operation

47

Santa Monica Chamber member?

Yes

Legal status

Non-profit

Number of Full-Time Equivalent (FTE) employees?

43.05

Do you own or lease your space?

Own

How did you hear about the SQA program?

PS1 has been active in the SQA program as a previous recipient of an award, as a regular attendee of the annual awards luncheon, and as longtime participants in Santa Monica initiatives. A parent in our school community encouraged us to apply in 2018. n,

Award

Stewardship of the Natural Environment > Medium (16-99 Employees)

PS1 Pluralistic School

SQA 2018 - STEWARDSHIP OF THE NATURAL ENVIRONMENT

Describe the Efforts that Demonstrate Your Company's Commitment to Sustaining the Natural Environment

A healthy environment is essential to ensure the long-term economic viability of a business and community. Pollution and overuse of resources can impact everything from the availability of raw materials for manufacturing, to the number of tourists that visit your community and support the local economy. Your response should not only include efforts you have taken to comply with environmental regulations, but also voluntary measures to address waste reduction, pollution prevention and resource conservation. Examples of these measures may include company-wide purchasing policies specifying recycled content products or products with minimal packaging, operational changes that eliminate the use of toxic chemicals or reduce waste generation, or the implementation of an energy-efficiency, water conservation or recycling program.

1. Regarding your company's use of resources in the areas of energy, water, waste and pollution prevention, what conservation or environmentally-preferred measures does your company implement? For each resource area, provide description of programs, policies or practices.

A Sustainability Mission Statement articulates PS1's commitment to environmental sustainability:

As a community committed to environmental sustainability, PS1 emphasizes an interdisciplinary and holistic approach to fostering the knowledge, skills, and attitudes needed to build a sustainable world for present and future generations. PS1 incorporates environmental sustainability into all aspects of the institution including curriculum, professional development, student life, physical operations, procurement, construction, and renovations.

As a green school, we make a concerted effort to become more sustainable every year. We have a water filtration system in every drinking fountain. There is minimal use of disposable dishes, cups, and utensils. Hot lunch patrons provide their own plates and flatware. Architecture includes natural lighting and natural ventilation. A utilities audit was performed and suggestions carried out as part of our conservation efforts. There is school-wide recycling, purchase of recycled goods, and adherence to the concept of reduce, reuse, and recycle. We educate students about waste, conservation and preservation of our planet.

Other examples:

- Installation of 80 Solar World Sunmodule 250 panels with Enphase M215 Micro Inverters
- Recycle bins located throughout buildings and yards, including next to every trash can on campus in all student occupied spaces.
- Motion sensors keep lights off in unoccupied rooms. Classroom exhaust fans can be set to run at night to cool the building so air conditioning can be kept to minimum in seasonal heat. Timers on heaters ensure that unoccupied buildings won't be heated.
- All classrooms, project room, and offices now retrofitted with efficient T8 model of fluorescent fixture.
- MPR and office spaces concluded our campus build-out with repurposed building materials of recycled wood facing and energy efficient electrical system.
- Plastic guards on light switch plates preclude overuse of lights in offices, conference room, and common areas.
- Computers and copiers go into sleep mode after ten minutes of inactivity. Presentation equipment in the multi-purpose room is plugged into a power strip for easier turn off when not in use.

- We have achieved a 90% reduction in hard copy communication with our families. In addition to Weekly Notices, semi-yearly progress reports are delivered paperless, electronically uploaded onto the parent portal for retrieval.
- Student Swaps and Adult Swaps take place every year during which our community exchanges games and items no longer used in one home so they can be used in other homes.
- Collection drives are conducted so that, as a school, we can contribute to other organizations serving people in need.

“Stewardship of the Environment” is among the practiced core values integrated into the PS1 curriculum. We collect and reuse materials for art projects. Read-aloud stories include direct and indirect reference to environmental concerns. Plot themes emphasize the need to build awareness of water and natural resources. Discussions on waste are prevalent. Solar ovens are in use on alternating physical science years. Students take interest in Lost and Found, and have assumed leadership roles to return items to the owners.

PS1 is proud to be making progress toward becoming certified as a Green Business. Working with Sustainable Works’ Environmental Education and Action team, we have achieved, and in many cases surpassed, the minimal required measures established by the program, including:

- Our water and energy usage is tracked. The Head of School shares monthly savings derived from our solar panels with the entire staff so that our students can learn what’s possible for them and their families (sample attached).
- On-going training
- Membership in the Buy Local Santa Monica campaign
- Reduced waste through recycling and reuse
- Stock of compostable, recyclable and reusable kitchenware for staff use
- Elimination of bottled water for events and daily use
- Two-sided copying and second-time use of paper
- Replacement of T-12 fluorescent lighting with energy-efficient LED
- Regular maintenance on our HVAC
- Low-flush toilets throughout the campus
- Elimination of chemical air fresheners and deodorizers

2. What procurement policies does your company maintain that specify the purchase of environmentally preferable products such as paper and office supplies, food, cleaning supplies, building materials and furnishings, and energy and water efficient equipment? This could include contracting with suppliers that provide environmentally preferable products or services.

- PS1 is committed to purchasing products made of recycled paper and materials.
- Envelopes are reused for interoffice mail. Each employee is issued ONLY ONE envelope each year to be used for the bi-weekly paycheck, to be returned to the business office after each pay period for reuse.
- Office and classroom supplies such as binders are reused year after year.
- Cloth dish towels reduce the need for paper towels in the kitchens.
- A school-wide water filtration system helps eliminate bottled water on campus.
- Reclaimed wood and reused boulders are prominent in our buildings and grounds.
- Our playing fields consist of artificial turf that requires no water and the surrounding play area is a xeriscape.
- For water conservation, all faucet leaks are repaired immediately. Our groundskeeper makes sure that the irrigation program is adjusted seasonally and we have no urban runoff or over-spray. We have installed a smart irrigation controller to coordinate watering with weather.
- At PS1, social studies and science develops “an understanding of, connection to and respect for one’s self, others and the earth.” Curricular units are designed to increase each student’s understanding of the core values, with special attention to age-level appropriateness and development readiness. The eight core values woven into our integrated curriculum are: citizenship, community awareness, environmental awareness, global awareness, identity, pluralism, social justice and stewardship. Sampling of the lessons that address water conservation:
 - Youngers students (K-1) tour the campus facility to observe sources of water and discuss ways they can use less. They learn about run-off and pollution during their repeat visits to the local beaches to participate in clean-ups.
 - Bridge students (Gr 1-3) undertake a study of water resources. On field trips to locations such as Malibu Lagoon and Cabrillo Marine Aquarium, they learn about local sea life in peril. One class recently concluded their unit on oceans with an original informative musical play about what they learned that was presented to the whole school community.
 - Middles students (Gr 3-4) integrate science and social studies during their comprehensive environmental study that includes an extended day trip to Santa Cruz Island.
 - Olders students (Gr 5-6) are leaders in the Garden Club. By hand watering their garden they learn the value of water and how much is needed to grow the food, using mathematics and science to make predictions, and create solutions.
 - In the Art Room, projects emanate from curriculum themes about sea life, wave action, and conservation of environmental resources.
 - In the Library, books on conservation are prominently featured and are often read to students.

3. What measures are in place to reduce traffic congestion and the pollution associated with transportation? What policies or programs does your company have in place to reduce greenhouse gas emissions or purchase carbon offsets?

- In the effort to reduce traffic congestion and pollution, many of the PS1 faculty and staff opt to travel to/from work via carpool, bike, walking, Big Blue Bus, The Metro, and/or combination.
- A PS1 administrative assistant has been trained by the City of Santa Monica as our Employee Transportation Coordinator. In compliance with the SM Emission Reduction Plan, she conducts worksite analysis, facilitates ridership surveys, tracks improvements, offers incentives, creates bulletin board displays, and celebrates traffic reduction with raffles and prizes.
- Monthly Tap cards are provided for staff Metro riders.
- Bike racks are plentiful, and pumps are available for tires. Members of our facilities team are ever so generous with their personal time and expertise as consultants on bicycle maintenance.
- Among the incentives to employees are gift cards, healthy treats, and raffles.
- Walking trips to neighborhood resources (stores, business, preschools, beach, Santa Monica Public Library, the Pier, the Broad Theatre, etc.) begin at the earliest grade level. Our field trips of distance utilize public transportation when the opportunity permits.
- Staff frequent local businesses and tend to errands (the Co-op, Vons, SMMUSD, Turning Point, etc.) by walking or bicycle.
- Teachers with electric cars charge their engines while they are teaching.

4. How does your company offer employee training about environmental policies? How does your company integrate environmental issues and policies into employee manuals and staff meetings?

It is a handbook policy that the responsibility for a clean campus is shared.

School Clean-Up Time

Teachers are responsible for maintaining a clean, orderly and attractive classroom environment. While the school contracts with a cleaning service that cleans the school on a daily basis, we teach children responsibility to care for their school environment both classroom and outdoor space, by modeling and by organization and supervision of clean-up activities. Teachers organize classroom jobs and instruct their students how to correctly complete a task. For example, learning the proper way to sweep or recycle empowers children and helps build a sense of pride in their school. Lunch checkers should be assigned in each classroom. A regular school-wide clean up takes place around 2:45 P.M. each day in all classrooms. All teachers must assign regular clean up jobs to each of their students on a rotating basis.

The full staff participates in discussions and decisions about sustainability on campus. Agenda items at faculty meetings have included ways to reduce waste, conservation of energy via monitoring of HVAC, and suggestion for signage to remind students and visitors about sorting trash.

Staff is encouraged and required to take advantage of professional development on topics related to environmental policy. Staff have received certification in Red Cross Basic Life Skills in preparedness for natural disaster. On site, Sustainable Works, Santa Monica College, and City of Santa Monica have presented on environmental topics relevant to our school community. In 2013, faculty and staff were led in an exercise on photovoltaic energy to orient us to our new solar panels by local experts in the field.

Weekly Announcements and Reminders are emailed each Monday morning. The paperless bulletin board is open to contributions from all and contains reminders of our mission to be a green school, details about trainings, and invitations to community events and movie screenings. Excerpts:

From Announcements and Reminders 10/17/16:

- IT SO EASY – We are a sustainable school. That means Reduce; Reuse; Recycle – Attention is ALWAYS required. Training and follow through are necessary. We are wasting good paper by not recycling; we are not keeping recycled paper in every classroom and in every specialist's space; we are combining contents from brown and blue recycle containers so kids are not learning; we are not raising consciousness; we are undoing a whole lot of prior work without sustained diligence. It takes a village ... every one of us. Consider it both environmental awareness and stewardship. Good lessons abound, but only if we ALL follow up with diligence on it in our rooms, on the yard, in aftercare, and throughout our campus. Keep scrap paper in the copy room, in offices, in classrooms, in specialists' spaces, in after care. Every trash can on campus should have a recycling container next to it – if you don't see that, tell (our Director of Facilities). Talk with kids when you are on duty on the yard if you see them getting sloppy and unfocused. The whole works.

From Announcements and Reminders 1/03/17

- On Thurs, Jan 26, Sustainable Works presents the newest information on recycling in Santa Monica for all faculty/staff to inform our roles as stewards of the environment and models in our community. Arrive to our Comm Rm at 3:15, so the one-hour presentation can begin promptly. Includes Q & A.

From Announcements and Reminders 10/17/16:

- Sustainable Works presents "Sustainable Fashion Show and Panel Discussion" on Thurs, Nov 2 at St. Monica's Church. Wine, cheese, networking. Gina.garcia@sustainableworks.org

PS1 spearheaded a three-year speakers series with Crossroads and Wildwood Schools to bring educators of renown to the parent and faculty communities. The project was cost-efficient and connected the three schools through shared resources, values, and interests. PS1 was proud to host Richard Louv, a naturalist and author of *Last Child in the Woods*, for two presentations, one each for faculty and parent audiences (see flyer).

5. How does your company support environmental restoration efforts and environmental organizations?

PS1's curriculum integrates environmental education throughout the grade levels and subject areas. Educational excursions lead students to explore local environmental biomes: Ballona Wetlands, Malibu Creek, Palos Verdes Tide Pools, Leo Carrillo State Beach and Campground, Ocean View Farm, and Tongva Park, promoting environmental protection. The tradition of PS1's annual all-school camping trip (and we mean ALL - including our youngest students, staff members and facilities team - for 47 years now!) supports our belief that we are one with nature and we accept responsibility and privilege to enjoy and share our earth. Students plan, cook, and clean up after meals for one, two, or three days, depending on their age and grade level.

PS1 installed a rooftop garden, funded in part by parent contributions (see photos). Classes have individual plots to cultivate. A Garden Club of nature-passionate students and staff meet during lunch recesses to prune, weed, sow and "feel the love." One of our teachers is presently investigating the installation of rain barrels to collect water that gathers atop the tarps on the play yards.

Our gardening fosters awareness through involvement with nature. Students independently take on jobs in which they care for different aspects of the garden - watering plants, harvesting, planting, identifying plants, weeding, observing insects, taking care of compost, and delivery of plants to classrooms (see photos). Through continuous and repeated exposure to nature through the art of gardening, students expand their knowledge and can apply it in new situations. Students in the Youngers classroom wrote and acted out a simulation of butterfly migration. The Studio connects to the appreciation and respect of nature and wildlife, as a place where a student can observe and study plant to seed, insect life cycle, and habitats for beetles.

In the school's playyards, care has been given to create a beautiful, balanced biosphere with highlights including a bamboo forest, plantings to encourage butterfly migration, and a natural setting for work and play including the oldest oak tree in Santa Monica (which requires its own special care, and which has been the subject of class lessons from arborists).

PS1 respects all animals and endeavors to learn more about their growth and development in the natural environment. Care for classroom pets builds responsibility, empathy and understanding. Imagine the surprise of Gr 2-3 equivalent students when they discovered marble-sized eggs buried in the brush of their bearded dragon Puff's glass tank. "We now know Puff isn't a boy, after all." In 2016, PS Serves partnered with OPCC's Canine Connections (see flyer) to support their efforts to train rescued animals making their more adoptable.

Please upload any supporting materials you wish the judges to also take into consideration when reviewing your application. You are able to upload any file type below.

Supporting Material #1

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Do you have additional supporting materials to upload?

Yes

Supporting Material #2

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Do you have additional supporting materials to upload?

Yes

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Do you have additional supporting materials to upload?

Yes

Supporting Material #4

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Yes

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Do you have additional supporting materials to upload?

Yes

SQA 2018 - PS1 Pluralistic School

SOCIAL RESPONSIBILITY

Describe Efforts that Demonstrate Your Organization's Commitment to Sustain Human Resources

Sustainable businesses recognize that the long-term viability of a business is dependent on the quality of jobs and the personal and professional development of the people who make up the community. Good business citizenship also necessitates the continuing involvement with and support of activities that contribute to the quality of life in the community. Your response should include your efforts to facilitate communications within your organization to improve employee relations and increase opportunities for employees to participate in the development of the organization. Family-friendly and work-life-balance policies and programs should be presented along with employment practices that encourage skill development and career advancement. Programs that encourage employee volunteerism in the community, and programs that support charitable organizations should also be described.

1. What work-life and social policies and programs does your company offer to employees?

In addition to the medical benefits and retirement contributions, PS1 Pluralistic School Handbook policies provide for family leave, disability insurance, and workplace safety. Free childcare is offered to children of faculty, staff, and volunteering adults. Our Director of Finance and Operations maintains an open door to inquiries about personal finance or tax issues.

Our campus is designed with staff in mind. Employees are given access to the buildings' resources including laundry room, shower, and kitchens. Weekend access is permitted for birthday parties, personal activities, etc.

Programs and opportunities available for staff participation have included:

- PS Run - Wednesday afternoon fun-running club for students, staff and parents
- Adult Yoga - conducted by a certified yoga instructor and offered free of charge to staff one afternoon each week
- Adult Knitting - led by a gifted parent, and open to teachers, staff, parents and grandparents - one afternoon a week, all levels invited
- Weekly delivery of Farm to School produce
- Instrumental Music - our instrumental music program offers adult classes and instrument options
- Chorus - adult chorus and sing-along opportunities for teachers, staff and parents
- PS Serves - afterschool Service Club for staff, parents and students with special interests in community service and paying it forward with The People Concern
- Garden Club - for teachers who love to spend time in the garden and explore new techniques
- Adult Swap
- "Party Book" options for adult activities and entertainment
- Free ticket to main fundraiser of the year
- Participation in adult book clubs and adult education programs

PS1 is committed to lifelong learning. Professional Development is an expectation and reward. Opportunities include long distance travel to workshops and conventions. Our faculty and staff have broadened their knowledge and expertise through attendance at conferences hosted National Science Teachers Association, Network of Progressive Schools, Columbia Teachers College, and the National Association of Independent Schools. Closer to home, we have participated in programs offered by California Association of Independent Schools, Educators Consortium for Service Learning, Wildwood Multicultural Institute, and Responsive Classroom. We provide for on-site training as well, so that teachers can learn alongside their students as we are currently contracted with UCLA for yearlong Cognitive Guided Instruction in the field of mathematics. In the effort to be sustainable in terms of time, resources and funding, our staff has taken advantage of Webinars on a variety of topics pertinent to our business and development operations with titles including "Team Work Makes Dreamwork" and "Where Non-Profits Learn."

A PS1 administrative assistant has been trained by the City of Santa Monica as our Employee Transportation Coordinator. Complying with the SM Emission Reduction Plan, she conducts worksite analysis, facilitates ridership surveys, tracks improvements, offers incentives, creates bulletin board displays, and celebrates traffic reduction with raffles and prizes. Bike racks are plentiful, and pumps are available for tires. Among the choices monthly rewards are gift cards, entertainment coupons, and healthy snacks. Teachers and staff with electric vehicles connect to the charger in the school garage.

2. What is your company doing to create a positive work environment?

PS1 offers a physically and emotionally safe working environment in which differences are celebrated. We respect opinions and alternative solutions. Foremost in our Front Lobby is a Suggestion Box installed by the Parents Guild. Surveys are frequently conducted to elicit feedback and ideas from constituent groups on topics such as conference schedule, technology use and needs, or enrichment activities.

We work to rid our working environment of superfluous paper products and waste. We regularly turn away unsolicited materials including catalogs, flyers and postcards advertising merchants or companies who have donated their services or items for auction donations. When providing coffee boxes for events we choose to NOT bring back bags of sweeteners, lids or sleeves that would end up in the garbage.

When ordering in food for events that would automatically include utensils and napkins, we expressly ask not to receive the complimentary but unnecessary accessories. We do not provide bottled water at our lunch service requiring children to bring their own water bottles for filling. We ask all to use our filtered water from our water fountains rather than providing bottled water at events. The school has sufficient mugs, glasses, utensils, and dinnerware so that paper products are rarely needed.

School community events and activities are all-inclusive. Annually, the community of employees, students and families assembles frequently for traditional calendared events each month including the Fall Festival, Open House, and an Annual Gala. Cocktails and Creativity is an adult-only showcase during which parents and employees partake in refreshments while attending workshops presented by our specialists on staff. Favorites among the events of gratitude to the employees are the Holiday Luncheon hosted by the Board of Directors and Staff Appreciation Day organized by parent volunteers.

The founding and current Head of School ensures that each employee feels valued and appreciated. Our part-time Child Development Specialist, a trained family therapist, maintains an open door to staff and engages in confidential conversation upon request.

The school has long had a program we call "One From the Heart" in which any family experiencing a special hardship receives contributions from the school community. A small group of parents traditionally runs this program in which support is given anonymously.

3. Does your company offer summer jobs, internships or other programs aimed at developing skills and employability among diverse groups?

All of our employees are encouraged to develop their skills on and off campus. Likewise, opportunities for additional pay are available. Our part-time childcare employees are frequently hired for evening and weekend events, and during camping weeks, thus adding to the experiences in leadership to their resumes. They have opportunity for supplemental employment in the PowerPlay Camp offered on our campus during vacations, or with the associated Galileo Science Camps on site during the summer.

Paid leave time from classroom or office responsibilities is sanctioned for work visits and meetings at other schools or organizations. PS1 provides for extensive professional development opportunities and travel during the summer months. In the past summers, our teachers have trained at (very partial list) Columbia University Teachers College Summer Writing and Reading Institutes, Lighthouse Writers Workshop in Colorado, UC Berkeley Greater Good Science Institute, Atriy Teachers Academy, and School Garden Teacher Training in Sonoma, CA.

Each summer our full-time and part-time staff convenes for refresher classes in CPR and First Aid conducted by local Santa Monica providers. PS1's first-responder team of facilities workers and representative administrators and faculty have been trained in advanced first aid and rescue at the local Red Cross center.

Volunteer opportunities abound. PS1 welcomes a Senior neighbor each morning as our beloved library assistant. Alumni are welcomed back as aides in The Studio and elsewhere on campus. This year we have offered volunteer assignments to a Lincoln Middle School student seeking service placement, a Samohi grad on her gap year exploring career opportunities, and a UCLA grad considering a future in education.

4. How does your company support local charities and community programs? These may include financial donations, in-kind contributions, community-volunteer incentives for employees, and regular involvement with cultural or environmental local organizations.

“Community Awareness” is one PS1’s core values (view attachment of graphic). Through the curriculum and enrichment programs, a sense of stewardship is instilled on students and adults. Our entire student body comes together prepare a Thanksgiving meal annually for residents of Step Up On Second and Daniel’s Place transition homes. (We have been doing this for more than 40 years.) Our youngest students paid a visit of gratitude to the Santa Monica Fire Department to personally thank them for their valor during the recent Southern California fires. Our oldest students built Lending Libraries in the school’s STEAM Studio for donation to neighboring pre-schools (photos attached). Integrating service into the curriculum, students have participated in beach clean-ups, observed protesters in action in front of the hospital, and written letters to City Hall.

PS Serves is an afterschool club dedicated to building a partnership with ThePeopleConcern (formerly OPCC). Students of all ages, parents, and representative teachers come together with volunteers of the transition house to plan and implement drives and services most needed by the residents. This year, PS Serves has provided foods, conducted a drive for men’s underwear and socks, and hand-decorated reusable lunch totes. In a prime example of “paying it forward,” a donation to PS1 of 50 hats was received by PS Serves and repurposed for donation to ThePeopleConcern. An annual holiday gift drive benefits the young people of our local PAL organization.

Our unique Memoir Club program provides opportunities for students’ grandparents to write stories every month based on prompts provided by the students about their childhood. The grandparents gather on campus to share stories and create community with their peers.

Please upload any supporting materials you wish the judges to also take into consideration when reviewing your application. You are able to upload any file type below.

Supporting Material #1

Download File (<https://vo-general.s3.amazonaws.com/f748313f-29a2-47b7-a21e-582a325ca28f/17eecef9-5add-4420-93f8-c5e291a8840f?AWSAccessKeyId=AKIAJ4PRWO26HAX3IOCA&Expires=1724711839&response-content-disposition=inline%3B%20filename%3D%22Curriculum%20Values%20Image%20for%20Classrooms.pdf%22&response-content-type=application%2Fpdf&Signature=OmxLCJE6ptgH0HslU1hg07TgAxc%3D>)

Do you have additional supporting materials to upload?

Yes

Supporting Material #2

Download File (<https://vo-general.s3.amazonaws.com/f748313f-29a2-47b7-a21e-582a325ca28f/4c56be98-97d7-4648-91a4-c196fc0313f3?AWSAccessKeyId=AKIAJ4PRWO26HAX3IOCA&Expires=1724711839&response-content-disposition=inline%3B%20filename%3D%22lending%20library.JPG%22&response-content-type=image%2Fjpeg&Signature=AzS03utppJs4cfi1XNJJa9aJC1YE%3D>)

Do you have additional supporting materials to upload?

Yes

Supporting Material #3

Download File (<https://vo-general.s3.amazonaws.com/f748313f-29a2-47b7-a21e-582a325ca28f/c90c33ad-24a4-476c-bbb3-490bc9a5edf1?AWSAccessKeyId=AKIAJ4PRWO26HAX3IOCA&Expires=1724711839&response-content-disposition=inline%3B%20filename%3D%22lending%20library%202.JPG%22&response-content-type=image%2Fjpeg&Signature=W2yqq%2BMj9hMxIIWD1idORo2Bzz8%3D>)

Do you have additional supporting materials to upload?

Yes

Supporting Material #4

No File Uploaded

Do you have additional supporting materials to upload?

No