

# American Indian Public Charter School II Corrective Action Plan Update #1

*OUSD Office of Charter Schools  
Charter Matters Committee  
December 7, 2023*



**OAKLAND UNIFIED  
SCHOOL DISTRICT**

*Community Schools, Thriving Students*

# Goals for Today

- OUSD Charter Committee members will review and discuss the Corrective Action Plan (CAP) developed by American Indian Public Charter School II (AIPCS II).
- OUSD Charter Committee members will provide Office of Charter School (OCS) staff guidance on next steps for reviewing progress of AIPCS II's Corrective Action Plan.

# 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	TBD
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

## Charter Committee Review of AIPCS II's Corrective Action Plan

The AIPCS II Board President and Superintendent submitted the CAP to OUSD on November 15, 2023. It is included in full as Appendix I. Please use the following as guiding questions for your review:

- 1 What is your general reaction to the CAP? What positive action steps do you see included?
- 2 Do you have any questions regarding the contents of the CAP or next steps, either for OCS or AIPCS II leadership?
- 3 How can OCS facilitate the Board's understanding of whether the CAP's implementation was successful in resolving concerns?
- 4 Is there any information not included in the CAP that you would like OCS to provide in order to assess AIPCS II's progress?
- 5 How would you like OCS staff to move forward in providing updates to Charter Committee and/or the full Board?