



**American Indian  
Public Schools  
Charter Renewal  
Presentation To  
OUSD Board of  
Education**

Superintendent Woods-Cadiz and Head of Schools Chiu  
Oakland Unified School District Board Meeting, February 24, 2016

# AIPCS's Mission, Vision, & Values



# AIPCS Mission



## Mission Statement

AIPCS exists to prepare all students, especially those who have been traditionally underserved, to successfully enter AIPHS or another high performing high school, with the ultimate goal of being admitted into a four-year college after graduation from high school, and completion of, at minimum, a four-year degree.

# AIMS Vision

## Vision

AIMS will cultivate a community of diverse learners who achieve academic excellence. Our commitment to high expectations in attendance, academic achievement, social justice and character development will result in our students achieving lifelong success.





## Values

At AIPCS we value:

- \* Commitment to excellence in all that we do
- \* Pursuit of wisdom and knowledge as intrinsically valuable
- \* Recognition of dignity and worth of every human being
- \* Building of family and community
- \* Social awareness and justice that leads to action
- \* The continued preservation and development of AIMS methodologies for 21<sup>st</sup> century learners and educators.



# OUSD's Charter Standard Renewal Criteria # 1: Improving Student Achievement



# Evidence of Success in Criteria One

1.1 Accelerated pace, vertical alignment to high school and college success. Additional learning and tutoring time built into the day and year.

1.2 Standards based curriculum, SSTs ongoing, teacher aids and tutors on site daily, ELL support during and after school.

1.3 Our students are actively engage in their learning. We use our community resources and technology to support student engagement. Staff is consistently involved with professional development.

# Evidence of Success in Criteria One

1.4 Students have the materials needed to succeed and to optimize student learning.

1.5 Our students feel safe and we promote a strong sense of community. We are a family at AIMS.

1.6 Families, students and staff regularly meet during our Family Advisory Committee, Student Council Committee, School Council Committee and our English Learners Advisory Committee. Events are held throughout the year to promote parental engagement.



# Evidence of Success in Criteria One

1.7 Students, Families, and Staff understand the mission and promote our school. We use a memo system to communicate with the members of our communities.

1.8 Parents have access to student's grades through our online grading/attendance system. Every three weeks parents receive progress report cards. Every 9 weeks they receive report cards. Teachers communicate regularly with parents via phone/e-mail as a way to ensure accountability.

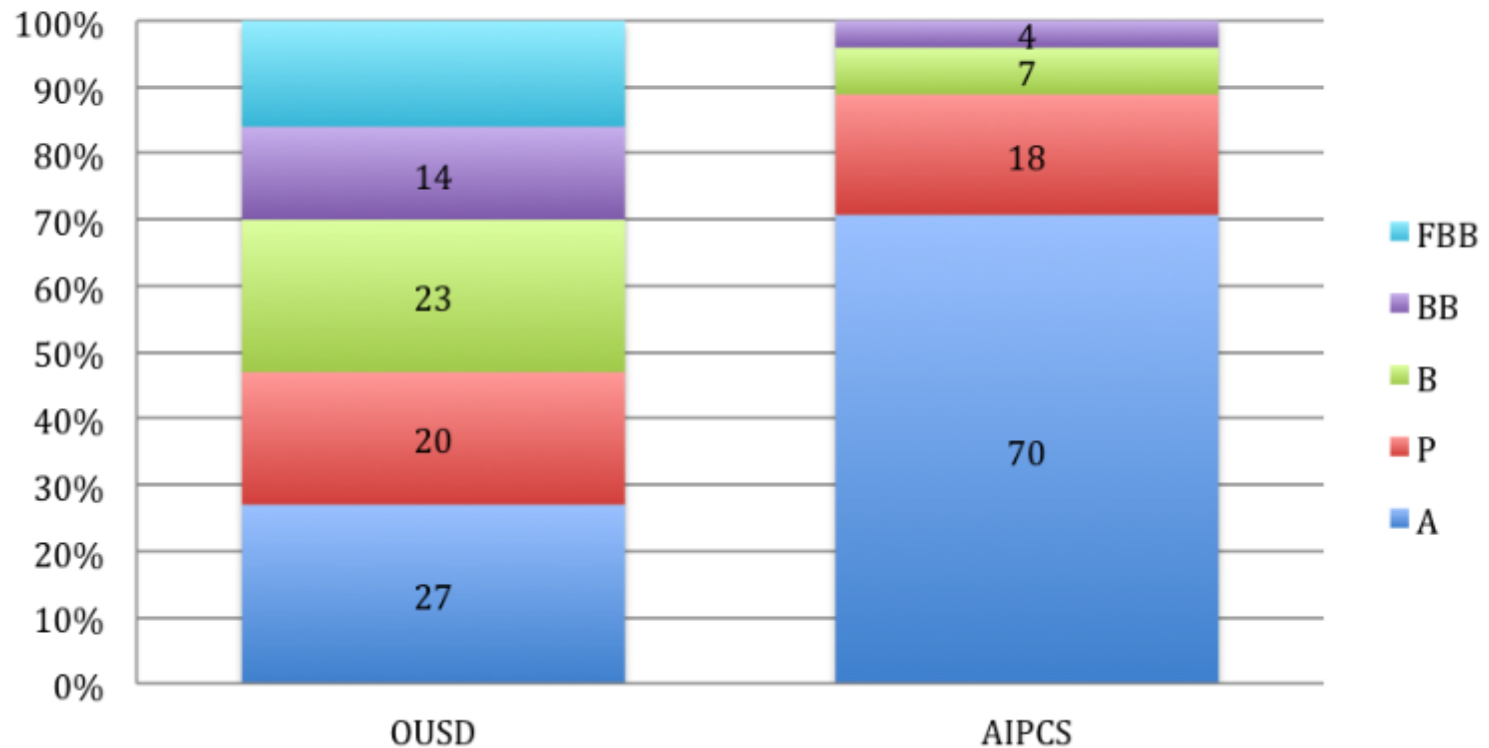
# API

AIPCS API Three Year Average:

977

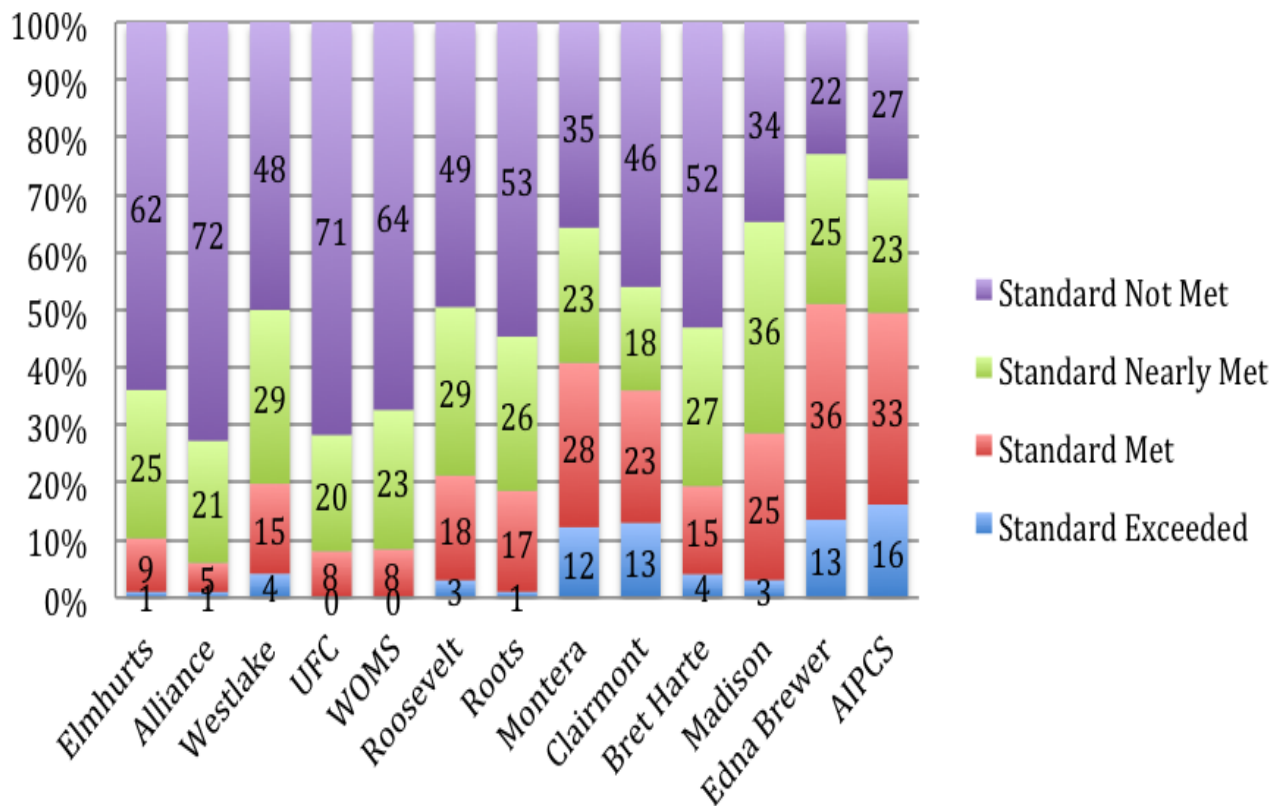
# CST

## CAASSP/ CST 2013-2014 Science



# SBAC ELA

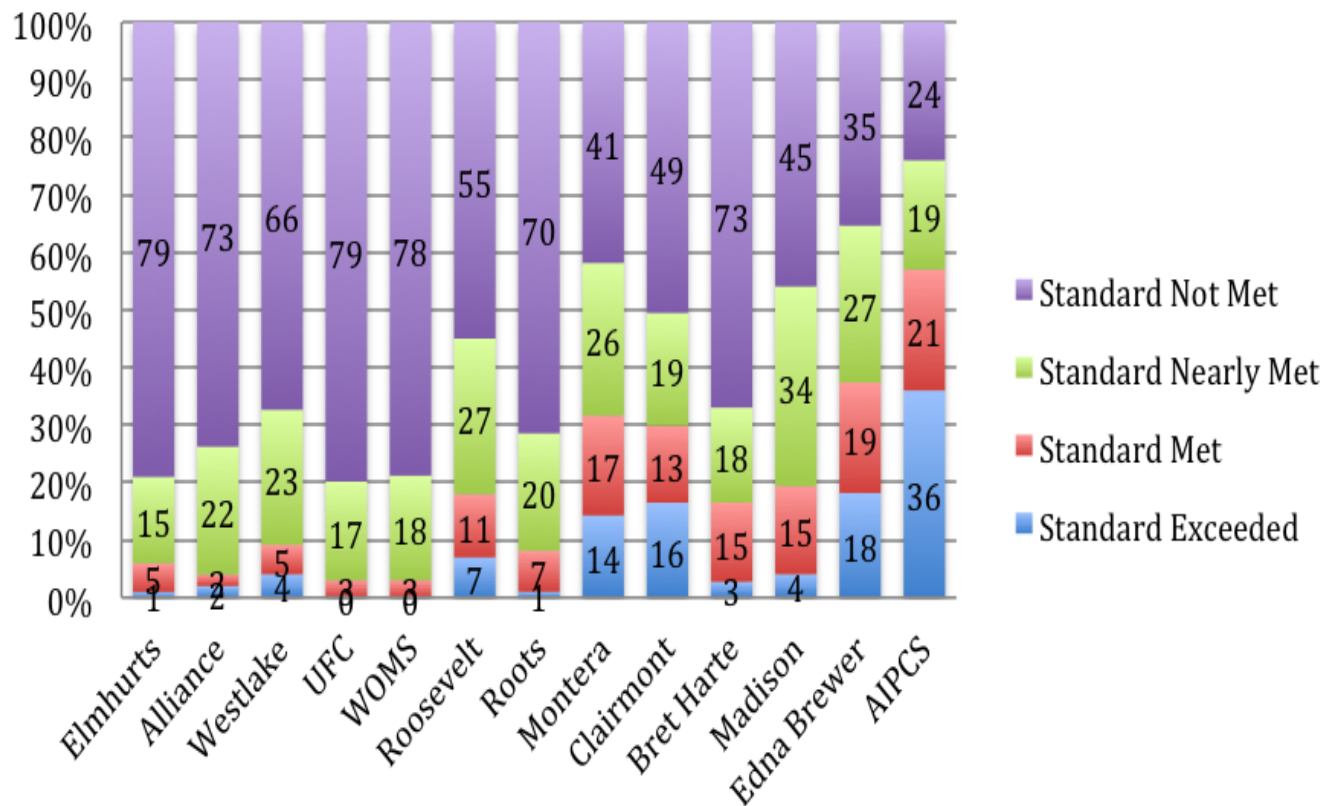
## Smarter Balance 2014-2015 ELA





# SBAC Math

## Smarter Balance 2014-2015 Math



## **OUSD's Charter Standard Renewal Criteria # 2: Strong Leadership**



# Evidence of Success in Criteria Two

2.1 The Mission and Vision drive the work we are doing. The Mission and Vision are present and visible. We refer to these two repeatedly in engagement opportunities.

2.2 The leadership is well thought of and trusted by the community to implement the charter in service of the success of AIPCS children.

2.3 The superintendent holds monthly staff engagement meetings. This year \$62,000.00 system wide has been allocated to professional development. Site Administrators hold Friday professional development sessions for teachers

2.4 Site leaders use “The College Ready Promise” TCRP framework and rubric to give feedback on ongoing walkthroughs and evaluations. An Academic Manager provides 1 on 1 coaching.

2.5 At each monthly board meeting site leaders give reports to the community of student’s academic progress and attendance. Progress reports go out every three weeks and report cards go out every nine weeks. SARCS are updated and show school over all progress.

# Evidence of Success in Criteria Two

- 2.6 Monthly engagement meetings are held for staff to report concerns or ask questions. Leaders engage in harassment training. Our human resource department receives any complaints and works with our superintendent, board, and legal council to be proactive in policy implementation and to follow up on expressed concerns.
- 2.7 Site leaders work closely with the superintendent, senior leadership, and legal council to monitor legal trends, and set and implement compliant policies.
- 2.8 Site leadership works closely with teacher leaders, English Language Advisory Committee and the School Site Council to make management decisions that achieve student success.
- 2.9 Site leadership prioritizes the needs of students with learning differences and second language learners. Tutors, teacher aids, and an ELL coach have been hired to provide additional support. Administrators attend all IEPs and 504s meetings.
- 2.10 A parent engagement plan was drafted by the superintendent and approved by the board. This includes parent meetings, a family advisory committee (FAC), the use of School Messenger for robo calling, social media engagement, and an updated website. Parent volunteers are present on site, parent conferences and required monthly phone calls are happening.



## OUSD's Charter Standard Renewal Criteria # 3: A Focus On Continuous Improvement



# Evidence of Success in Criteria Three

3.1 Assessments are regularly conducted to ensure students are understanding the materials. This data is then analyzed and shared with the teachers. Any area for improvement is then addressed during professional development.

3.2 Formative and summative assessments are used to review student progress and to strategize intervention and enrichment programs for the students.

# Evidence of Success in Criteria Three

3.3 The academic department reviews data and sets clear targets and timeframes for student achievement.

3.4 All of our students receive mandated assessments to ensure that they are understanding the material. The results of the assessments are reviewed and analyzed by the teachers and staff.

3.5 The assessments results provides insight as to which students should be receiving resources services and additional support to ensure we optimize student learning.

## OUSD's Charter Standard Renewal Criteria # 4: Responsible Governance





# Evidence of Success in Criteria Four

4.1 The charter, student handbook, and staff handbook, and board policies drive the implementation of practice. Bylaws, conflict of interest, conflict resolutions policies and other pertinent documents are kept update, vetted by our legal council, and undergo board review and approval. The superintendent and the site administrators monitor compliance.

4.2 Board members work closely with the superintendent, senior leadership, and legal council to monitor legal trends, and set and implement compliant policies. Our board consists of three educators that represent the K-graduate school spectrum. In addition we have one business owner who have expertise in finance, and one architect with building and facilities expertise. The superintendent has 20 years of educational experience in grades 1-graduate school and has successfully implemented change at both the site and district levels. She holds a M.Ed and is ABD in educational leadership. She works with site leader to monitor compliance and implementation.

4.3 A parent engagement plan was drafted by the superintendent and approved by AIMS's board. This includes parent meetings, a family advisory committee (FAC), the use of School Messenger for robo calling, social media engagement, and an updated website. Parent volunteers are present on site, parent conferences and required monthly phone calls are happening. Board meetings are held regularly once a month, and public comment is always early in the agenda and takes place before closed session. All board agendas are posted in the front of the school, and on the website. Agenda, minutes and other materials are posted on the website, and are available in hard copy at the board meeting.

# Evidence of Success in Criteria Four

4.4 All policies are vetted through legal council to insure that discrimination based on race, creed, color, religion, gender, or orientations are not present. Policies are available in hard and soft copies. The human resource officer uses the mission of the charter as the foundation of his framework when recruiting and vetting staff.

4.5 The financial officer, superintendent, operational manager, and heads of school provide monthly reports to the board, and report ongoing to OUSD.

4.6 An emergency preparedness and safety plan has been prepared by leaders and the staff, this has been vetted by legal, the superintendent, and the board.

4.7 AIPCS stays compliant with their reporting to state, county, and our local authorizer.

# Evidence of Success in Criteria Four

4.8 AIMS follows a specific organizational chart and adheres to our job descriptions. This is a published public document. The role of parent and student input and decision-making is defined in our charter and is adhered to.

4.9 The governing board receives on going reports from the superintendent. The board also receives monthly reports from the head of schools. All board meeting are held in compliance with the Brown Act, records are maintained to document this compliance. All necessary policies are vetted through our legal council, and voted on by our board. The board holds the superintendent accountable for implementation.

4.10 AIMS's conflict of interest policy is kept updated, and appropriate parties complete the appropriate reporting form.

# Evidence of Success in Criteria Four

4.11 Enrollment is by lottery as indicated in our charter. Communication with families are present on our website and in hard copy in the major languages that represent our community. The results are posted and documents are retained.

4.12 The TCRP leaders rubric and framework are used for leader evaluations. Administrator's evaluations take place annually. Site leaders are on one-year contracts. The superintendent is assessed based on a measurable yearly work plan and is on a two year contract.

4.13 Reports of the schools progress are made available to monthly to stakeholders. A strategic plan is in progress.

4.14 AIMS contracts with VTD accountants to implement a yearly financial audit. This is made public and reported to the appropriate governing authority. CSMC is an independent third party financial review support and works as a checks and balance partner.



# OUSD's Charter Standard Renewal Criteria # 5: Fiscal Accountability



# Evidence of Success in Criteria Five

5.1 The schools budget is drafted based needs data, feedback from staff, leaders, students, parents, and regulatory requirements. CSMC, our independent third party partner, and our financial officer reviews the budget and gives input for adjustments. The superintendent reviews the budget to insure compliance with the vision and mission, Legal council reviews for compliance, and the board reviews and votes on the final product in a public session in which soft and paper copies are available. The finance department, SSC, ELAC, site leaders, the superintendent and the board monitors for proper implementation and solvency, and corrective action plans are written when needed.

5.2 AIMS contracts with VTD accountants to implement a yearly financial audit. This is made public and reported to the appropriate governing authority. CSMC is an independent third party financial review support and works as a checks and balance partner.

5.3 The board approves the financial policies, and the financial officer , the superintendent, and the CSMC meet weekly to monitor implementation. Reports are made monthly to the board.

5.4 The LCAP is used to ensure that financial resources are directly related to the schools purpose. The financial officer and the superintendent monitor implementation.

5.5 Cash flow is monitored weekly and reported to the board monthly. A reserve of at least three months is maintained. There is one specific person assigned to accounts payable and this is monitored by both the financial officer and the superintendent. Adequate credit is maintained through two separate lines. Separation of duties is present.

5.6 Enrollment is growing and the school maintains a wait list of interested parties. Patterns of attendance and enrolment are reported to the board monthly. Long term stability is an expressed goal of the school.