



AIPCS II (AIMS K-8)

**CHARTER RENEWAL
DECISION HEARING PRESENTATION**
DECEMBER 9TH, 2024



AIMS LEADERSHIP'S APPROACH TO NOTICES OF CONCERN (NOCs)



- **Action:** AIMS leadership addressed NOCs with a detailed Corrective Action Plan (CAP).
- **Key Outcomes:**
 - Expanded governance to include students, staff, faculty, and parents.
 - Nearly tripled special education enrollment since SELPA change in 2017.
 - Increased parent input and participation.
- **Enrollment Data Accuracy:**
 - **The Second NOC claim:** 20% enrollment drop (2022-23). While the California Dashboard shows a 2.4% decrease according to census day numbers.
 - AIMS outperformed OUSD and other charters in retention over the course of the charter term.
- **Continuous Improvement:**
 - Partnering with District Management Group (DMG) for expert third-party guidance on continuous progress on all areas of concerns noted by OUSD.

AIMS is committed to addressing concerns with measurable progress, collaboration, and transparency.

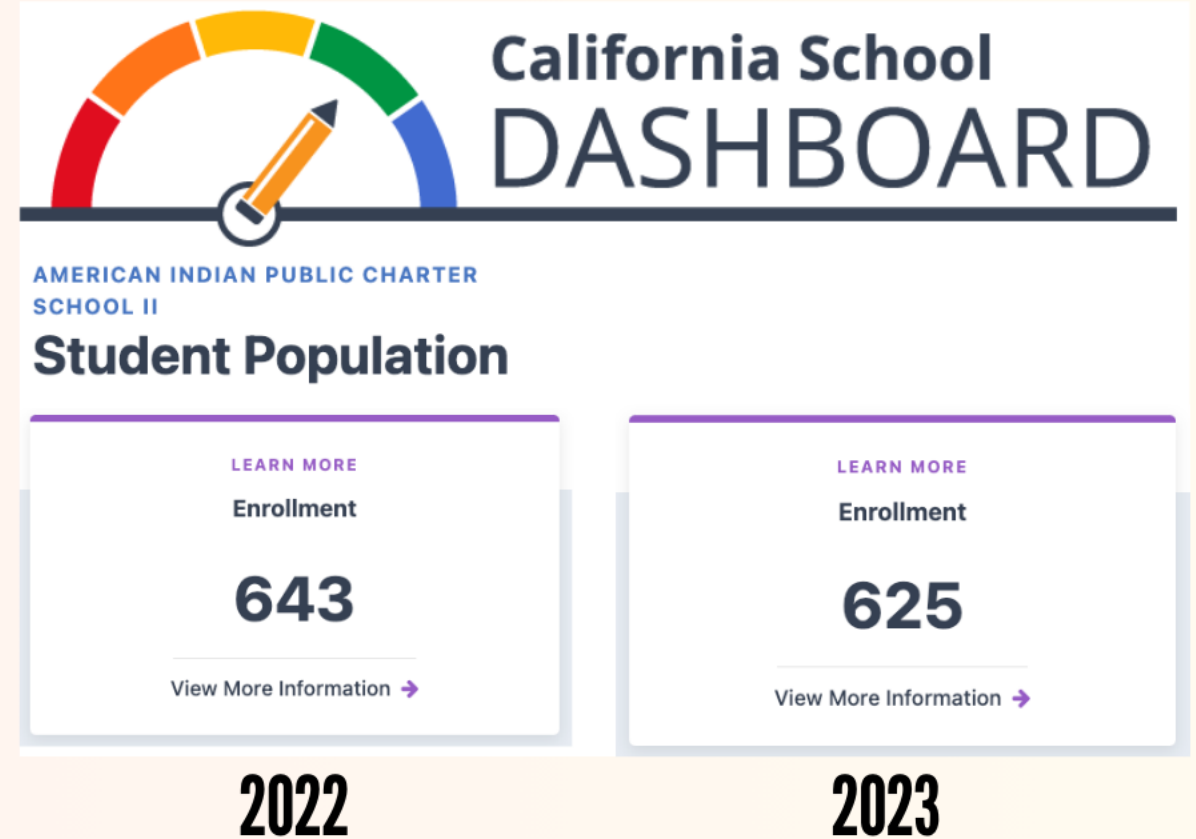
OUSD CONCERN: AIPCS II IS NOT SERVING ALL STUDENTS WHO WISH TO ATTEND

AIPCS II: ADDRESSING ENROLLMENT AND PERFORMANCE DATA CONCERNS



Enrollment Trends and Attrition Rates

- **NOC Claim:** 20% of students left AIPCS II in 2022-23.
 - CA Dashboard shows a 2.4% decrease in 2022-23 census day.
- **Historical Context:**
 - Official enrollment in 2018-19: 794 students (18% over-enrollment per charter petition).
 - Adjustments were made to comply with enrollment caps; many students transferred to AIMS Middle School.



ENROLLMENT CHANGES (2018-2023) AS RECORDED BY CENSUS DAY

	2018	2019	2020	2021	2022	2023	Total Change (2018 vs. 2023)	% of Total Change (2018 vs. 2023)
AIPCS II	647	794	650	659	643	625	-22	-3.40%
OUSD	37,096	36,524	36,154	35,489	34,428	34,149	-2,947	-7.94%
LWL	426	429	422	411	378	366	-60	-14.08%
KIPP Bridge	560	528	540	560	537	509	-51	-9.11%
Ascend	487	486	494	510	496	492	5	1.03%

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PERFORMANCE OF UNRETAINED STUDENTS

- **NOC Claim:** Unretained students consistently perform below schoolwide averages.
- **Response:** The data cited in the NOC does not align with CA Dashboard results.

ADDRESSING DFS AND RANKING CLAIMS

- **NOC Claim:** AIPCS II ranks in the bottom 5 for DFS differences annually.
- **Response:** CDE Dashboard data does not support this.
- AIPCS II outperformed OUSD averages in several categories.

AIPCS II has addressed and clarified discrepancies in the NOC data, demonstrating compliance and commitment to transparency through accurate state-reported data.



ENROLLMENT OF STUDENTS WITH DISABILITIES AND CHILD FIND COMPLIANCE

OUSD Release AIPCS II from their SELPA:

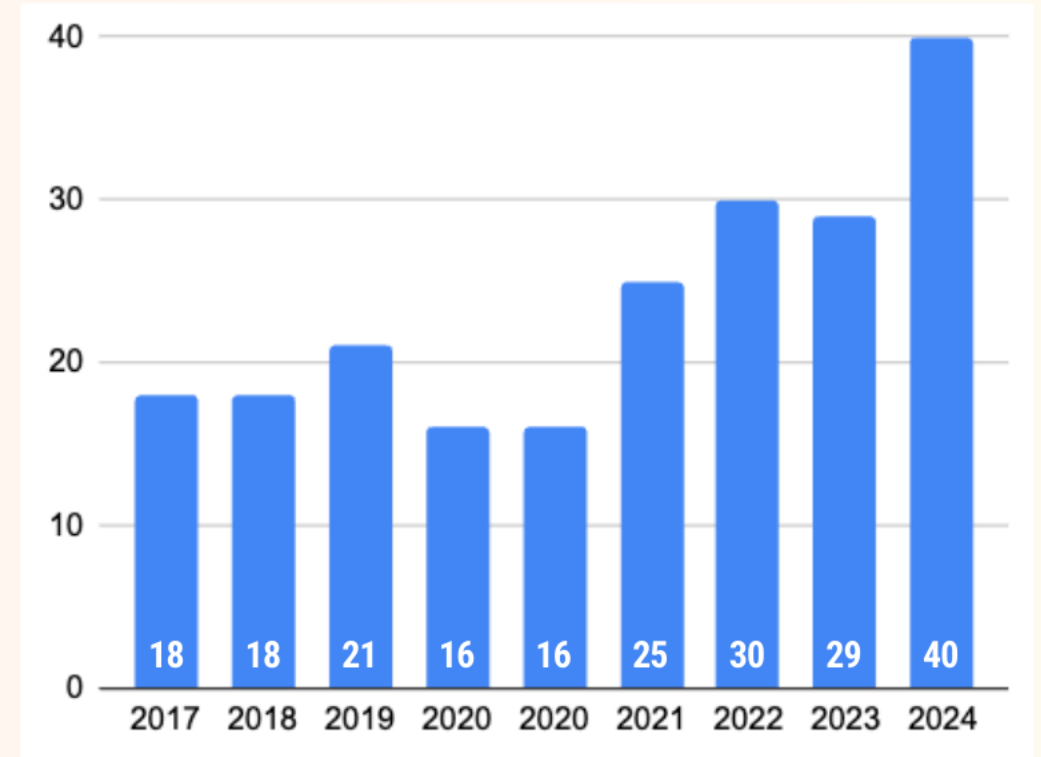
- In December 2022, AIMS/OUSD SELPA settlement agreement.

Initial Challenges:

- AIPCS II experienced a 0.3% decline in SpEd enrollment (2 students) due to transition challenges.

Continuous Improvement:

- By Fall 2024, SPED enrollment increased by 38%, reflecting the success of focused efforts.
- Continue to prioritize SpEd enrollment growth, and robust Child Find practices as expressed in CAP submission.



SpEd Enrollment Year Over Year (2017-2024)

AIPCS II is thriving, demonstrating commitment to meeting the needs of all students.

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GOVERNANCE CONCERNS – HUMAN RESOURCES

NOC Claim: HR department dissolved without adequate replacement.

Response:

- HR Coordinator: Evidence provided confirmed. Human Resources Coordinator in place to effectively prioritize HR priorities.

Continuous Improvement:

- Implemented Paycom HR software for payroll and compliance and timely response and processes.
- Added an HR Specialist for additional support and increased capacity.

AIPCS II has established a functional and effective HR system to meet governance requirements.



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GOVERNANCE CONCERNS – COMPLAINT PROCESSES

NOC Claim: Ineffective complaint tracking and investigation.

Response:

- 1. Uniform Complaint Procedure (UCP):** Revised district-wide system with tracking, notifications, and clear steps.
- 2. Complaint Tracking System:** Upgraded with Epicenter for detailed registration and monitoring.
- 3. Ombudsman Role:** Established to ensure anonymity and effective reporting.
- 4. Governance:** Monthly reporting to the AIMS Board of Directors regarding complaints and overall trends.



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STAFFING CHALLENGES – TEACHER TURNOVER

NOC Claim:

- High teacher turnover rates.
- Reliance on emergency credentials.

Response:

- Created a teacher recruitment and retention steering committee.
- Partnered with universities for credentialing programs.
- Provided financial support for teacher coaching and induction.
- Hired a credential analyst to ensure compliance.

AIMS leadership is committed to long-term staffing stability through proactive measures.



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GOVERNANCE – TEACHER REPRESENTATION

Initiatives:

- Elected peer representatives serve as labor relations.
- Teacher Recruitment and Retention Committee ensures teacher input in decision-making.

Impact:

- Collaborative governance structure enhances decision-making.
- Addresses workforce challenges effectively.



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SCHOOL SAFETY IMPROVEMENTS

Concerns:

- Outdated safety plan and non-compliance with drills.

Actions Taken:

- Updated Comprehensive Safety Plan approved before March 1.
- Scheduled and conducted safety drills to comply with regulations.
- Ensured monitored and secured entry points during school hours.



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GOVERNANCE AND COMPLIANCE – AIMS LEADERSHIP’S COMMITMENT

- AIMS addressed all governance concerns with measurable actions.
- Implemented robust systems for HR, complaints, and safety.
- Collaborative governance empowers staff and improves outcomes.
- Ensures transparency through compliance with California Education Code.

AIMS leadership is dedicated to ensuring a safe, supportive, and well-governed school environment.



CONCLUSION: EVIDENCE OF PROGRESS AND ACTIONS TAKEN

Proven Progress and Data

- **Special Education Growth:** Enrollment nearly tripled since 2017, showing commitment to equity.
- **Accurate Enrollment Data:** CA Dashboard confirms only a 2.4% enrollment decrease in 2022-23.

Safety and Governance Improvements

- Expanded governance to include students, staff, parents, and faculty.
- Implemented on-campus and off-campus safety measures.



CONCLUSION: EVIDENCE OF PROGRESS AND ACTIONS TAKEN



Continuous Improvement: Third-party oversight by District Management Group to ensure that AIPCS II Continues to Address Cumulative Concerns Expressed by OUSD

- Partnering with the District Management Group to:
 - Analyze practices and improve operations.
 - Ensure ongoing progress and transparency.
 - Leverage expertise from large districts like LA Unified, Fresno Unified, and Sacramento Unified.
 - “We leverage proven management techniques and education best practices to support school district leaders in raising student outcomes.” –



District
Management
Group



LAUSD
UNIFIED



Fresno Unified
School District



Sacramento City
UNIFIED SCHOOL DISTRICT

AIMS leadership is committed to addressing concerns, fostering equity, and ensuring success through continuous improvement and collaboration.