

# American Indian Public Charter School II Corrective Action Plan Update

*OUSD Office of Charter Schools  
Charter Matters Committee  
February 22, 2024*



**OAKLAND UNIFIED  
SCHOOL DISTRICT**

*Community Schools, Thriving Students*

# Goals for Today

- OCS Staff will review the background that led to the 47607(e) Notice that the OUSD Board sent to American Indian Public Charter School II (AIPCS II) in September 2023 and the resulting Corrective Action Plan (CAP) submitted to OUSD by AIMS in November 2023.
- OUSD Charter Committee members will review and discuss the February CAP Update submitted by AIMS on February 1, 2024.

# Education Code § 47607(e): Notice

On September 27, 2023, the OUSD Board of Education adopted Resolution No. 2324-0063, providing AIPCS II notice, per Education Code §47607(e), and a reasonable opportunity to cure the following findings:

- 1 AIPCS II is demonstrably unlikely to successfully implement the program set forth in the petition due to substantial governance factors.
- 2 AIPCS II is not serving all pupils who wish to attend

*For a full copy of the Notice, please consult the Board Agenda from the September 27th Board Meeting at OUSD Legistar (File number 23-0100).*

## 1

# Governance Concerns

Evidence that supported Finding 1 included, but was not limited to, the following:

- Alleged violations of employment law and other concerns regarding pay, compensation, lunch breaks, prep time, etc.
- The dissolution of the AIMS Human Resources department
- Non-compliant Uniform Complaint Procedures and no formal record keeping system to document formal or informal complaints
- Allegations of retaliation
- Allegations of a pervasively hostile work environment
- Inadequate and non-compliant safety procedures
- High teacher turnover rates, excessive vacancies, teacher credentialing concerns

*For a full copy of the Notice, please consult the Board Agenda from the September 27th Board Meeting at OUSD Legistar (File number 23-0100).*





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## Not serving all student who wish to attend

Evidence that supported Finding 2 included, but was not limited to, the following:

- Significantly low enrollment rates of students with disabilities
- Failures of Child Find and other IDEA provisions
- Allegations of disenrollment of students with disabilities or students with behavioral concerns
- Allegations of targeted recruiting outside of the typical Oakland Enrolls timeline

*For a full copy of the Notice, please consult the Board Agenda from the September 27th Board Meeting at OUSD Legistar.*

# Education Code § 47607(e): Opportunity to Remedy

Although only 30 days is required, OUSD is giving AIPCS II a full year to remedy the outlined concerns prior to their anticipated request for renewal in Fall 2024, at which point the OUSD Board will decide whether AIPCS II has fully remedied all concerns. The timeline recommended in the notice is as follows:

Deadline	Step	Status
October 15, 2023	AIPCS II Board to receive Notice, acknowledge need for improvement, state intentions to remedy concerns, and make clear no retaliation against named employees will occur.	Complete
November 15, 2023	AIPCS II Board shall provide OUSD with a Corrective Action Plan (“CAP”)	Complete
November 16, 2023	AIPCS II shall begin implementation of the CAP	Complete
February 1, 2024	AIPCS II shall provide OUSD with a written update on the CAP through 12/31/23	Complete
May 1, 2024	AIPCS II shall provide OUSD with a written update on the CAP through 3/31/24	TBD
August 1, 2024	AIPCS II shall provide OUSD with a written update on the CAP through 6/30/24	TBD
After August 1, 2024	AIPCS II shall, at its discretion, provide OUSD with any additional written updates on the CAP	TBD

# CAP and Next Steps

- The AIPCS II Board President and Superintendent chose to submit a CAP to OUSD on November 15, 2023. Charter Committee members discussed the CAP at the December 7, 2023 Charter Committee meeting (File number 23-2737).
- The OUSD Board will determine whether the corrective action proposed by AIPCS II has been successful or viable at the time of renewal.
- AIPCS II chose to provide OUSD with an update on the progress of the CAP, submitted on February 1, 2024. The update is included in full as an attachment.
  - Committee members may review and discuss the document submitted by AIPCS II.