



COLLEGE PREP
HIGH SCHOOL

AIMS College Prep High School Charter Renewal Hearing

Head of School Maurice Williams
Superintendent Maya Woods-Cadiz
November 4, 2020



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We Are Oakland, Too!

Since its founding in 2006, AIMS College Prep High School has been regarded as one of the top performing public charter schools in the region. Every year, 100% of AIMS High School's students are accepted into 4-year colleges and universities.

Nestled in the heart of the beautiful Lake Merritt area, AIMS HS's Lakeview campus is located across from the historic Grand Lake Theatre. Surrounded by local restaurants and shops, we are less than a 5-minute walk from the lake.

We are Oakland, Too!, and proud to continue building on the 25-year legacy of the AIMS K-12 College Prep Charter District.



71%

Since the 2016-17 academic school year, **AIMS HS experienced nearly a 71% increase in its student population.** These increases in student population are the result of increased program offerings and student willingness to attend AIMS HS. (Max of 450)

+28%

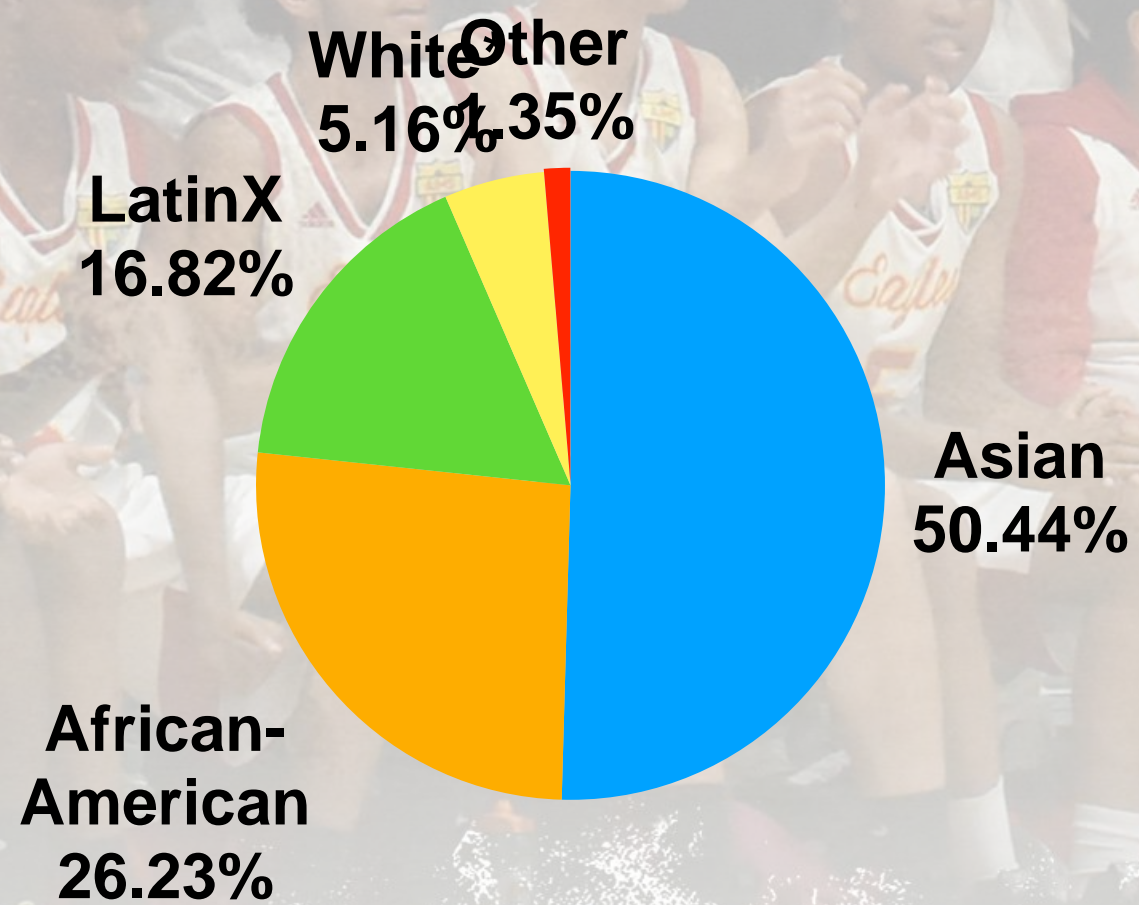
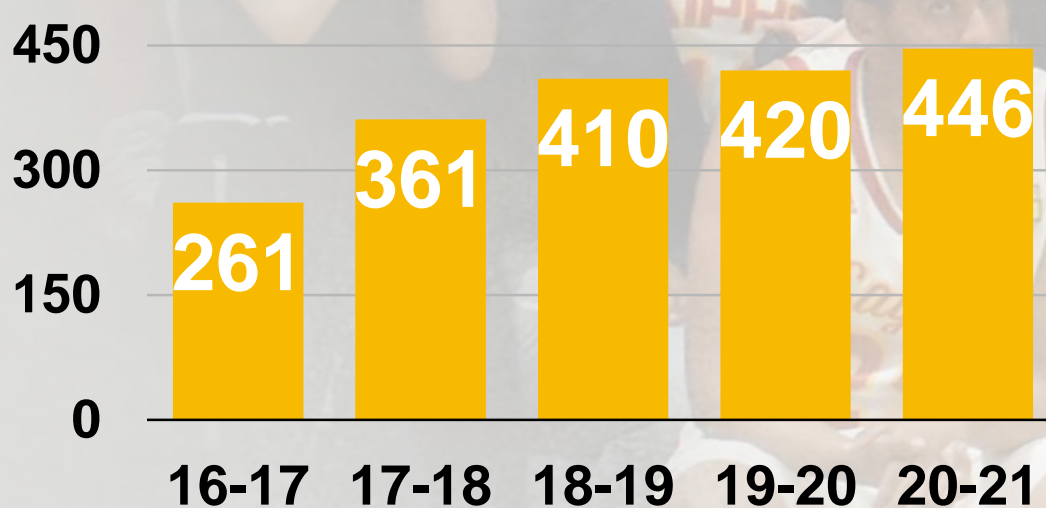
Since the 2016-17 academic school year, **AIMS HS has experienced a 28% increase in its African-American Population,** and a 17% decline in its Asian student population.

** Predominantly Middle Eastern Population*

77%

Nearly 77% of our students qualify as free and reduced lunch. This is keeping with our model to provide a quality education to our most vulnerable Oakland populations.

AIMS HS Student Population (5-Year)

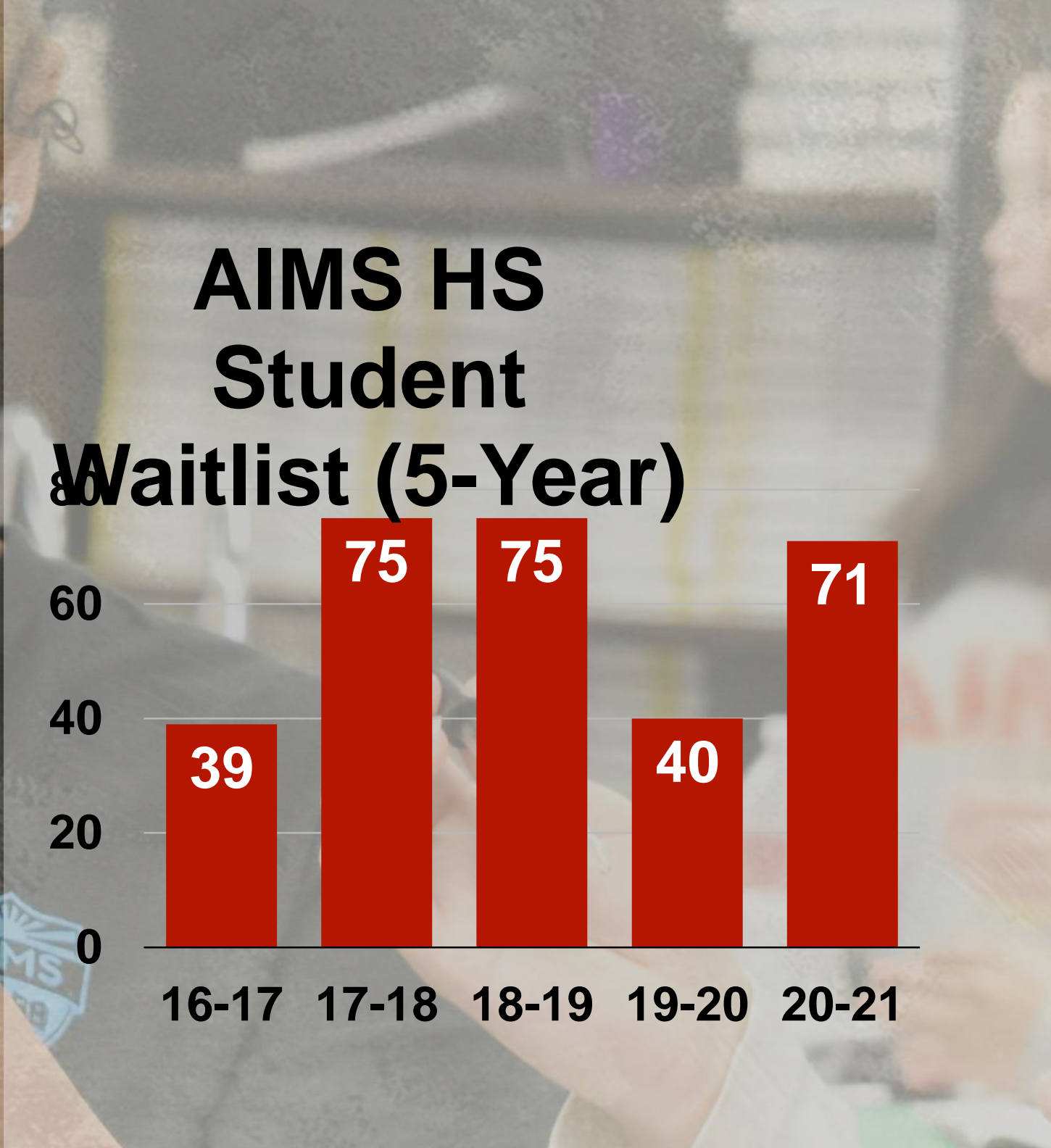
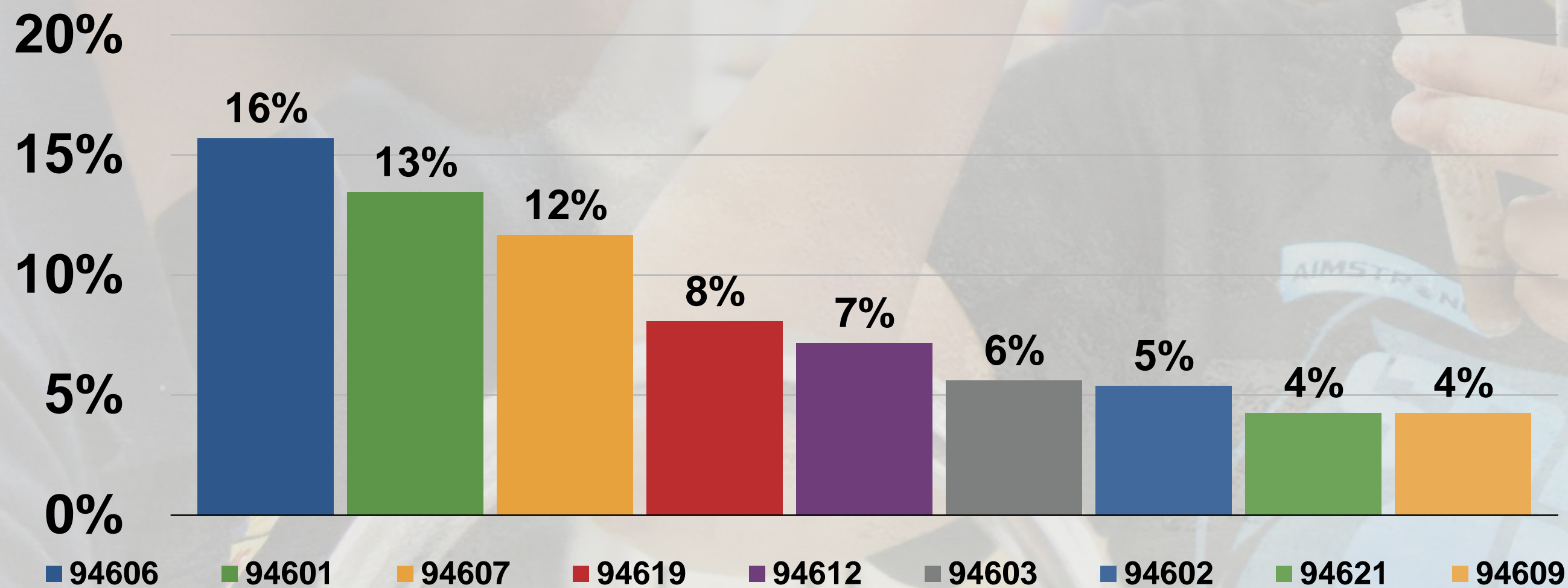


AIMS HS is Public, Free, and Open to All.

We're growing and serving a greater diversity of our City of Oakland!

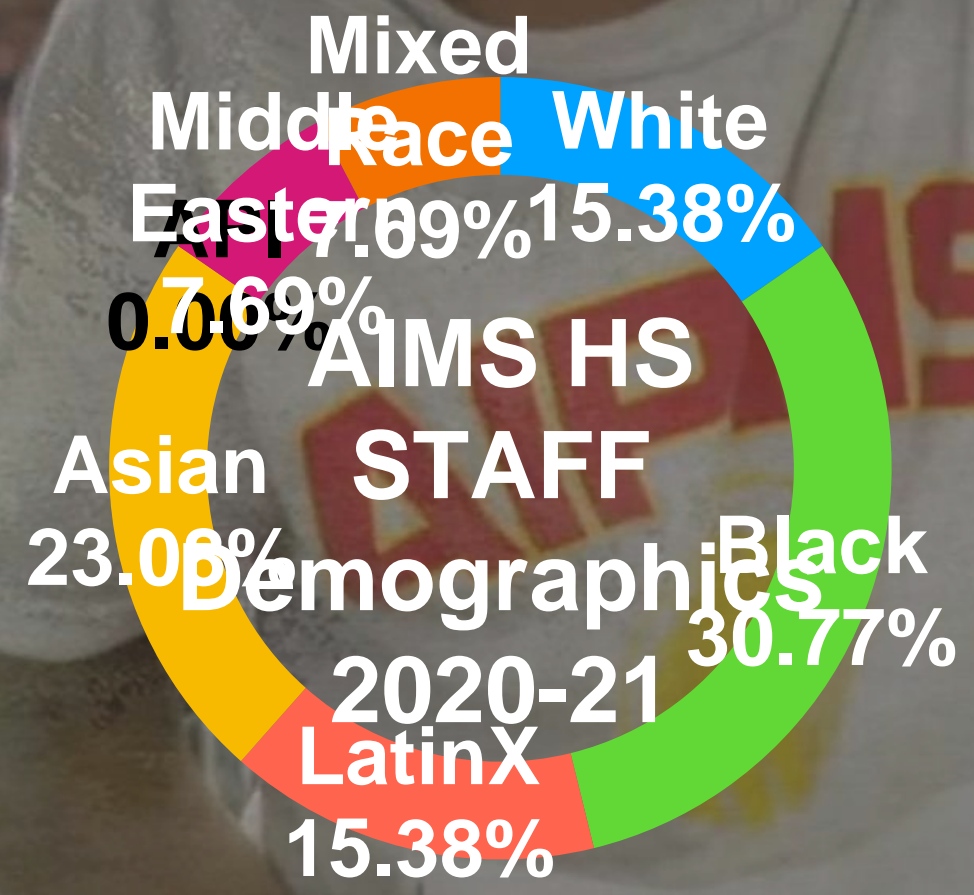
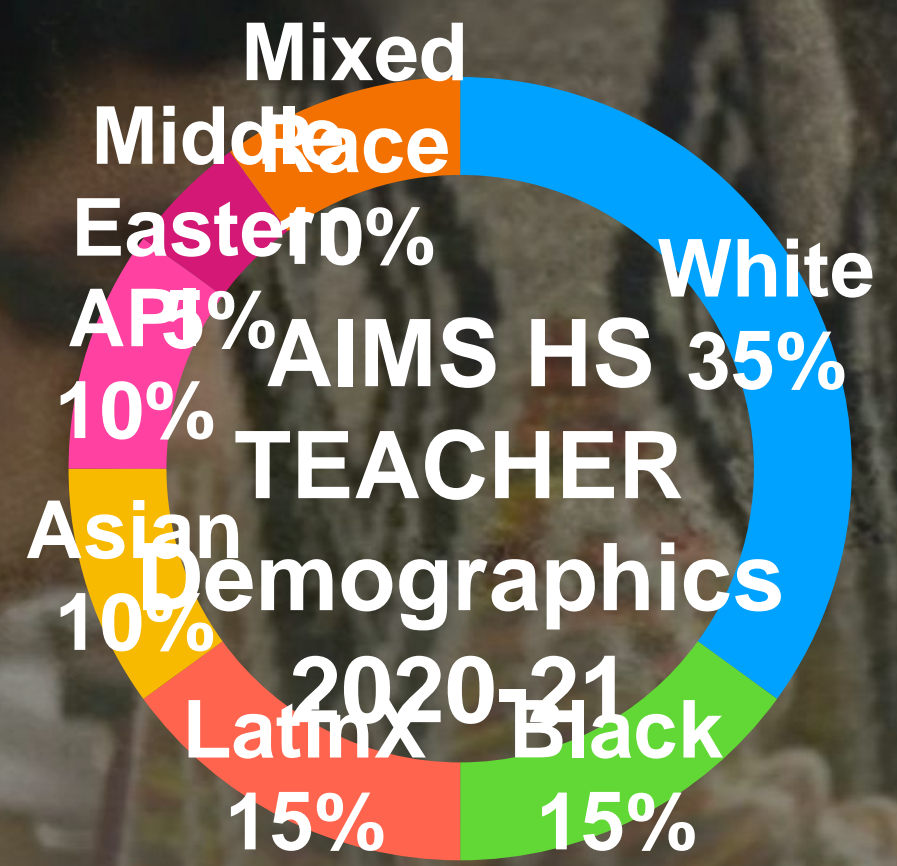
AIMS HS is an Oakland Public School of Choice

AIMS HS is a school of choice, as over 75% of our families span from over 9 Oakland Zip Codes. Our central location and proven track record of results makes AIMS HS a preferred school of choice for all whom apply via Oakland Enrolls.



AIMS HS has participated in Oakland Enrolls since its inception in 2016, providing Oakland families with greater opportunity and transparency in school choice.

Our AIMS Teachers and Staff Reflect Oakland's Diversity



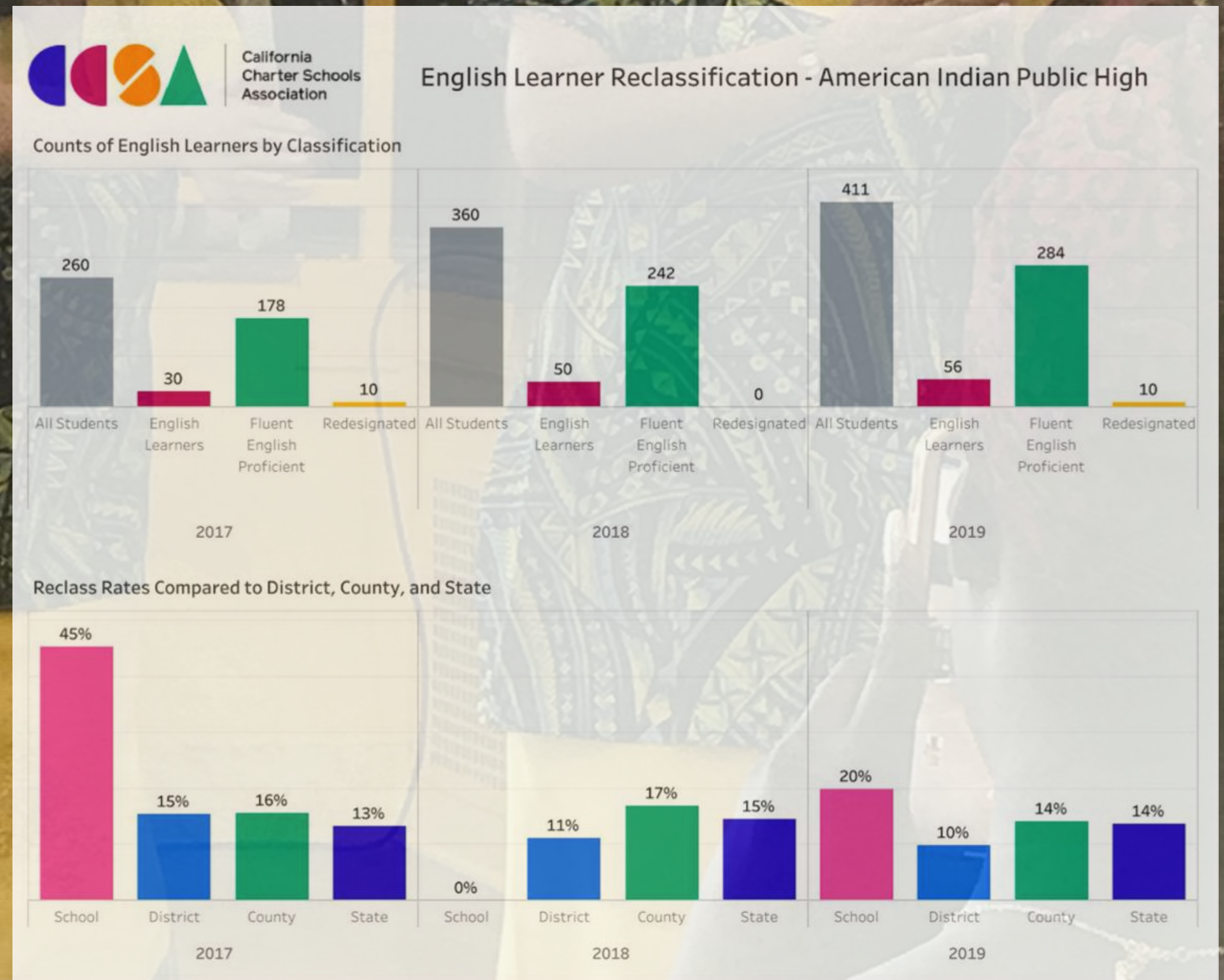
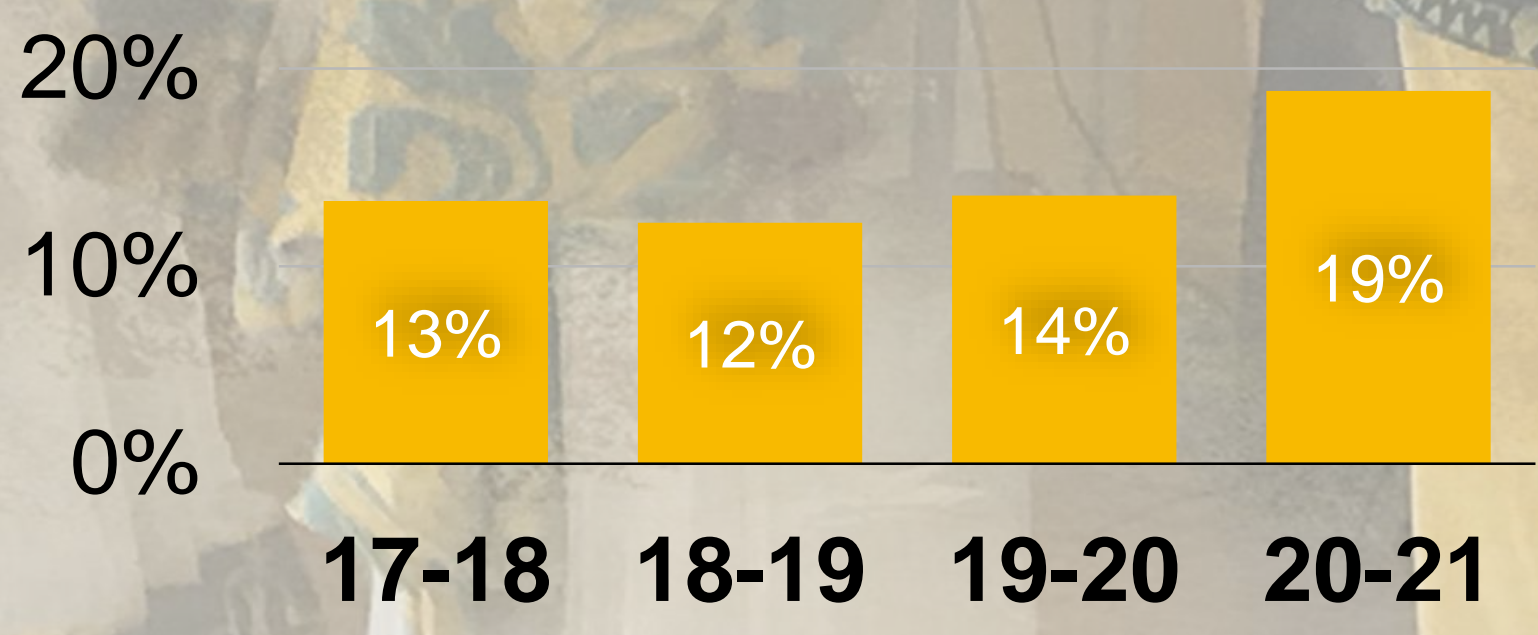
AIMS Successfully Serves a Growing EL Community

19%

Nearly 19 percent of our AIMS HS students are EL learners.

30%

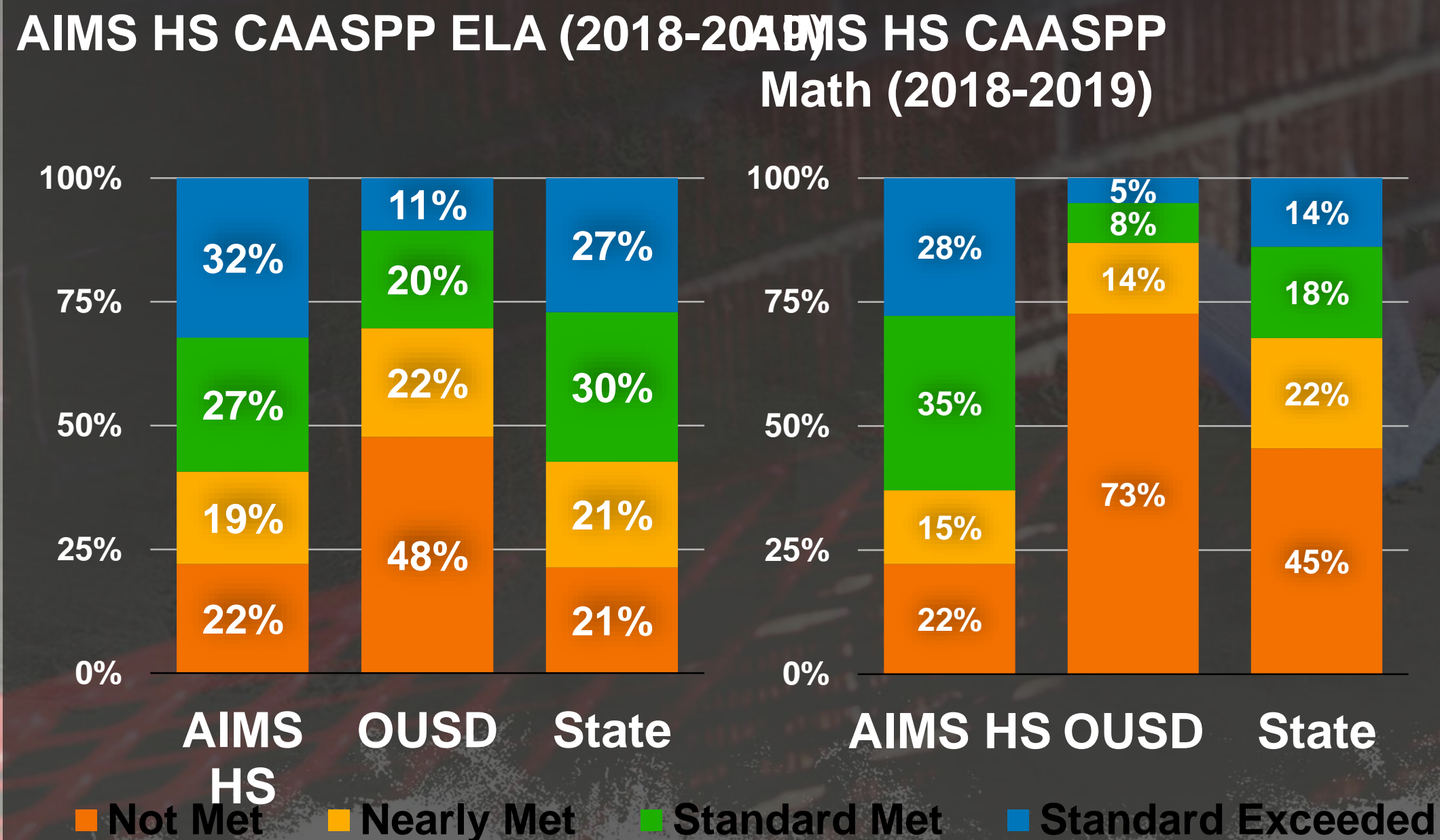
Since the 2017-18 school year, AIMS HS has experienced nearly a 30% increase in its EL population.



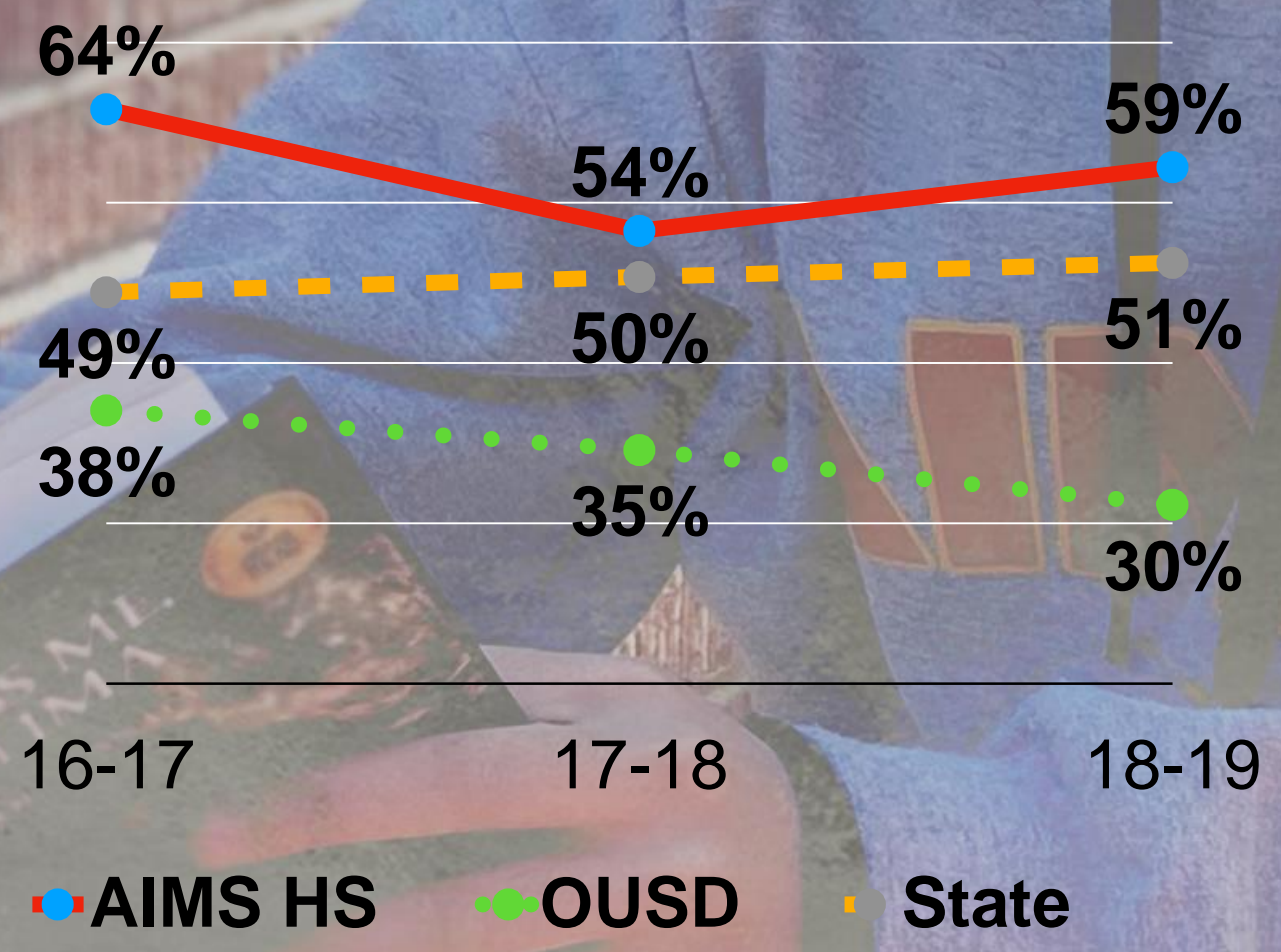
AIMS HS EL reclassification rates are higher than OUSD and state averages. [Source: ccsasnapshots.org/data-deep-dive](https://ccsasnapshots.org/data-deep-dive)

AIMS HS Earned The Highest CAASPP Math scores in Oakland During the 2018-19 Academic School Year

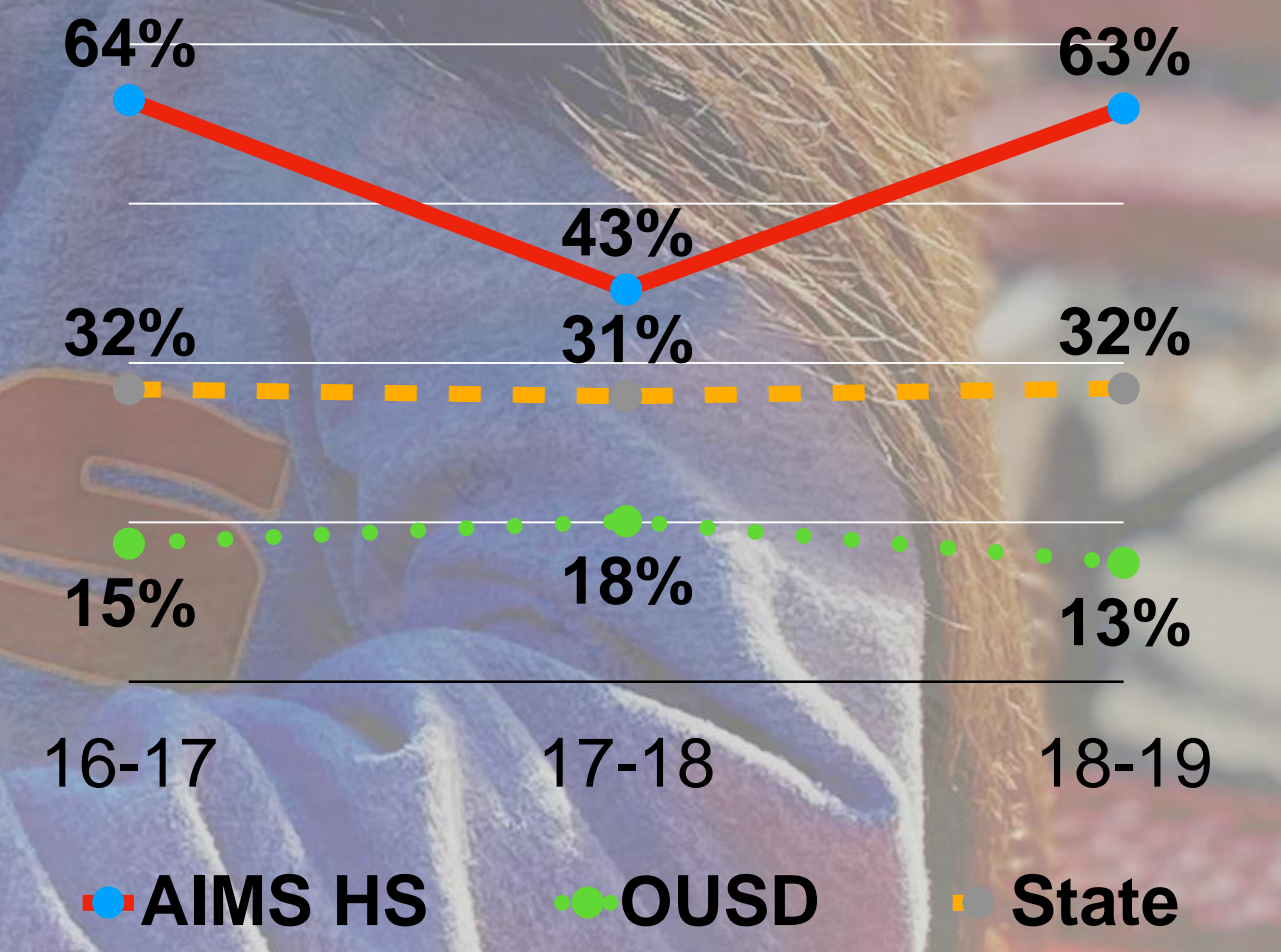
In 2018-2019, AIMS HS scored nearly **five times** higher than OUSD and nearly **double** the state percentage of students that met or exceeded the 11th Grade Math standards. In ELA, AIMS HS **DOUBLED** and **EXCEEDED** OUSD's and the State's percentages respectively.



AIMS HS Statewide ELA CAASPP Scores (2016 - 2019)

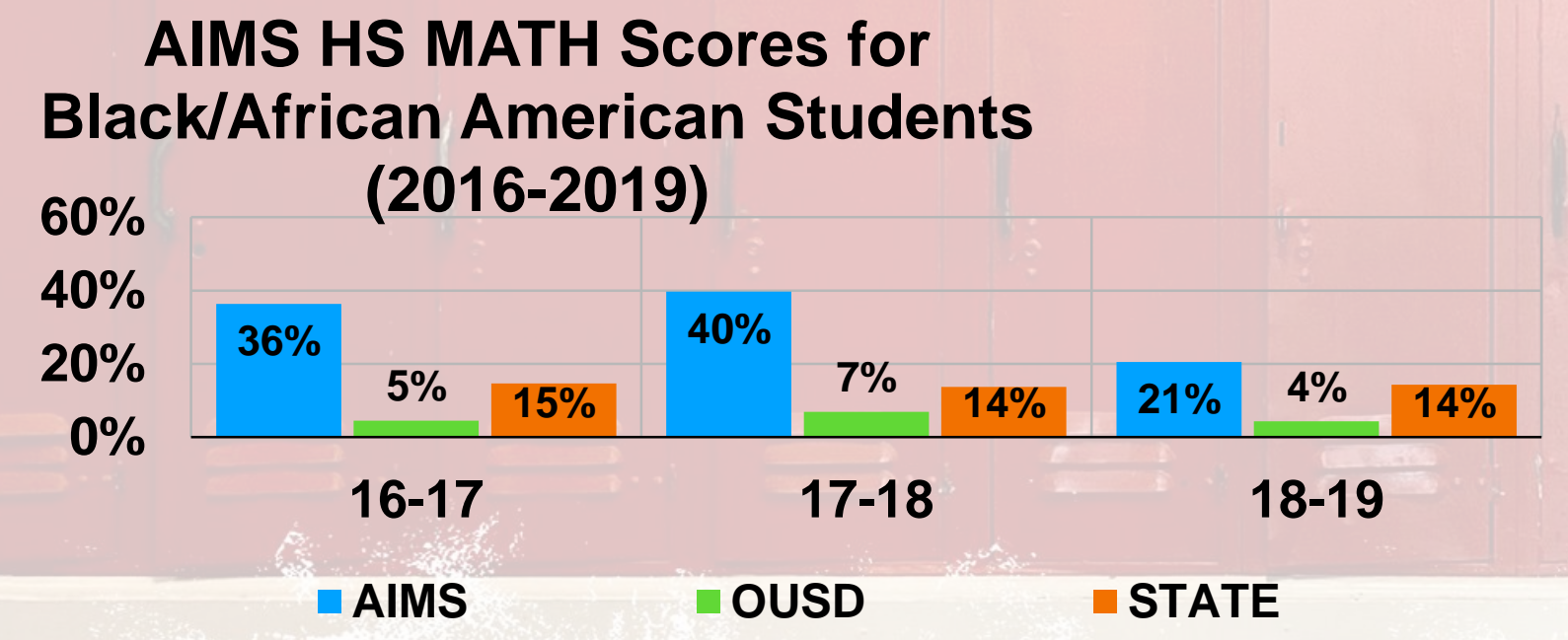
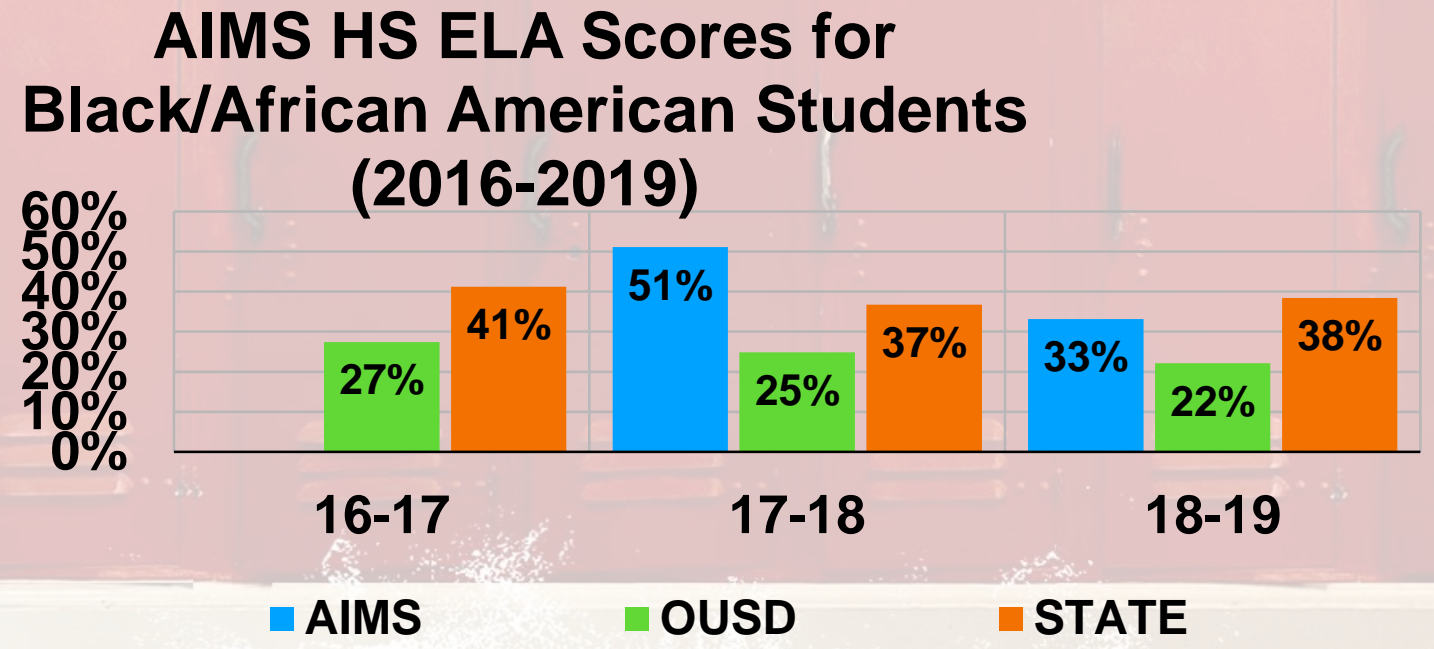
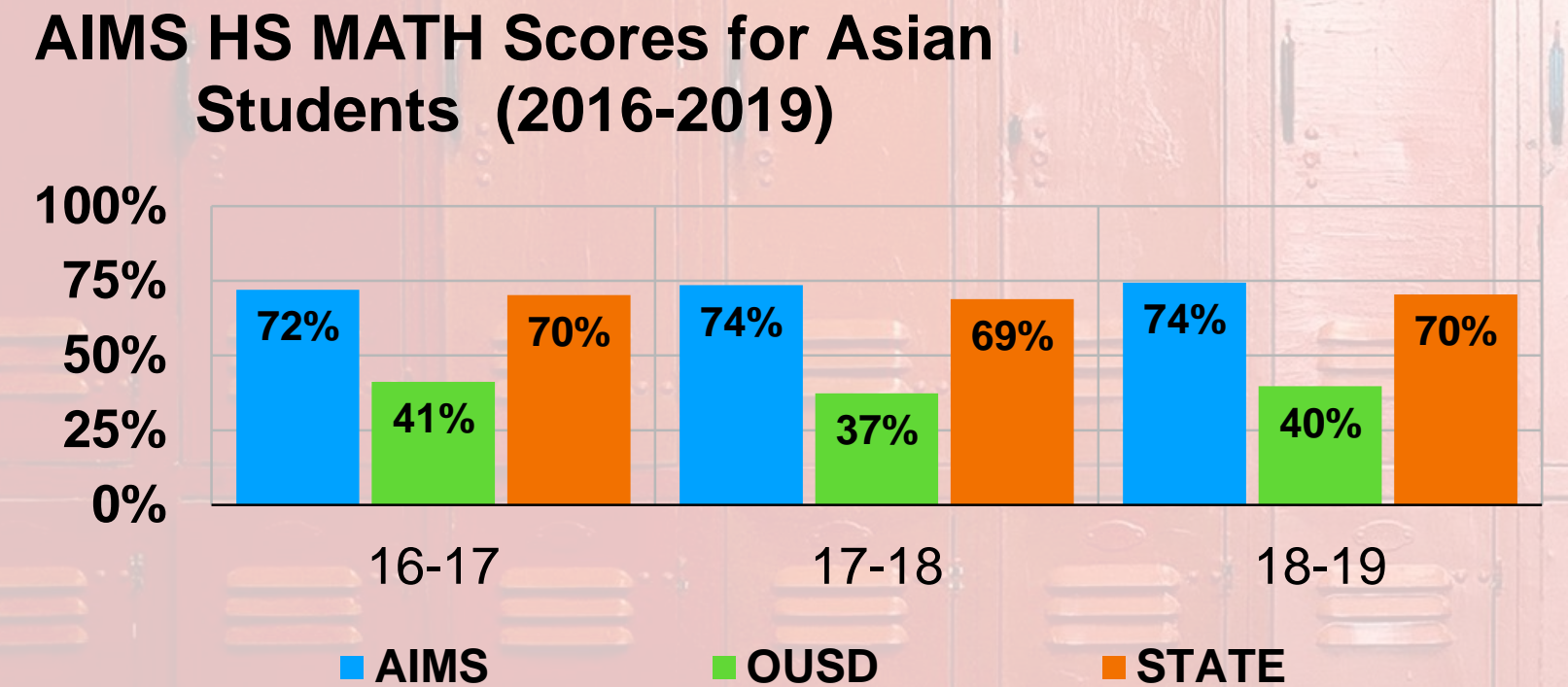
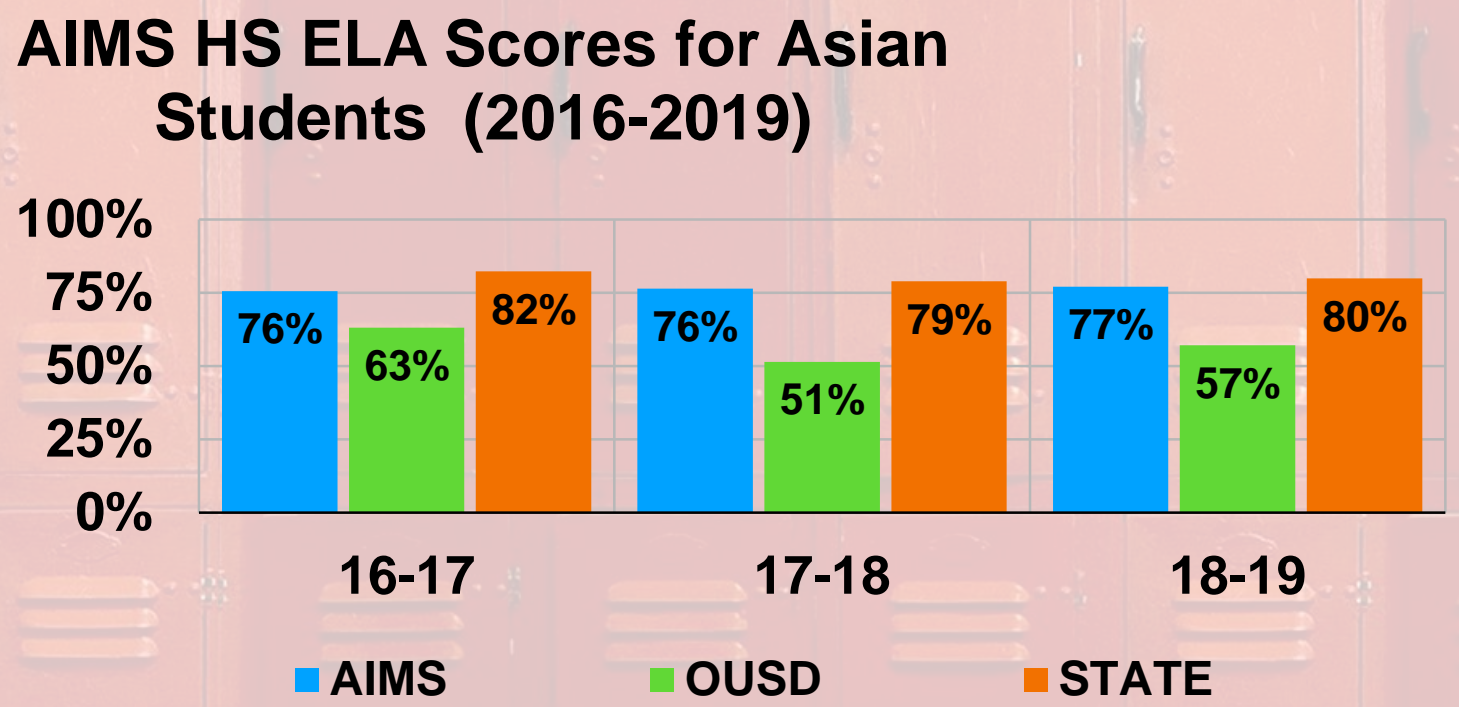
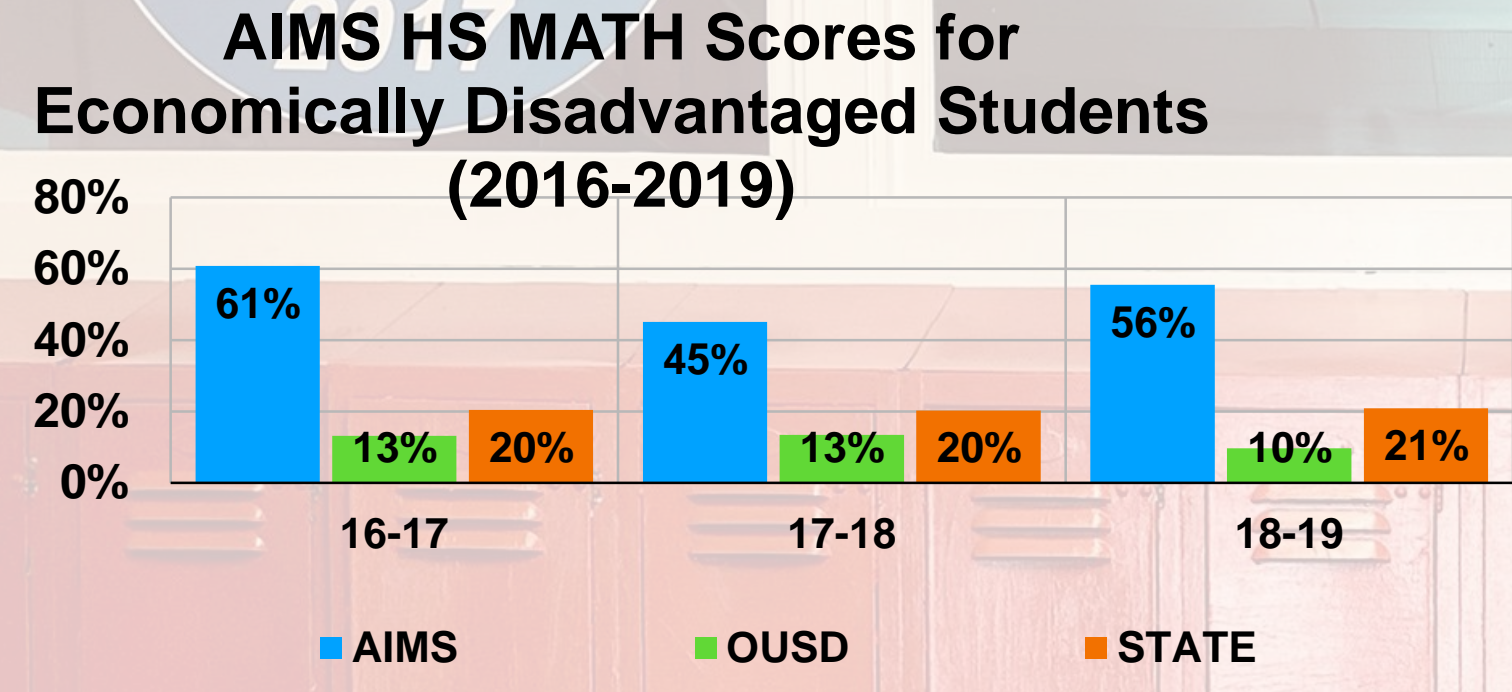
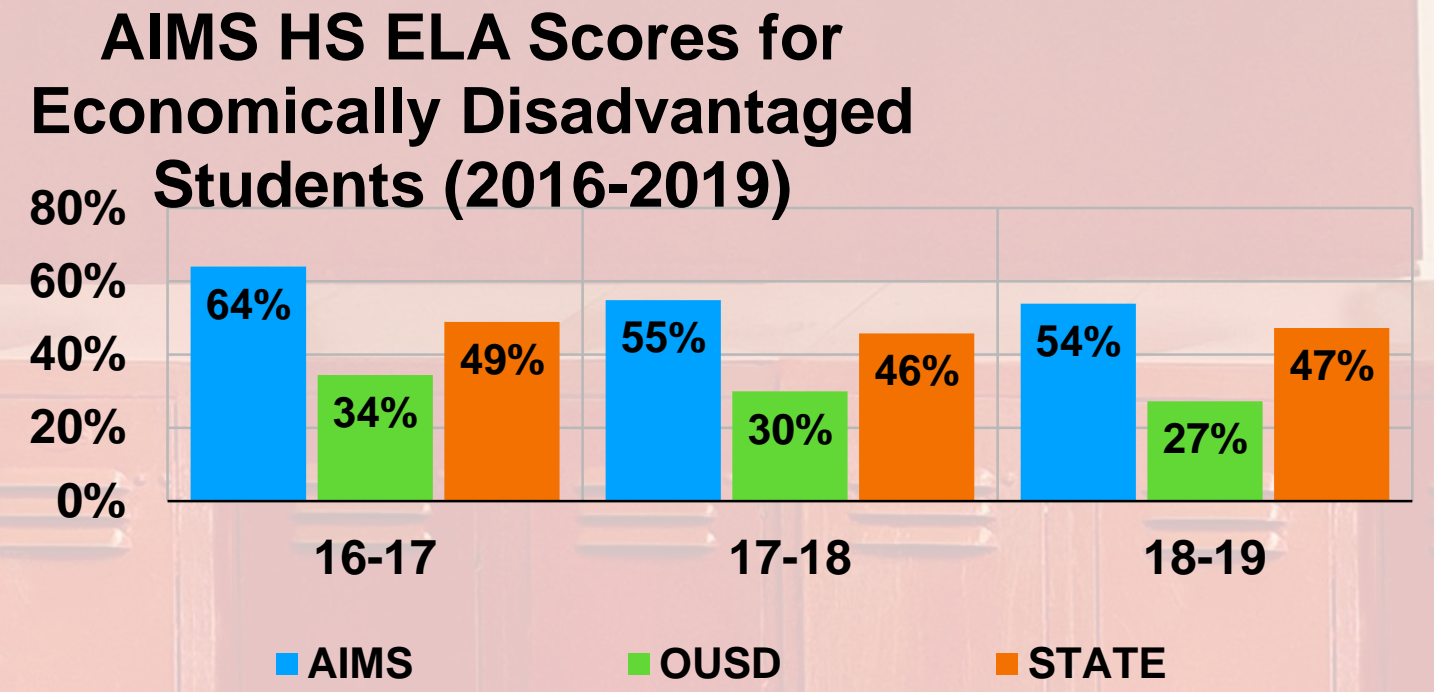


AIMS HS Statewide Math CAASPP Scores (2016 - 2019)



Sources: ousddata.org, cde.ca.gov, CalPads Data (2019-2020)

AIMS HS Economically Disadvantaged Students and Ethnic Subgroups Consistently Met or Exceeded Standards at Rates Higher than OUSD and the State in Most Categories

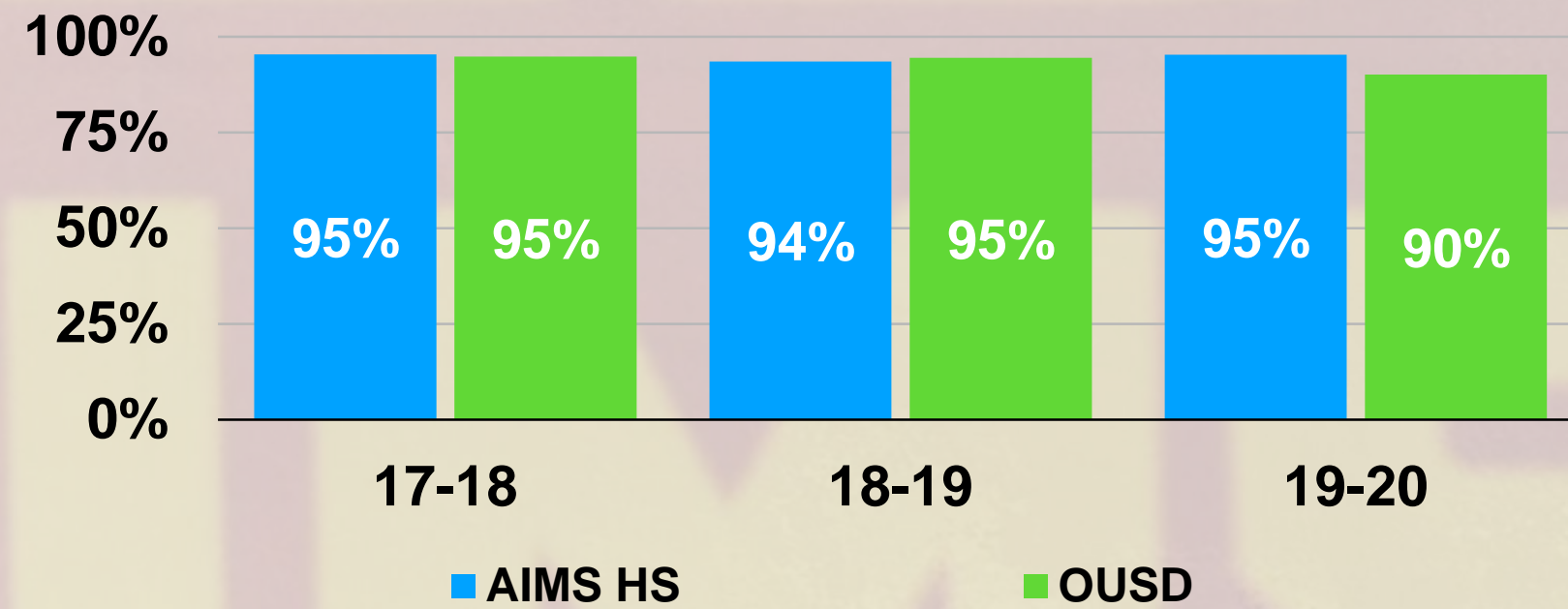


Sources: ousddata.org, cde.ca.gov, CalPads Data (2019-2020)

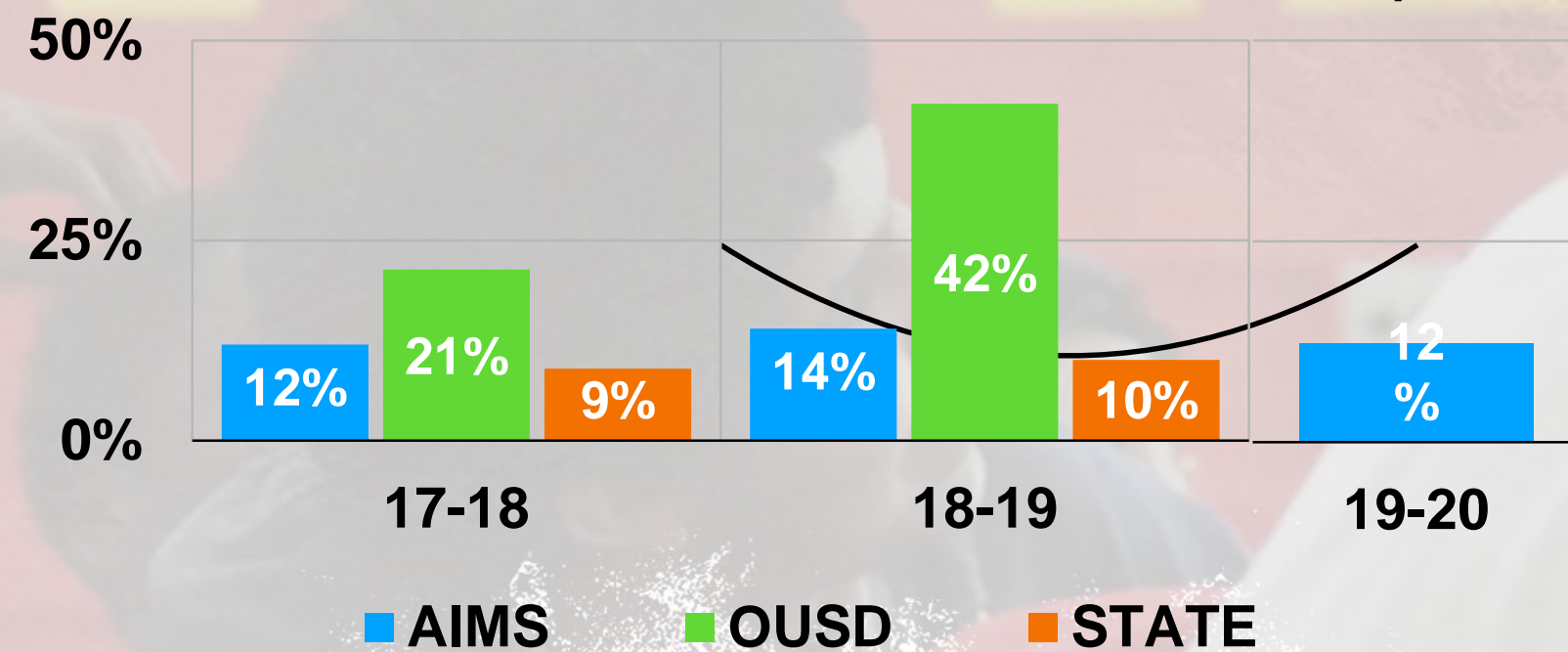
High Attendance Rates Low Chronic Absenteeism

AIMS HS aspires to have a 97% attendance rate, as Chronic Absenteeism is linked to low academic performance and high dropout rates. Our rates outperforms OUSD and State averages

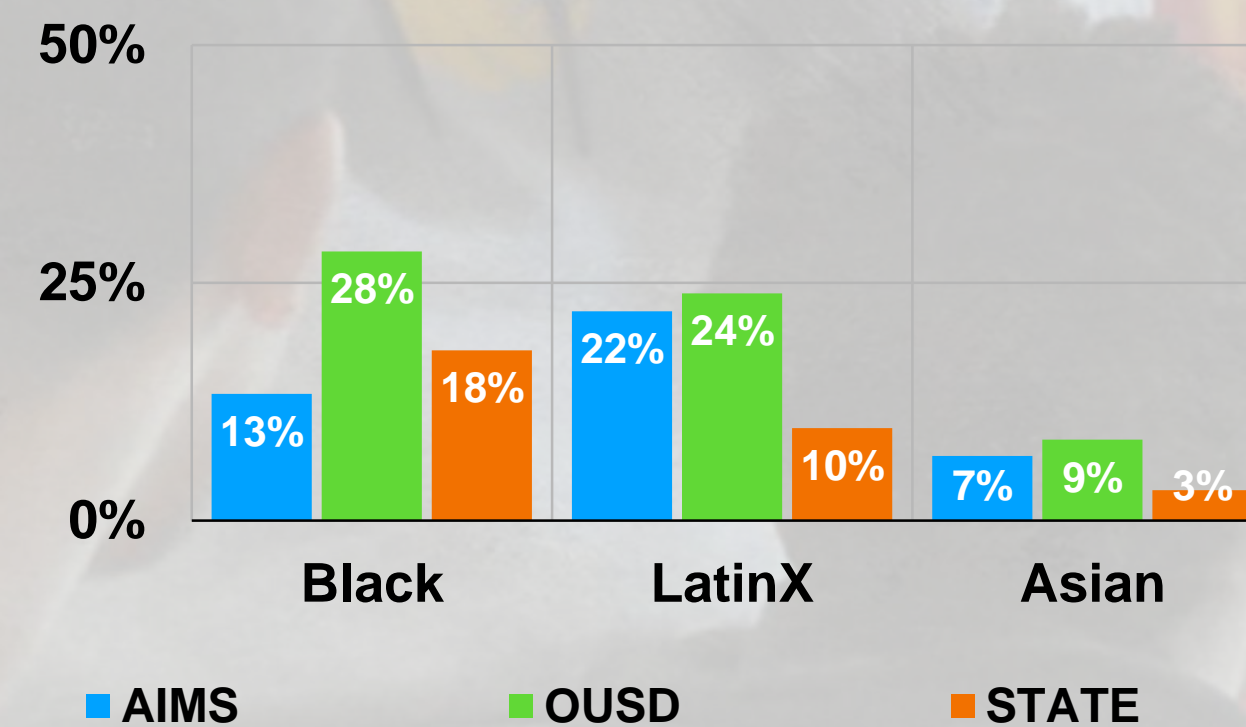
AIMS HS Average Daily Attendance (2017-2020)



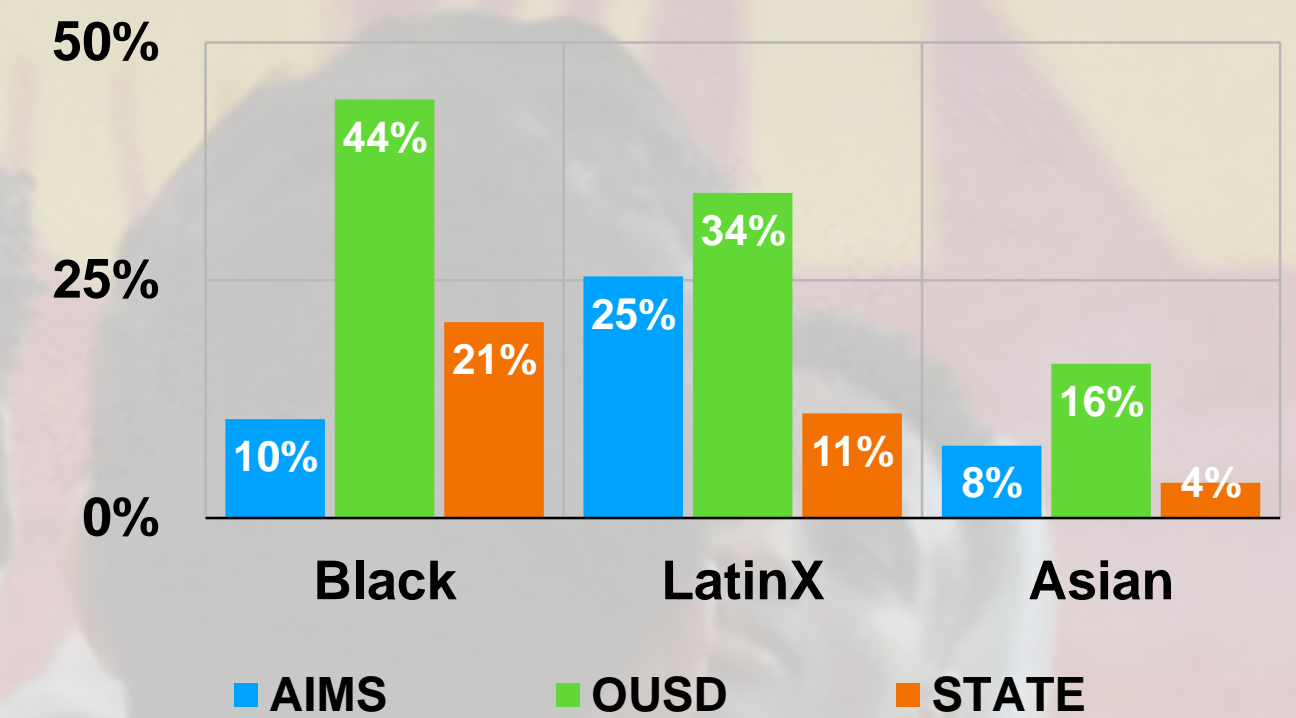
AIMS HS Chronic Absenteeism (3-Year) Students with +10% Absences



AIMS HS Chronic Absenteeism by Ethnicity (2017-2018)



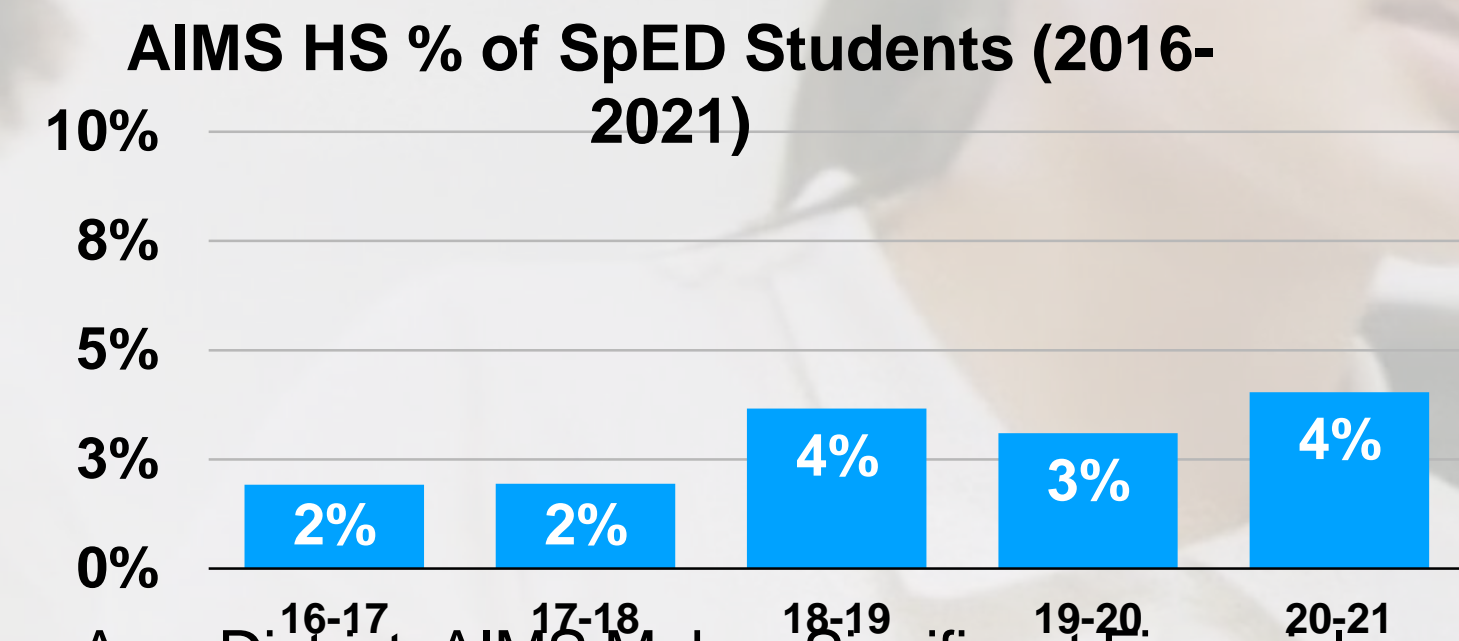
AIMS HS Chronic Absenteeism by Ethnicity (2018-2019)



Sources: ousddata.org, cde.ca.gov, CalPads Data (2019-2020)

As one of the few Oakland charters in OUSD's Special Education Local Plan Area (SELPA), AIMS HS is Working to Improve our Special Education Services

- AIMS HS's percentage of SpED population has more than doubled since the 2016-17 school year.



- As a District, AIMS Makes Significant Financial Contributions To OUSD SELPA, which has increased by 57% in the past two years

AIMS District Financial Contribution to OUSD SELPA (2017 - 2021)

2017-2018	2018-2019	2019-2020	2020-21
\$969,722	\$1,155,395	\$1,518,756	\$1,898,445

As a district, AIMS currently contributes over \$1400 per AIMS student to the OUSD SELPA, which is nearly \$1.9M, or nearly \$34,000 per AIMS SpED student.

Traditionally, Black and Brown students are disproportionately identified as SpED Students. For these reasons, AIMS Preemptively Provides Significant Resource to Support ALL Students to prevent the singling out of any demographic group.

- After School Tutoring
- Academic Saturday School
- Small Group Instruction
- Adaptive Furniture and Equipment
- Pull-out and Push-in Academic Support
- Modified Instruction
- Additional Instructional Time
- Data based intervention
- Student Success Plan
- 504 Plan

In-Kind Contributions To OUSD SELPA

- Supplies and Material
- Adaptive Furniture and Equipment
- Additional Staffing
- Office Space
- Recruitment and Advertisement

AIMS HS SpED Supports Equals Results

- As a District, AIMS has an MOU with OUSD to cover the costs of our District SpED Coordinator for (AIMS HS) and two other SpED staff members within our K-8 campuses.
- In addition to push-in/pull out IA support, AIMS HS SpED students receive between 210-240 minutes of support in Study Skills Classes.
- 100% of our SpED students graduate with other AIMS HS students with at least one College/University acceptance and 100% A-G completion.



THE AIMS U COLLEGE PATHWAYS PROGRAM

Implemented during the 2020-21 academic school year, AIMS HS is currently in it's first phase of it's AIMS U College Pathways program, which allows AIMS Students the opportunity to take Pre-Business, Pre-Engineering / Design Media, Pre-Law, and Pre-Med Peralta Community College classes (Laney and Berkeley CC) while on campus at AIMS.

As part of the pathways program, AIMS HS students are enrolled in pathway programs, have the opportunity to earn between 18-24 UC and CSU transferable college credits, and potentially begin their college career with sophomore standing. AIMS HS has currently 55% of its students (245) enrolled in college pathway courses.

In our COVID-era economy, particularly as many communities of color are experiencing Great Depression era unemployment rates, the AIMS U College Pathways program can help our students and families lower the costs associated with attending college by 25 percent or more.

Classification	Pre-Business	Pre-Engineering / Design	Pre-Law	Pre-Med
Sophomore	Intro to Business (1)	Intro to Web Design (1)	Law and Democracy	Human Nutrition (1)
Sophomore	Financial Accounting	Fundamentals of Graphic Visualization	Persuasion and Critical Thinking	Medical Terminology
Junior	Computerized Accounting Principles	Online Games & Interactivity	US and CA Constitution	Basic Human Anatomy and Physiology (2)
Junior	Intro to Advertising	UX & UI Design (1)	Social and Political Philosophy	Fundamentals of Biotechnology
Senior	Intro to Business Law (2)	Mobile & Cross Platform Design	The U.S. Constitution and Criminal Due Process (1)	Human Anatomy and Physiology
Senior	Intro to Marketing	Social and Emergent Media	Service Learning: Law, Democracy, and Public Administration	Microbiology

Indicates current courses on campus

AP Access & Our Commitment to Equity

Across the district, state, and nation, AP course access, test participation, and passage rates among students of color are low. For these reasons, as a matter of social and academic equity, AIMS HS is proud to provide AP Classes for All of its students, beginning in their freshman year.

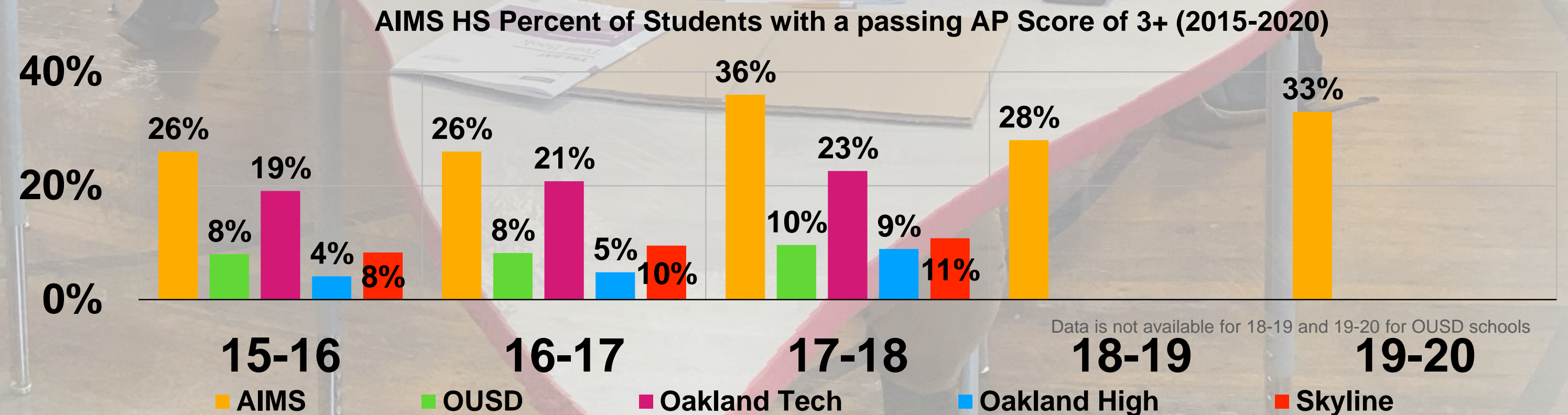
- At least 2 per courses per year (average student will take 10 - 12 AP exams over their entire AIMS HS career).
- AIMS HS pays for all AP prep books, AP exams and offers college scholarships for students with passing scores of 3, 4, or 5 (evidence of college enrollment required). AIMS also pays for up to 3 SAT exams.

AIMS HS SAT Mean Scores (2017-2020)

2017-2018	2018-2019	2019-2020
1150	1149	1146

* CA Department of Education considers SAT College and Career Readiness Benchmarks as a mean score of 1010. Source: cde.ca.gov; collegeboard.org

AIMS AP passage rates are higher than all OUSD High Schools



Sources: ousddata.org, AP College Board

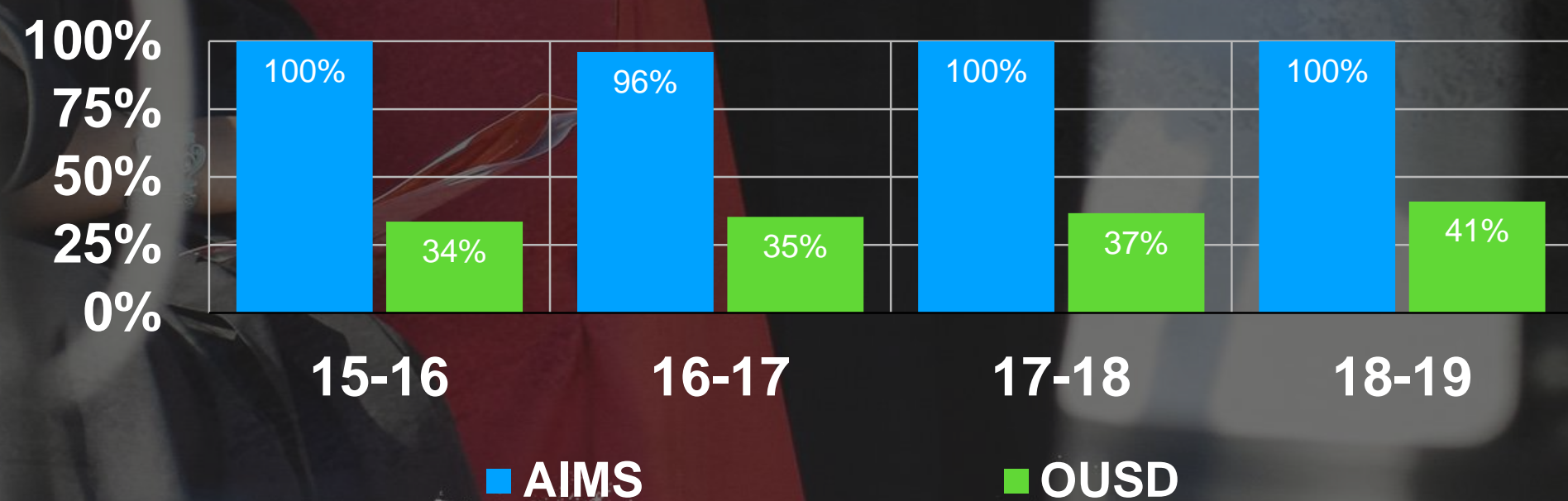
Beginning this year, all AIMS HS juniors are required to take our new AP / SAT Test Prep Elective Course to improve their AP and SAT performance.

AIMS HS is Meeting Our Goal of 100% A-G Completion

AIMS HS has a longstanding record of ranking among the top performing schools in the state in our 100% A-G completion rates. During the 2019-2020 school year, **100% of our students met A-G standards, including 100% of our SPED students.**

- AIMS HS students take courses in excess of traditional A-G requirements (A-G+).
- A (C-) grade or below is considered failing and is consistent with UC and CSU standards
- 100% of AIMS students are accepted into a 4-year college or university upon graduation

AIMS HS A-G Completion Rates (16-19)



Sources: ousddata.org, CalPads Data (2019-2020)

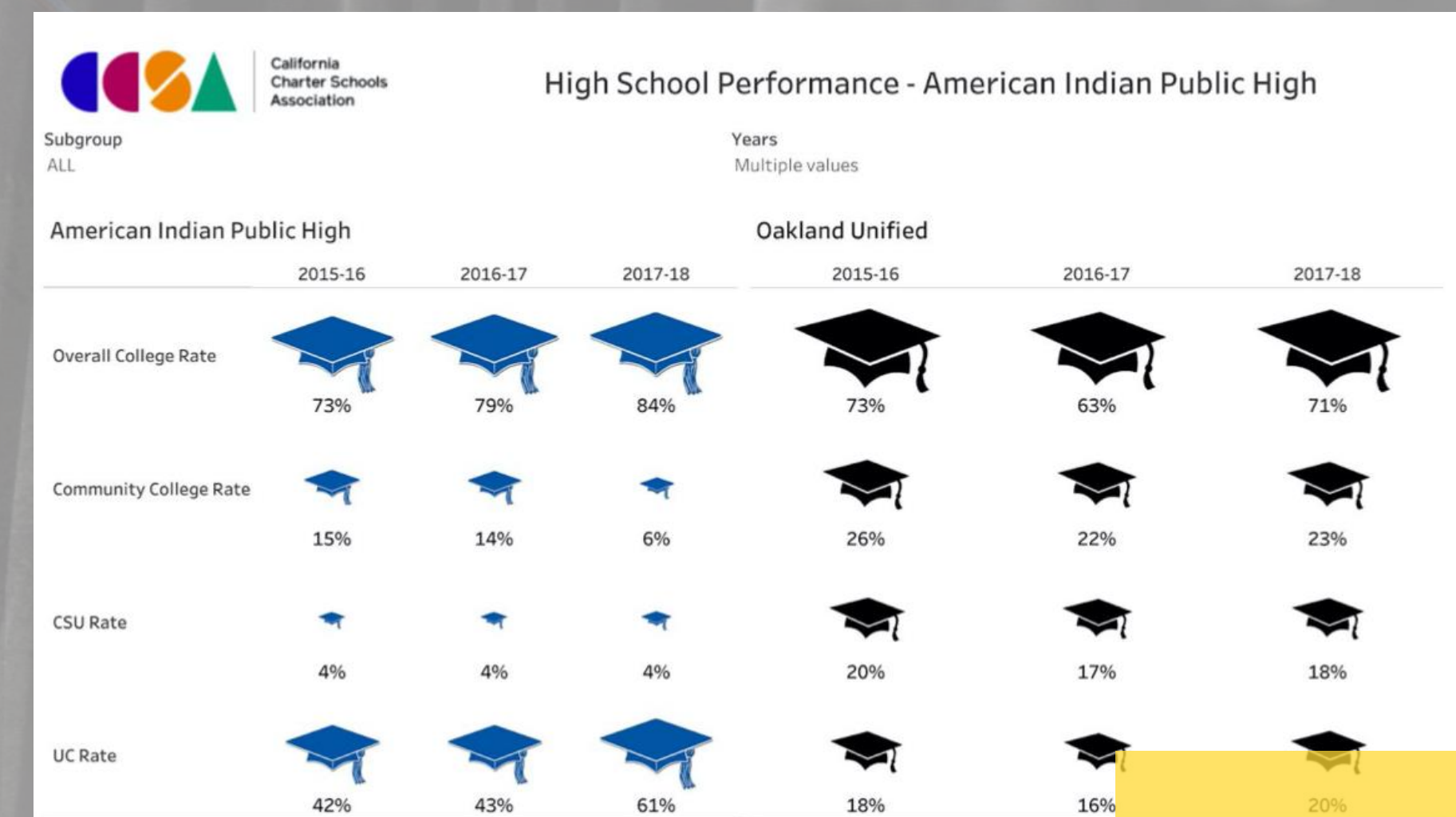


In 2020, Zewditu Herring (above) became AIMS HS's first African-American valedictorian in school history (UC Berkeley).

AIMS HS Class of 2020 College Acceptances

	UC	CSU	Private	Community College	Armed Forces
Acceptances	44	18	11	2	1
Asian	31	7	3	N/A	1
African-American	7	1	6	N/A	N/A
LatinX	4	5	2	1	N/A
API	1	N/A	N/A	1	N/A
Middle Eastern	1	5	N/A	N/A	N/A
Confirmed Fall (20-21) Attendance	34	13	6	22	1

98.6% of our C/O 2020 is attending a University or College in 20-21!



Source: ccsasnapshots.org/data-deep-dive

AIMS HS Continues to Win National, State, and Local Awards and Recognitions for its Quality Education and Stellar Academic Performance

4X

BEST HIGH SCHOOLS

U.S. News & WORLD REPORT

GOLD

1X

BEST HIGH SCHOOLS

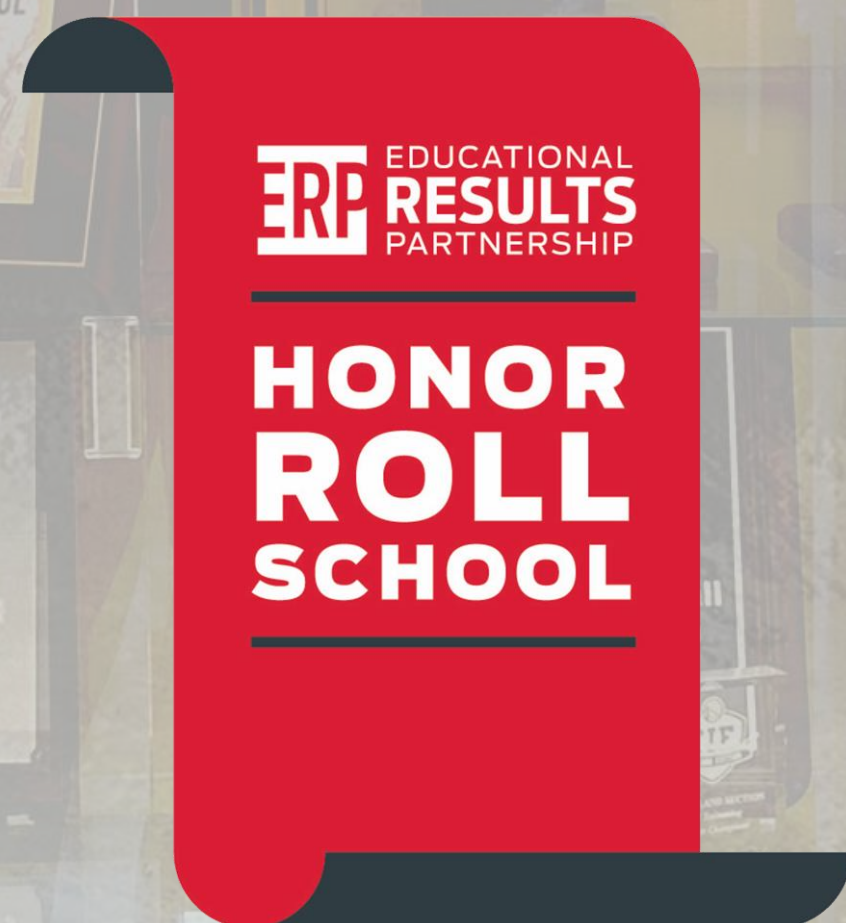
U.S. News & WORLD REPORT

BRONZE

1X



1X



7X

4X

4X



3.0 GPA Requirement

AIMS HS Has a Successful Athletics Program Without Sports Facilities

To help improve student morale, retention, and as a response to many AIMS HS students and families, during the 2017-18 school year, AIMS College Prep High School launched its inaugural sports programs and currently fields the following 10 sports: Boys and Girls Cross Country, Boys and Girls Soccer, Boys and Girls Basketball, Boys and Girls Volleyball, Swimming, and Badminton. AIMS HS is a proud member of the Bay Area Charter School Athletic Conference (BACSAC) under the California Interscholastic Federation CIF-Oakland Section, and is proud to partake in athletic competitions against local charter and Oakland Public Schools.

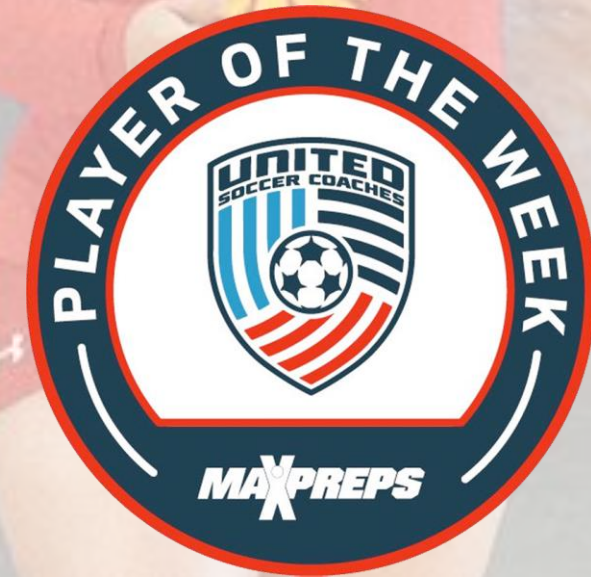
5X



+200 Students w/ 3.5+ GPA Since 2017

The AIMS HS Athletic Programs are a continuation of the classroom. The minimum GPA requirement to participate on AIMS HS Athletic Sports teams is 3.0 and scholar-athletes that earn a 3.5 GPA or above are named as members of our ALL-AIMS Athletic Sports team.

5X



3X

MaxPreps Statewide Players of the Week

8X



State Championship Qualifier

Area of Improvement #1: African-American Suspension Rates

While suspension rates disproportionately impact schools with small populations, AIMS HS is actively taking the following steps in reducing its overall African-American Suspension Rates:

AIMS HS Suspension Rates (2017-2020)

Year	Total Percentage of students suspended at AIMS HS	Total Percentage of HS students suspended at OUSD	Percentage of African American students suspended at AIMS HS	Percentage of HS African American students suspended at OUSD	AIMS HS African American Suspensions / Total AIMS HS Suspensions	OUSD HS African American Suspensions / Total OUSD HS Suspensions
17-18	6.8% (29 students)	6% (644 students suspended at least once)	9.9% (9 students suspended at least once)	9% (372 students suspended at least once)	31%	58%
18-19	5.1% (22 students)	4.8% (505 students suspended at least once)	10.83% (10 students suspended at least once)	7.8% (289 students suspended at least once)	45%	57%
19-20	0.9% (4 students)	4% (490 students suspended at least once)	1% (1 student suspended at least once)	7% (267 students suspended at least once)	25%	54%

Improvement Strategies:

1. Hire Qualified Dean of Students
2. Mandatory AIMS Student / Family Orientations on AIMS Model and Student Conduct
3. Increased emphasis on AIMS Restorative Justice Saturday Schools and other suspension alternatives
4. Positive Behavior Intervention and Support (PBIS) System
5. Teacher Professional Development Regarding Culturally Responsive Pedagogy
6. Increased Opportunities for student involvement, engagement, leadership, sports, etc.
7. Improvements to Room / School Environment
8. AIMS HS Socio Emotional Counselor and partnerships with Kaiser Permanente for HS Student Mental Health Awareness
9. Increased male mentoring with *All-Tied Up* partnership

Sources: ousddata.org, CalPads Data (2019-2020)

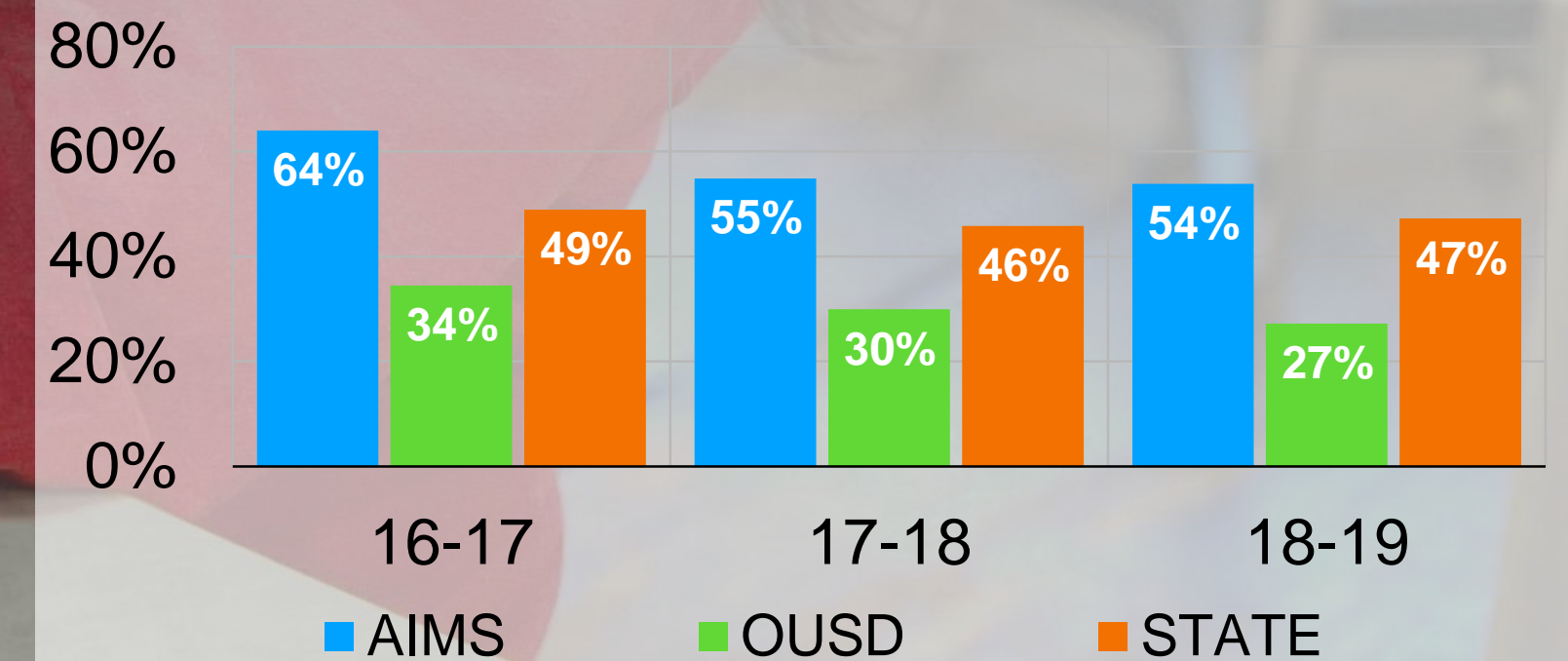
Area of Improvement #2: Economically Disadvantaged ELA CAASPP Scores

While school wide ELA Economically Disadvantaged students score higher than the state and are nearly twice OUSD averages, AIMS HS is taking steps to improve its overall scores, particularly among its subgroup populations.

Improvement Strategies:

1. Hire Highly Qualified Academic Deans and Head of Academics
2. Codified ELA practices
3. Frequent ELA Benchmark Assessments / New Data Wall Creation to Track Progress
4. Department Chairs / Increased Department Meetings, Common Pacing Guides / Lesson Plans
5. Increased professional development, including AP Workshop Trainings
6. MPO 1#: By the end of the charter term, increase the percent of students scoring level 3 or level 4 on the ELA portion of the SBAC by at least 10 percent or achieve a level of 65 percent.
7. MPO 5#: Each year, 50 percent of students will achieve proficiency on the Scholastic Reading Inventory Assessment (SRI)
8. MPO 6#: Each year, 30 percent of ELs will improve one overall proficiency level on ELPAC.

AIMS HS Economically Disadvantaged
ELA CAASPP Scores (2016 - 2019)



Sources: ousddata.org; cde.ca.gov

Area of Improvement #3: Adjusted Cohort Graduation Rates (ACGR)

While many factors contribute to a school's cohort graduation rate, AIMS HS has increased its overall offerings in effort to increase student retention and overall satisfaction with school. This has resulted in increased student retention and increases in the numbers of AIMS HS graduates.

Improvement Strategies:

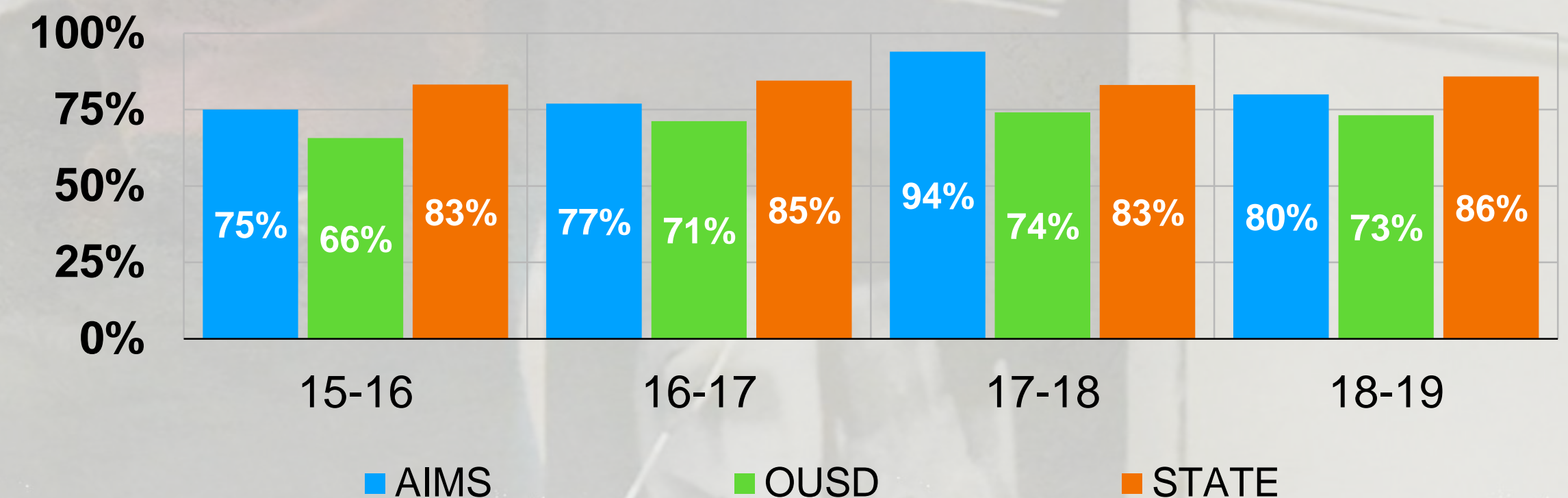
1. Collective MPO #10: Each year, AIMS will achieve a High School cohort graduation rate of at least 90%
2. New "AIMS U" College Pathways Program
3. New AIMS Core Elective Classes
4. Attendance is the precursor to engagement, learning, and academic success
5. Hired additional academic counselor
6. New Athletics, Clubs, and Volunteer / Leadership Opportunities

AIMS HS Number of Graduates (2015-2022)

2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
26	29	69	60	76	100* (current Senior Population)	+130* (current Junior Population)

* Projected

AIMS HS Cohort Graduation Rate



Sources: ousddata.org; cde.ca.gov

Area of Improvement #4: Teacher Retention

AIMS HS has implemented many of the following changes to help in the recruitment and retention of highly qualified teachers.

Improvement Strategies:

1. Increased Salary Scale offering from 5 to 10 Years (beginning in the 20-21 academic school year)
2. \$5K renewable bonus for all teachers that stay the entire school year, regardless of subject; AP Bonuses for improved scores
3. Pay for Teacher Induction for all teachers
4. Increased professional development (Head of Academics, and Academic Deans to help support)
5. New evaluation process that resembles Teacher Induction (emphasizing growth over time and teacher portfolio creation.)
6. New Teacher Incentives: Awards + Recognitions



Teacher of the Year

Longtime AIMS HS teacher, Ms. Daphne Ruff (AP Art) was selected as the 2019-20 teacher of the year

AIMS HS is proud to Receive Letters of Support and Partnerships from Various Community Organizations

Letters of Support

- Honorable Don Perata, President Pro Tempore, California State Senate (Retired)
- Honorable Elihu Harris, Oakland Mayor (Retired)
- Honorable Linda Handy, Peralta Community College
- Chinatown Chamber of Commerce
- Pat Williams, Oakland Rotary
- Hillary Harmsen, CCSA
- Ron Rice, National Alliance For Public Schools
- Sandy Carpenter, Oakland Alliance of Black Educators
- Walter Allen, Acumen Building Enterprise

Community Partners

- All Tied Up
- NAACP
- Alameda College
- Berkeley City College
- Laney College
- HBCU College Tour
- Families Engaged In Action
- Energy Converters
- California Charter Schools Association
- Oakland Rotary Club
- Kaiser Permanente

Thank you for your consideration of a 5-year renewal for AIMS College Prep High School!

AIMS High School has met or exceeded all requirements of AB 1505:

- Sound Educational Program
- Successful Implementation of The Proposed Program
- Reasonably Comprehension Petition
- Serving All Students Who Wish To Attend

AIMS appreciates the support in distributing PPE and Oakland Undivided resources that OUSD has given. We continue to look for ways to partner with OUSD in sharing those pieces of our model that may work for our authorizer and other schools and districts.

