



# ***AMERICAN INDIAN PUBLIC SCHOOL II*** *(AIPCS II / AIMS COLLEGE PREP K-8)*

**A High Tier K-8 School by  
AIMS K-12 College Prep Charter District School**

**Charter Renewal Initial Public Hearing Presentation**



# ***AIPCS II - HIGH-PERFORMING SCHOOL***

## ***READY FOR A 7-YEAR RENEWAL!***



**AB1505:**  
Top-Tier School in  
2019 & 2024



**17 Years of  
Proven Success**



**Strong support for  
socioeconomically  
disadvantaged students**



**Exceeded California, OUSD,  
and other recently renewed  
charter schools**



**2023 California  
Distinguished School**



**Diverse Community:**  
617 students  
15 home languages



**Inclusive Governance:**  
Active involvement of students,  
parents, faculty, and staff

# ***AIPCS II: EMPOWERING SUCCESS AND LIFELONG ACHIEVEMENT***

## **Summary of Mission and Vision**

AIPCS II is dedicated to **empowering traditionally underserved students** to thrive in high-performing high schools and, ultimately, complete a four-year college degree. By **fostering a diverse learning community committed to academic excellence, social justice, and character development**, AIPCS II **equips students for lifelong success.**





# WHERE COMMUNITY MEETS OPPORTUNITY: BUILDING A BRIGHTER FUTURE

**1996** AIMS MS  
Founded

**2006** AIMS HS  
Founded

**2007** AIPCS II K-8  
Founded

**617** K-8  
Students

**2/3** HS Seniors  
transitioned from  
AIMS K-8

**91%** Students Residing  
in Oakland

**96%** High Student  
Attendance Rate

**75%** Socioeconomically  
Disadvantaged

**70%** Above Proficient  
Level of Reading

**63%** Above Proficient  
Level of Math

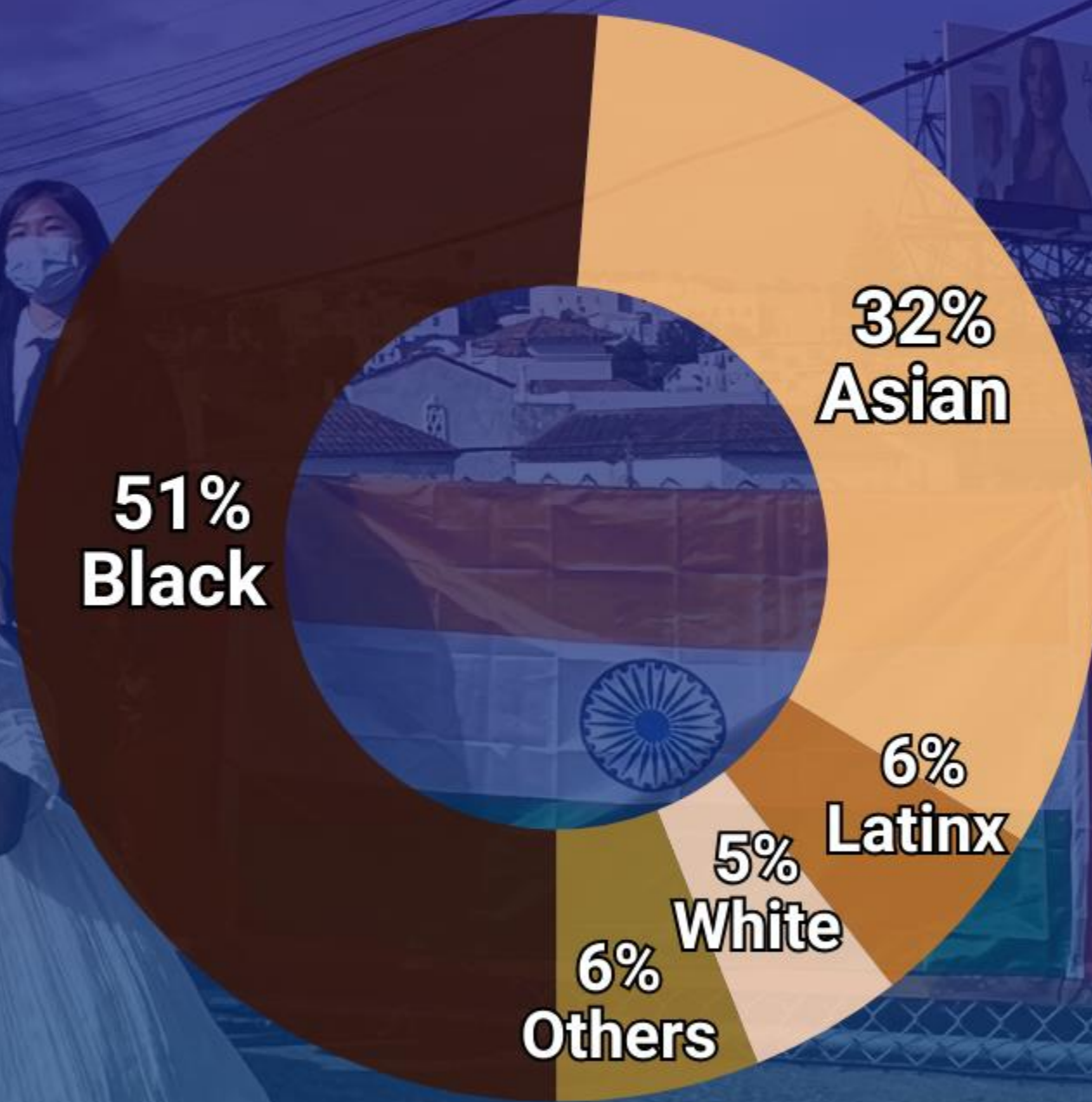
**26:1** Student-teacher  
Ratio

**20%** English  
Learners

**30%** Former  
English Learners

**6%** Special  
Education

**5&4** Homeless &  
Foster Youth





# RAISING THE BAR: A PROVEN HIGH-PERFORMING SCHOOL

AIPCS II is an AB1505 high-tier school!

## AIPCS II

English Language Arts



Green

Mathematics



Green

## OUSD

English Language Arts



Orange

Mathematics



Orange

## State of California

English Language Arts



Orange

Mathematics



Orange

## Keys

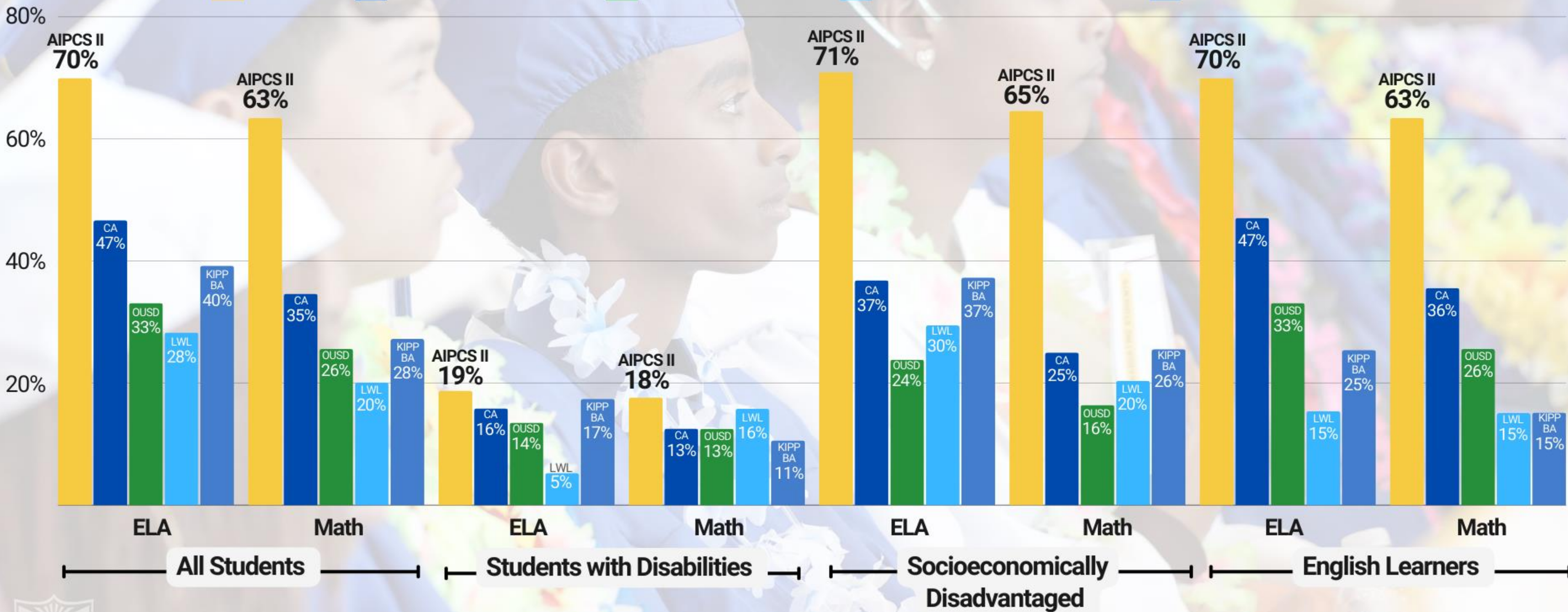
← Lowest Performance (Red) to High Performance (Blue) →



# 2023-2024 CAASPP Smart Balanced Summative Assessments Results

% Meeting/Exceeding Standard

■ AIPCS II 
 ■ State of California 
 ■ Oakland Unified 
 ■ Learning Without Limits 
 ■ KIPP Bridge Academy

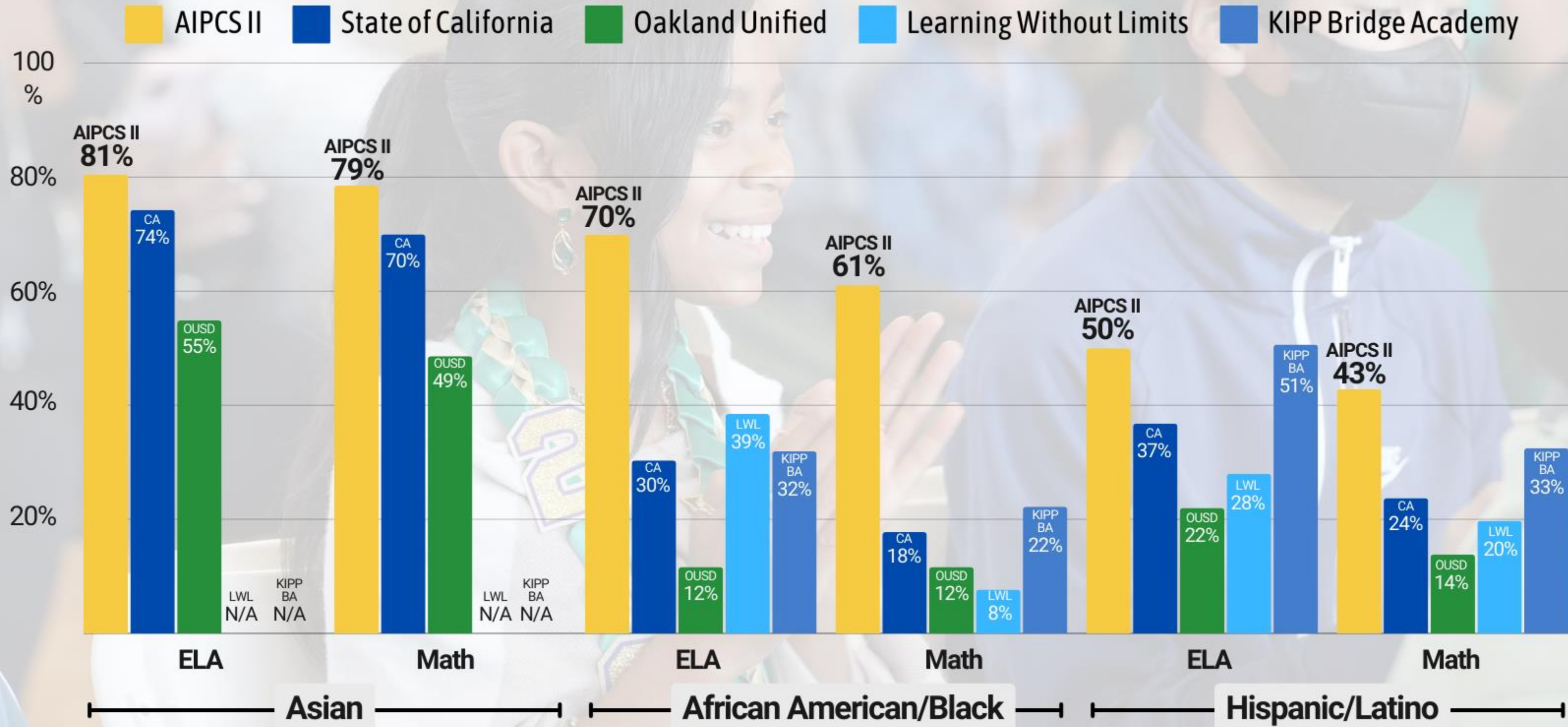


**AIPCS II outperforms California State, OUSD, and Charter Schools, which recently got renewed!**

\*Data from [caaspp-elpac.ets.org/caaspp/](https://caaspp-elpac.ets.org/caaspp/)

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# RAISING THE BAR: A PROVEN HIGH-PERFORMING SCHOOL

AICSP II is an award-winning school!



**2024**  
**Top 5% ES and**  
**Top 3% MS in**  
**California**  
(ES: 460/8656;  
MS: 258/7060)



**2023**  
**California**  
**Distinguished**  
**School**



**2022**  
**California**  
**Pivotal Practice**



**2020**  
**Top Bay Area Public Schools**  
**for Underserved Students**



**2020**  
**Charter School of the Year**  
**(NorCal)**



# ***A SHARED VISION: COMMUNITY SUPPORT FUELS OUR ACHIEVEMENTS***

**AIPCS II earned the support from:**



**Nate Miley**  
President  
Alameda County  
Board of Supervisors



**Lena Tam**  
Alameda County  
Supervisor District 3



**Cathy Adams**  
President and CEO  
Oakland African American  
Chamber of Commerce



**Joe Partida**  
President  
Oakland Latino  
Chamber of Commerce



**Francis Lan**  
President  
Oakland Chinatown  
Chamber of Commerce



**Myrna Castrejón**  
President and CEO  
California Charter Schools  
Association



**Chris Iglesias**  
CEO  
The Unity Council



**Stewart Chen**  
President  
Oakland Chinatown  
Improvement Council

**And countless organizations, local businesses, and individuals!**



# LEADING WITH INTENTION: INCLUSIVE GOVERNANCE

## AIMS Board of Directors



**Chris Edington**  
President  
Joined AIMS Board in 2016  
Solutions-oriented professional with 20 years of experience in analytics and project management



**Jaime Colly, Ed.D**  
Vice President  
VP of CCSA NorCal  
Over a decade in education and administration with SFUSD, Stanford, and Teach for America



**Steven Leung**  
Treasurer  
Joined AIMS Board in 2012  
20 years in property management and finance



**Jumoke Hinton**  
Served on the OUSD Board of Education from 2008 - 2020



**Megan Sweet**  
Committed to transforming education by advocating for greater investment in educators and school communities



**Sina Gebrekrstos**  
MS SGA President



**Luwam Amanuel**  
HS SGA President

## AIMS Staff Faculty Advisory



**Irene Vega**  
ES Teacher



**Fenglin Wu**  
MS Teacher



**Rohit Krishnan**  
HS Teacher



**Tony Aria**  
ES Teacher



**Miguel Leyva**  
MS Teacher



**Jakleen Saleb**  
HS Teacher

## AIMS Parents United



**Monique Oatis**  
APU President

## Superintendent Advisory Council

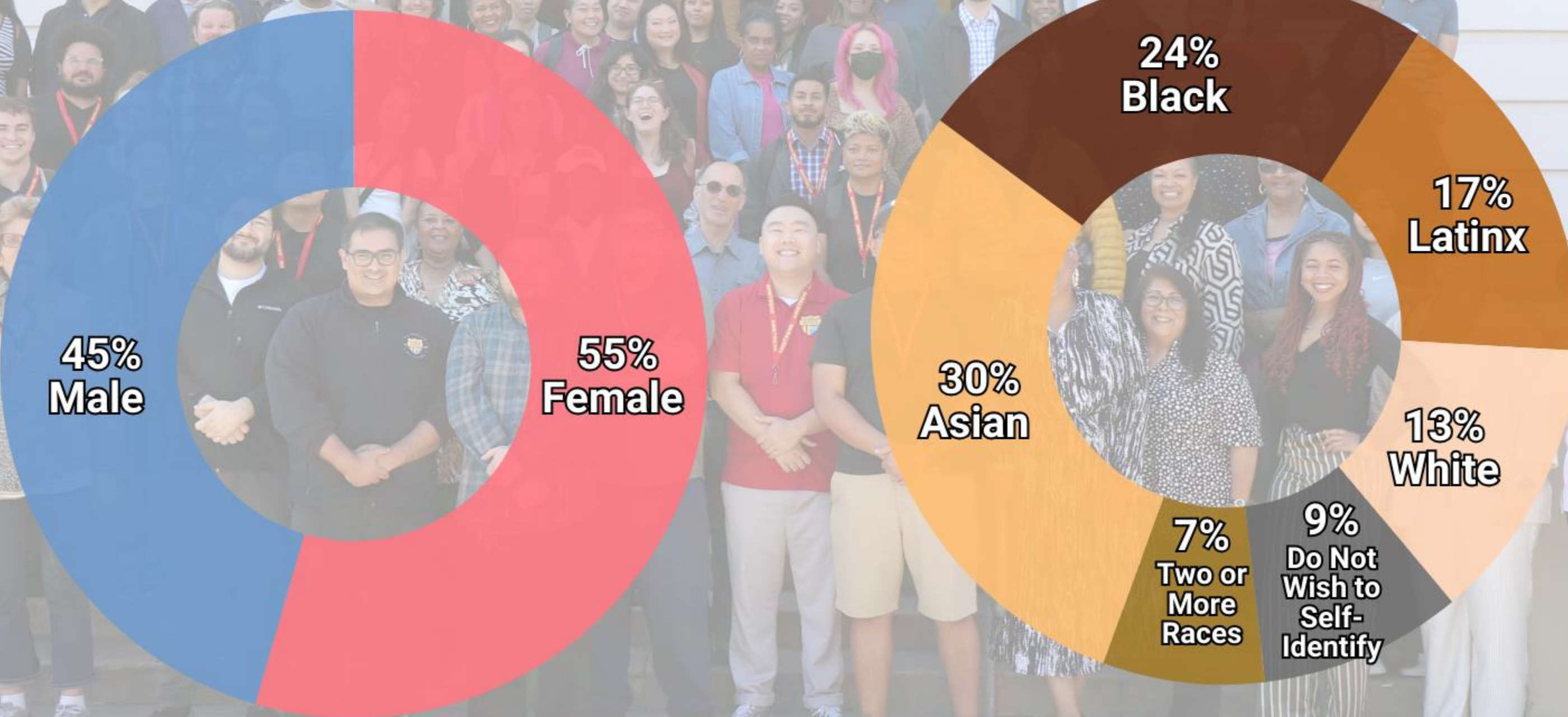


**Superintendent Woods-Cadiz and PanSGA**



# ***SUPPORTING OUR HEROES: TEACHER RETENTION AND GROWTH INITIATIVES***

## **AIPCS II Teacher Demographics**



# ***SUPPORTING OUR HEROES: TEACHER RETENTION AND GROWTH INITIATIVES***

## **Competitive Compensation**

- One-time 8% Raise to the Salary Schedule in 2023
- 1.5% Increment per Step
- Comprehensive Benefits Package

## **Professional Development**

- Weekly PD, Mentorship, and Instructional Coaching

## **Collaborative Culture**

- HR Coordinator, Credential Analyst, Ombudsman, and Faculty Advisory for Support

## **Community Building**

- Fostering an Inclusive and Supportive Work Environment

## **Career Advancement**

- Clear Paths for Professional Growth

## **Teacher Recruitment and Retention Committee**

### **Committee Purpose:**

- Focus on recruiting and retaining qualified teachers.
- Serve as a labor relations body within AIMS governance.

### **Key Members:**

- Superintendent: Maya Woods-Cadiz
- HR Coordinator: Delicia Mogadem
- Director of Schools: Julia Li
- Chief Business Officer (CBO): Katema Ballentine
- Director of Health and School Support: Marisol Magaña
- Risk & Benefits Management Coordinator: Darius Heard
- Elected Staff & Faculty Council Presidents & VPs from AIPCS II, AIMS MS, and AIMS HS
- AIMS Parents United President & VP

### **Goals:**

- Enhance benefits and compensation
- Launch teacher appreciation programs
- Address housing and recruitment factors
- Apply supportive best practices

### **Outcomes:**

- Boost teacher satisfaction and retention
- Attract top teaching talent
- Maintain high-quality educational staff



# ***EVERY STUDENT COUNTS: COMPREHENSIVE STRATEGIES FOR DIVERSE RECRUITMENT AND RETENTION***



**Outreach**



**Public Lottery**



**High Expectations**



**High Support**

# ***MORE THAN ACADEMICS: EXTENDED LEARNING AND CULTURAL GROWTH***



**ELOP**



**Saturday School**



**Restorative Justice**



**Cultural Learning**

# ***STRONGER TOGETHER: ELEVATING EDUCATION THROUGH FAMILY INVOLVEMENT***



**Sports**



**Extracurricular**



**College Awareness**



**Family Field Trips**



# EQUITY IN EDUCATION: SUPPORTING EVERY STUDENT'S JOURNEY

## Students with IEPs

**29** → **40**  
NOV 2023      OCT 2024

**38% UP!**

**6.7**

Identification Rate

**15**

ELL Students with Disabilities

## Degree of Support Needed

- 36** Mild-Moderate
- 4** Extensive Support
- NPS Placement

## Special Education Approach

### Eligibility Demographics

- 2** Intellectual Disability (ID)
- 1** Hard of Hearing (HH)
- 7** Speech (SLI)
- 0** Emotional Disturbance (ED)
- 5** Other Health Impairment (OHI)
- 9** Specific Learning Disability (SLD)
- 10** Autism (AUT)
- 6** Pending IEP Completion
- 40** TOTAL STUDENTS

### SpEd Staffing

- 1** SpEd Teacher
- 1** SpEd Teacher Assistant
- 1** SpEd IA
- 2** Social Emotional Counselors
- 1** Speech and Language
- 1** Occupational Therapist
- 1** IA OT and Speech
- 1** Psychologist
- 1** SpEd Director
- 1** SpEd Program Manager

### SpEd Student Services Profile

- 33** Specialized Academic Instruction (SAI)
- 27** Speech
- 6** Occupational Therapy (OT)
- 6** Counseling
- 2** Augmentative Alternative Communication (AAC)
- 3** Behavior Intervention Services (BIS)



# ***EQUITY IN EDUCATION: SUPPORTING EVERY STUDENT'S JOURNEY***

## **ELD Approach**

**20%**

**ELD Students  
(129/715)**

**15**

**Home  
Languages**

### **Comprehensive ELD Support:**

- Designated & Integrated ELD with GLAD strategies
- Newcomer Intervention Program for targeted small-group support

### **Success Highlights:**

- ELPAC score increases: 1-3 levels annually
- 50% reclassification rate for EL students
- High demand among Newcomer families

### **Progress Tracking & Personalized Support:**

- Frequent assessments for growth
- Tailored support based on proficiency levels

### **Family Engagement:**

- Free ESL classes, interpretation services, reclassification celebrations

# AIMS IS BREAKING THE CYCLE OF POVERTY IN OAKLAND!

From Academic Success to STEAM to College Prep: Innovation with No Gatekeepers!



**Clubs and  
Athletics**



**K-8 College  
Awareness**



**Art, Music and  
World Languages**



**Youth  
Empowering**



**Community  
Give Back**



**Parent  
Involvement**



**AIMS K-12**  
COLLEGE PREP  
CHARTER DISTRICT

[www.AIMSK12.org](http://www.AIMSK12.org)

171 12th Street | Oakland

