



ACCOUNTABILITY · INTEGRITY · MINDFULNESS · SAFETY

OUSD CHARTER RENEWAL · INITIAL PUBLIC HEARING

AIMS College Prep High School

Grades
9-12

Renewal Term
July 1, 2027 - June 30, 2032

Initial Public Hearing · September 2026



THE STANDARD FOR THIS DECISION

Three findings are required for denial.

AIMS College Prep High School is a **Middle Tier** school. Under §47607.2(b)(3), the petition may be denied **only** if the Board makes **all three** of these written findings:

1

The school failed to meet standards or made insufficient academic progress.

2

Closure is in the best interest of the school's pupils.

3

Greater weight was given to academic performance in reaching the decision.

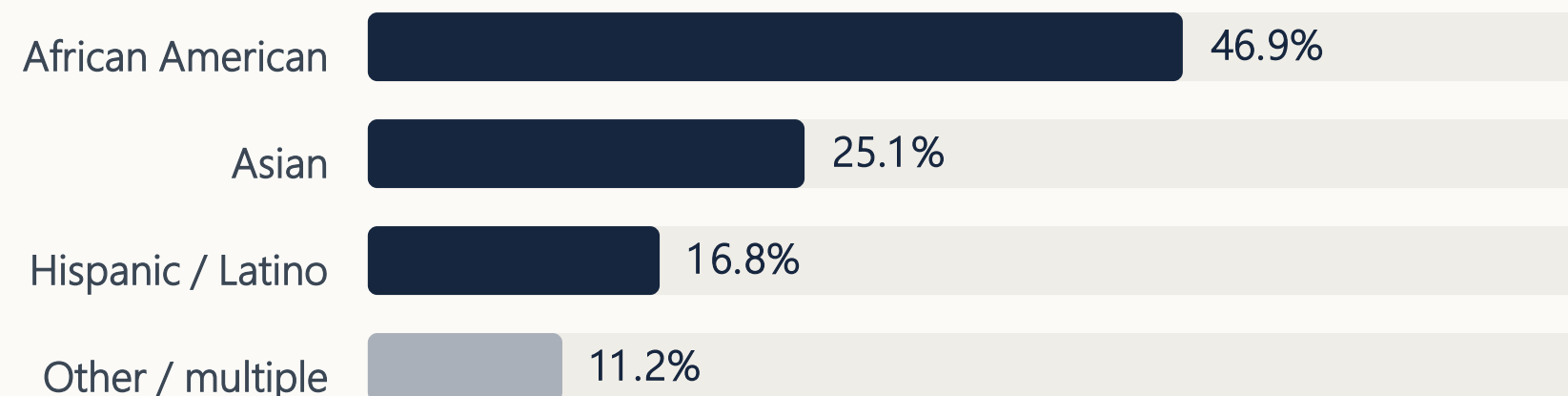
The record supports none of the three. **This presentation shows why.**



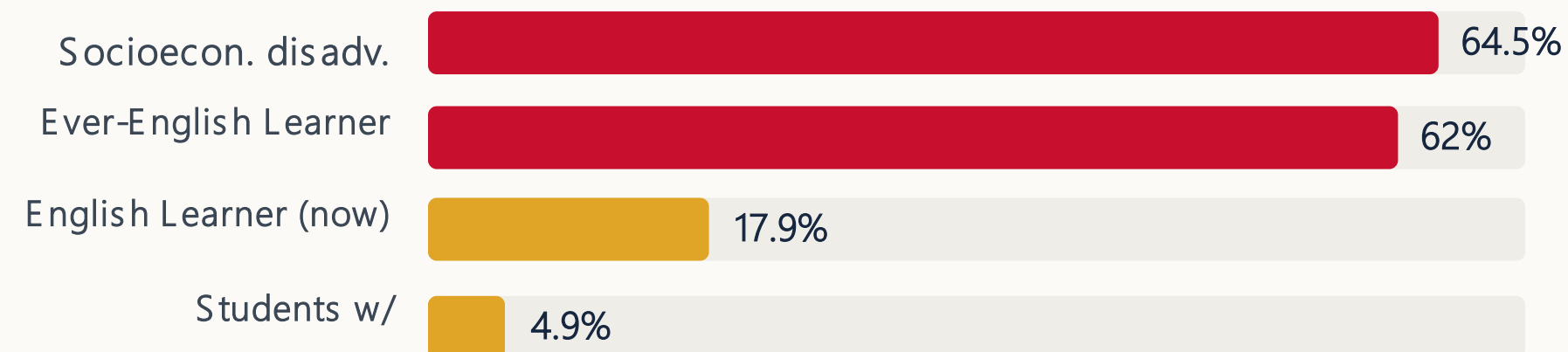
WHO WE SERVE

AIMS serves Oakland's most underserved students.

Race & ethnicity



Programs & needs (overlapping)



386 students (Census Day 2024-25) ● Title I ● 746 Grand Ave, Oakland

Source: CA School Dashboard 2025.



HOW WE TEACH

A structured system that drives results at every level.



Rigorous standards-based instruction

A-G is required to graduate here, unlike most Oakland high schools. Backwards-planned from standards; common look-fors across classrooms.



Safe & joyful learning environment

Golden E.A.G.L.E.S. values. Restorative before any exclusionary consequence. Athletics, Athletics, arts, ELOP, and field trips.



Targeted assessment & differentiation

Data-driven small groups. MTSS through the Student Study Team. IEP-aligned supports and ELD strategies in every class.



Collaborative learning community

PLC data cycles and peer classroom visits. Family engagement through advisory committees and surveys. Transparent communication at every level.





THE TRACK RECORD

The academic record is strong.

88.2%

GREEN · VERY HIGH

College/Career Indicator,
Prepared. **4th of 30** Oakland
high schools.

100%

REQUIRED TO GRADUATE

A-G is required to graduate at
AIMS. Every graduate is
UC/CSU eligible. CDE cohort
rate: 96-97%.

76.7%

BLUE · HIGHEST IN OUSD

English Learner Progress, the
highest of **any** Oakland high
school.

16.7%

VS. OUSD 29.8%

Chronic absenteeism, 13 points
below the district average.

55 of 67

indicator comparisons won (82.1%) against the ten high schools within three miles AIMS students would otherwise attend.
AIMS also beats the OUSD district average on **every** indicator.



COLLEGE-GOING OUTCOMES

Our graduates go to college.

69-73%

College-going rate, Classes of 2024-2025.

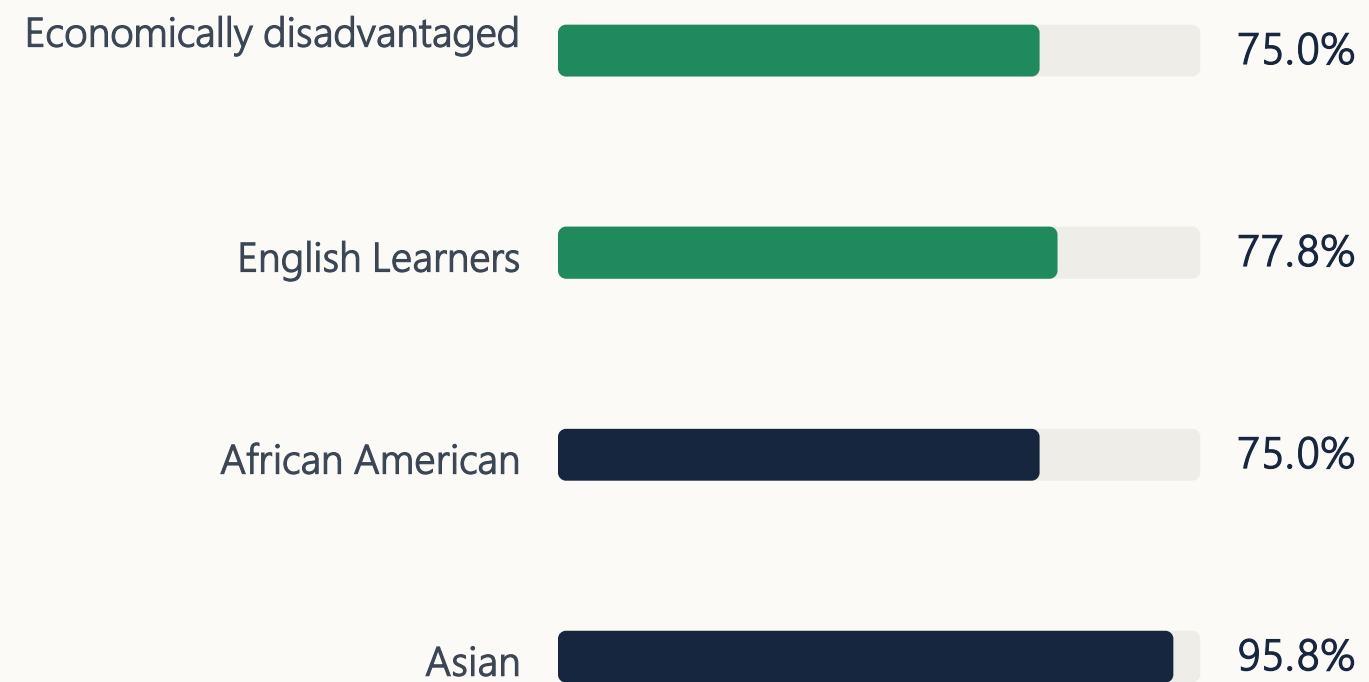
75.9%

Enrolled at four-year institutions, Class of 2024.

~0

Enrollment gap for English Learner and low-income graduates.

Equity outcomes · Fall immediate enrollment · Class of 2025



Top destinations

- UC Berkeley
- UC Davis
- UC Irvine
- San Francisco State
- Berkeley City College





THE ALTERNATIVES

AIMS outperforms the schools its students would otherwise attend.

▲ AIMS outperforms ▼ AIMS underperforms — not comparable

School	ELA	Math	CCI	Grad	ELPI	Susp	Abs	Total
Oakland High	▲	▲	▲	▲	▲	▲	▲	7 of 7
Oakland Technical High	▲	▲	▲	▲	▲	▲	▲	7 of 7
McClymonds High	▲	▲	▲	▲	—	▲	▲	6 of 6
Envision Academy	▲	▲	▲	▲	—	▲	▲	6 of 6
Latitude 37.8 High	▼	▲	▲	▲	▲	▲	▲	6 of 7
Bay Area Technology	▲	▲	▲	▼	▲	▲	▲	6 of 7
Life Academy	▼	▲	▲	▲	▲	▼	▲	5 of 7
Oakland Military Inst.	▼	▲	▲	▲	▲	▲	▼	5 of 7
ARISE High	▼	▲	▼	▼	▲	▲	▲	4 of 7
Oakland School for Arts	▼	▼	▲	▲	—	▲	▼	3 of 6
OUSD District	▲	▲	▲	▲	▲	▲	▲	7 of 7

55 of 67

indicator comparisons where AIMS outperforms (82.1%) across seven indicators and ten schools within three miles. Against the OUSD district average, AIMS is **ahead on every indicator**.



RESULTS BY STUDENT SUBGROUP

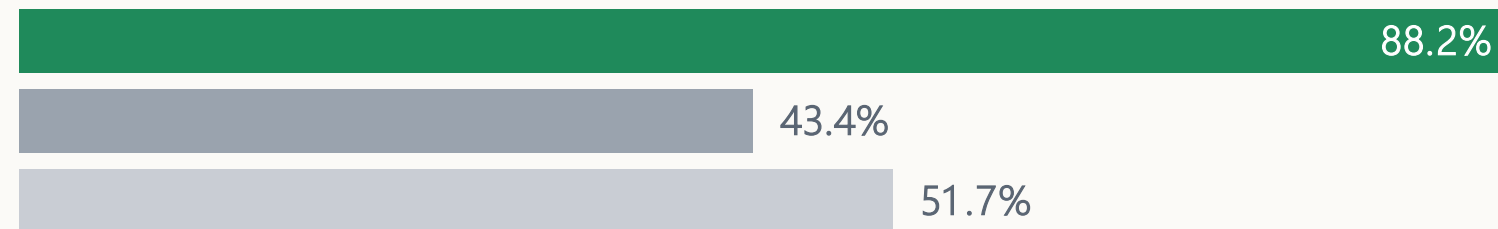
Every subgroup significantly outperforms the district and state.

College/Career Indicator · % Prepared

AIMS OUSD California

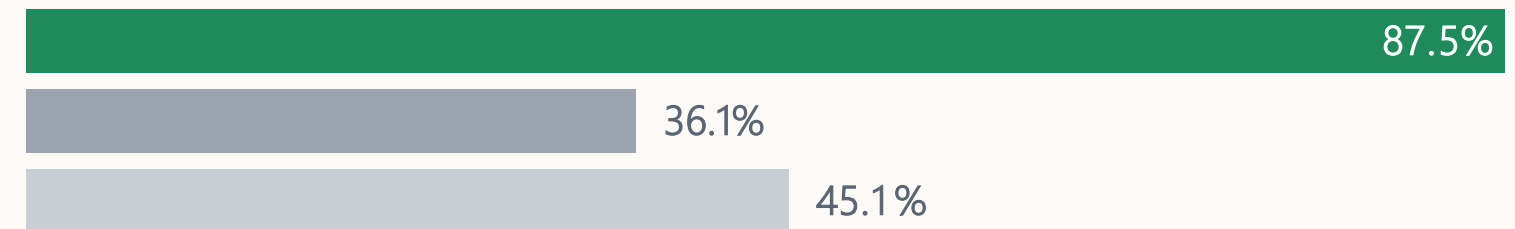
All Students

+44.8



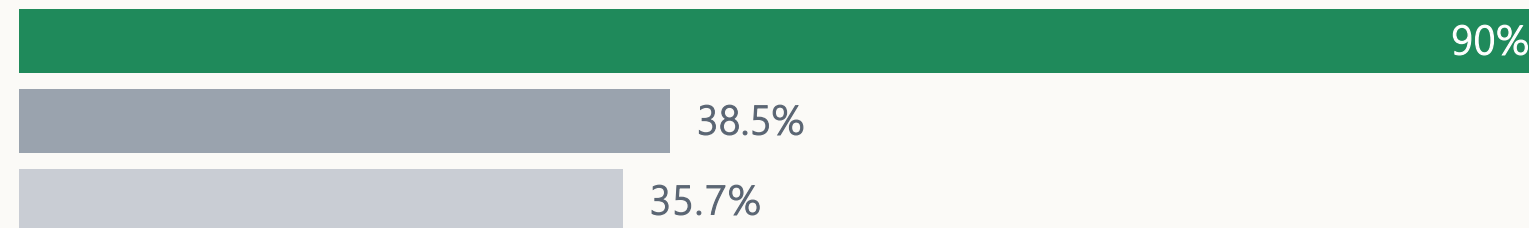
Hispanic / Latino

+51.4



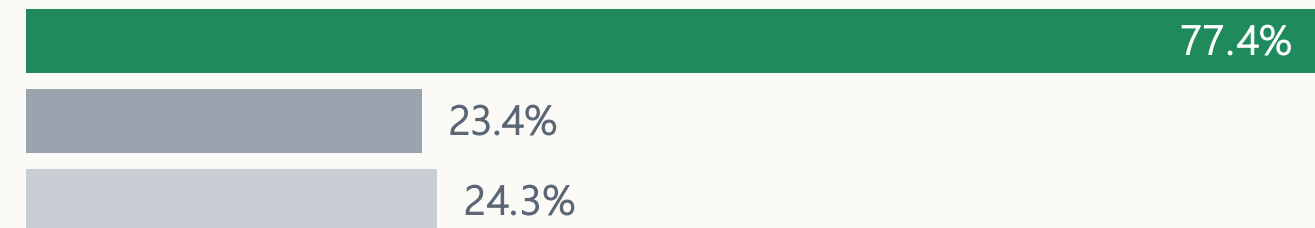
African American

+51.5



English Learners

+54.0



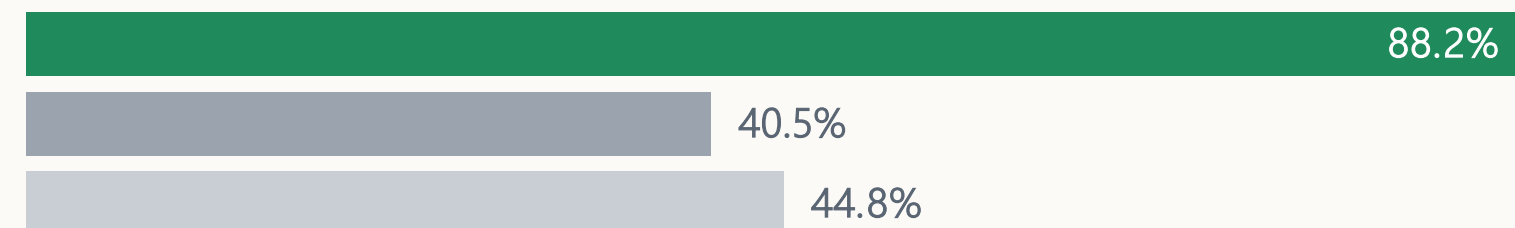
Asian

+18.7



Socioec. Disadvantaged

+47.7





STAKEHOLDER ENGAGEMENT

AIMS engages its community and acts on what it hears.

Family communication

ParentSquare messaging, three-week progress reports, and semester conferences. On-demand interpreting in every language, 24/7.

Shared governance

A monthly School Site Council, ELAC, and LCAP Advisory Committee give families a formal voice in a year-long LCAP process.

Listening systems

AIMS launched the Panorama climate survey in Spring 2026 across students, families, and staff, setting its first baseline.

A learning stance

AIMS invites outside review and acts on it: a voluntary Seneca special-education review and a ten-goal County MOU.



REMAINING ACTIONS Publish the first Panorama climate results and set family- and staff-engagement targets.



STATEWIDE ASSESSMENT

Addressing areas for growth: CAASPP

AIMS beats the district on every indicator, but our ELA and Math CAASPP results are **Orange**, and have declined two consecutive years. We own this directly; the board-approved PIP is built to reverse it:

2024-25 SINGLE YEAR

ELA **-37.5** DFS

Math **-63.9** DFS

vs. OUSD: ELA -50.1, Math -78.7

ELA · 3-YEAR TREND

+39.9 → -23.6 → -37.5

MATH · 3-YEAR TREND

+17.4 → -31.0 → -63.9

THE PLAN

AIMS adopted a board-approved Performance Improvement Plan targeting ELA, Math, and enrollment through three cross-cutting strategies:

1 Common Writing Framework

Four departments currently teach claim-evidence-reasoning using four different vocabularies. A single schoolwide writing frame aligns instruction across content areas and gives students one consistent analytical language.

2 Cycle of Inquiry at Full Fidelity

GLAD adoption has risen from 41% to 72% of classrooms, showing AIMS can implement COI at scale. The plan takes COI to 100% fidelity, with quarterly Exhibition of Learning checkpoints to measure impact on ELA and Math.

3 MTSS Activation

Saturday School, tutoring, and intervention classes exist but enrollment is teacher-nominated, not data-triggered. The plan connects NWEA screening data directly to intervention placement so no student falls through the gap.



REFLECTION & IMPROVEMENT

AIMS has made significant progress across its growth areas



Special Education

- Independent Seneca review: 2 days on-site, 10 focus groups, 30-IEP audit.
- Board-approved 5-year K–12 SPED PIP; new SPED Manager + 4 specialists.

Voluntary five-year plan adopted



Complaints & Investigations

- Procedure rebuilt, tracked, reported monthly to the board.
- Ombudsperson plus independent investigator (Mueller).

Independent oversight in place



HR Infrastructure

- HR Coordinator and HR Specialist hired; Paycom HR/payroll implemented.
- Staff climate survey and retaliation training.

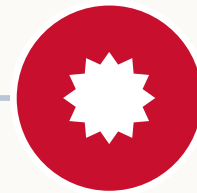
HR systems modernized



Remaining Actions

- Raise SPED identification toward the district rate; publish first Panorama results.
- Fill three vacancies; grow to a seven-member board.

Next steps, on the record



Teacher Credentialing

- Monthly credential audits; BTSA mentorship; every teacher legally authorized.
- Three vacancies targeted by the October census.

72% → ≥80% clear-credential by 2027



Governance & Board

- Three new board members since 2024 (charter, governance, education expertise).
- Annual Brown Act training; new Superintendent, July 2026.

Board renewed and strengthened



AUDIT & RESERVES

A clean audit and growing reserves remove the fiscal-fragility path

RESERVES ON HAND

\$3.4M

in total reserves (ending fund balance)

Reserves run well above the state minimum in every projection year, roughly 10x the ~\$352K that a 5% reserve requires.

Unmodified

Clean FY2025 audit (Eide Bailly); zero current-year findings; no material weaknesses.

Surplus, every year

Operating surplus in every projection year, balanced at a conservative 355 enrollment.

~ 185 days cash

\$3.57M cash on hand at 4/30/2026 (days-cash is a derived estimate).

Budget projections use 355 enrollment (conservative).



ACCOUNTABILITY · INTEGRITY · MINDFULNESS · SAFETY

The record supports a 5-year renewal.

AIMS College Prep High School meets the academic standard, serves its students better than every alternative, and is governed and operated in compliance. None of the three findings required by §47607.2(b)(3) can be made on this record.

We respectfully request renewal for a five-year term, **July 1, 2027 - June 30, 2032.**



RESERVE MATERIALS

Appendix

Not presented at the hearing. Detailed backup and reference material for board questions.



VERSUS THE STATE AVERAGE

AIMS HS beats the state on four of six state indicators.

■ AIMS ■ California

College / Career

% Prepared · higher is better

88.2%

vs. CA 51.7%

+36.5



EL Progress (ELPI)

% making progress · higher is better

76.7%

vs. CA 46.4%

+30.3



Graduation Rate

higher is better

~94%*

vs. CA 87.5%

+6.8



Suspension Rate

lower is better

1.3%

vs. CA 2.9%

-16



*89.2% CDE-reported; ~94% corrects five misclassified transfers.

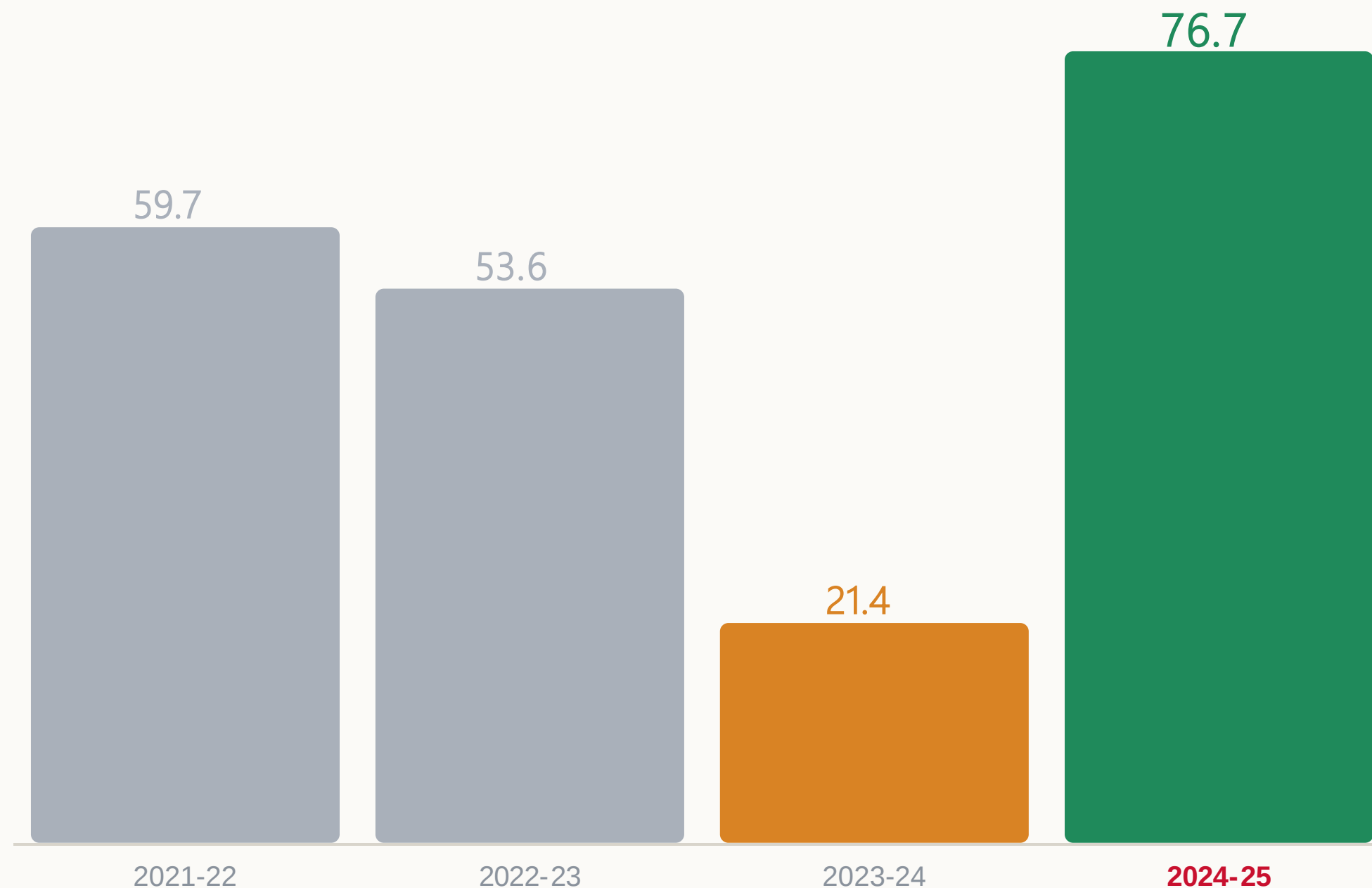
Suspension 1.3% (Dashboard 0.0% = unposted incident data, since corrected). Source: CA School Dashboard 2025.



ENGLISH LEARNER PROGRESS

AIMS posts the highest English Learner Progress rate of any Oakland high school.

English Learner Progress Indicator · % of 60 ELs making progress



76.7%

Blue, ELPI 2024-25 , the highest of any Oakland high school.

79.5%

of Long-Term English Learners progressed a level,
and **zero declined**.



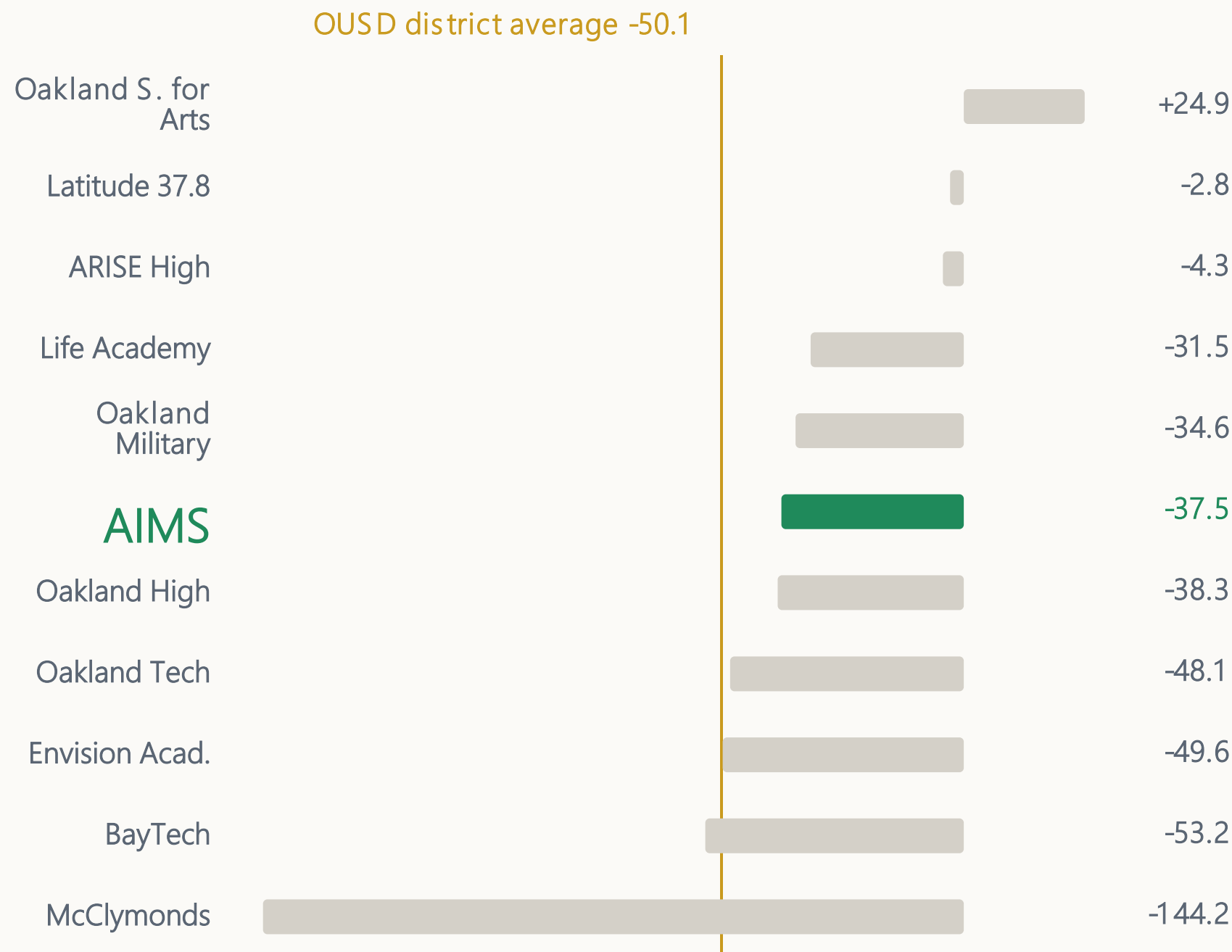
ELA & MATH VS. THE FIELD

AIMS beats the OUSD average in both ELA and Math.

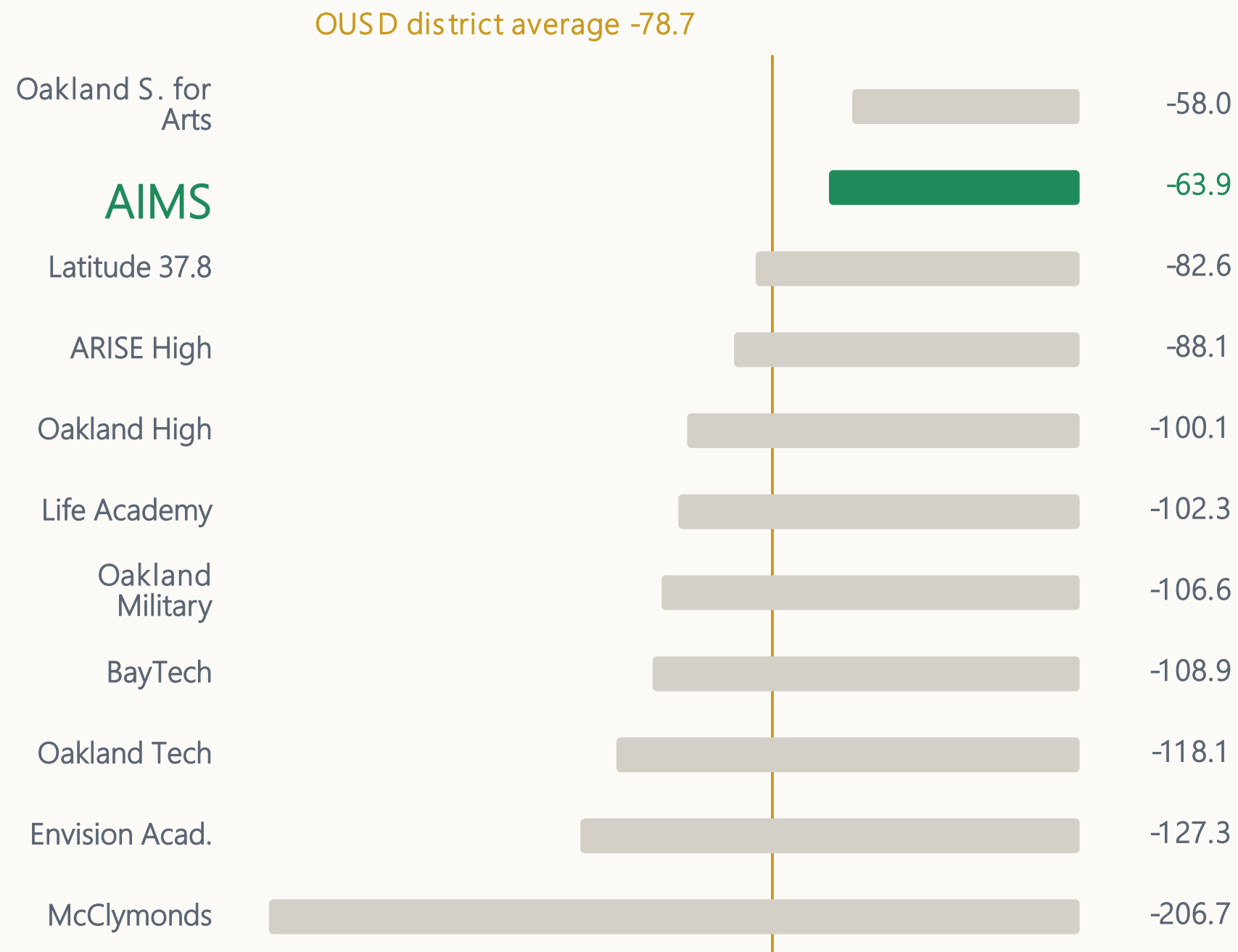
AIMS Comparison

Distance from Standard · closer to zero is better

ELA · 2024-25



Math · 2024-25



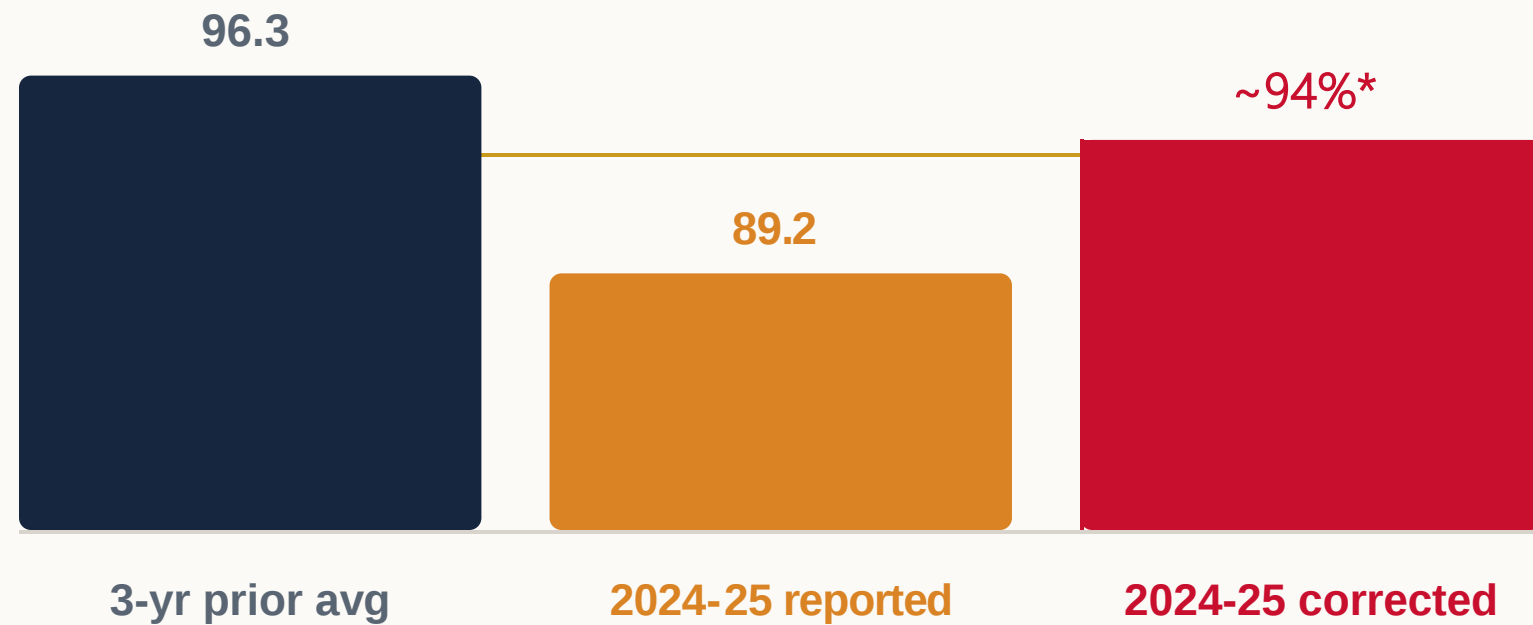
Source: CA School Dashboard 2025.



ABOVE THE DISTRICT

Our official 89.2% beats OUSD; we caught and fixed a coding error

Four-year cohort graduation rate



The single-year drop traces to a **CALPADS Report 15.2 exit-coding error** : five transfer students were misclassified.

~94%

Corrected for those five misclassified students.

We have adjusted our data-certification processes to ensure this error is not repeated. A mandatory **pre-certification review** is now standard.

Even at 89.2%, AIMS still beats the OUSD district graduation rate of 78.6%.



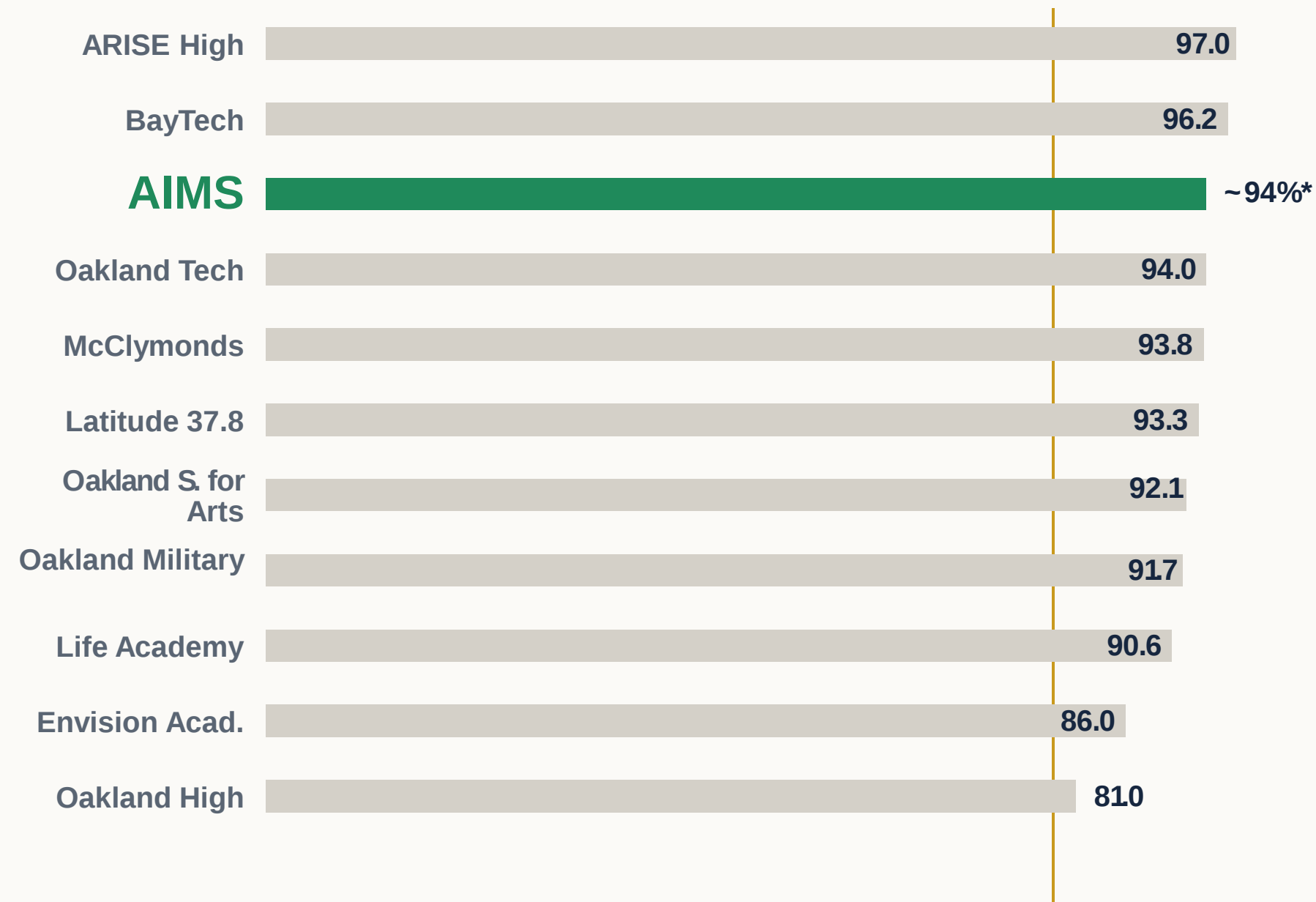
GRADUATION & COLLEGE READINESS

AIMS ranks among the top schools in graduation and college readiness.

AIMS Comparison
higher is better

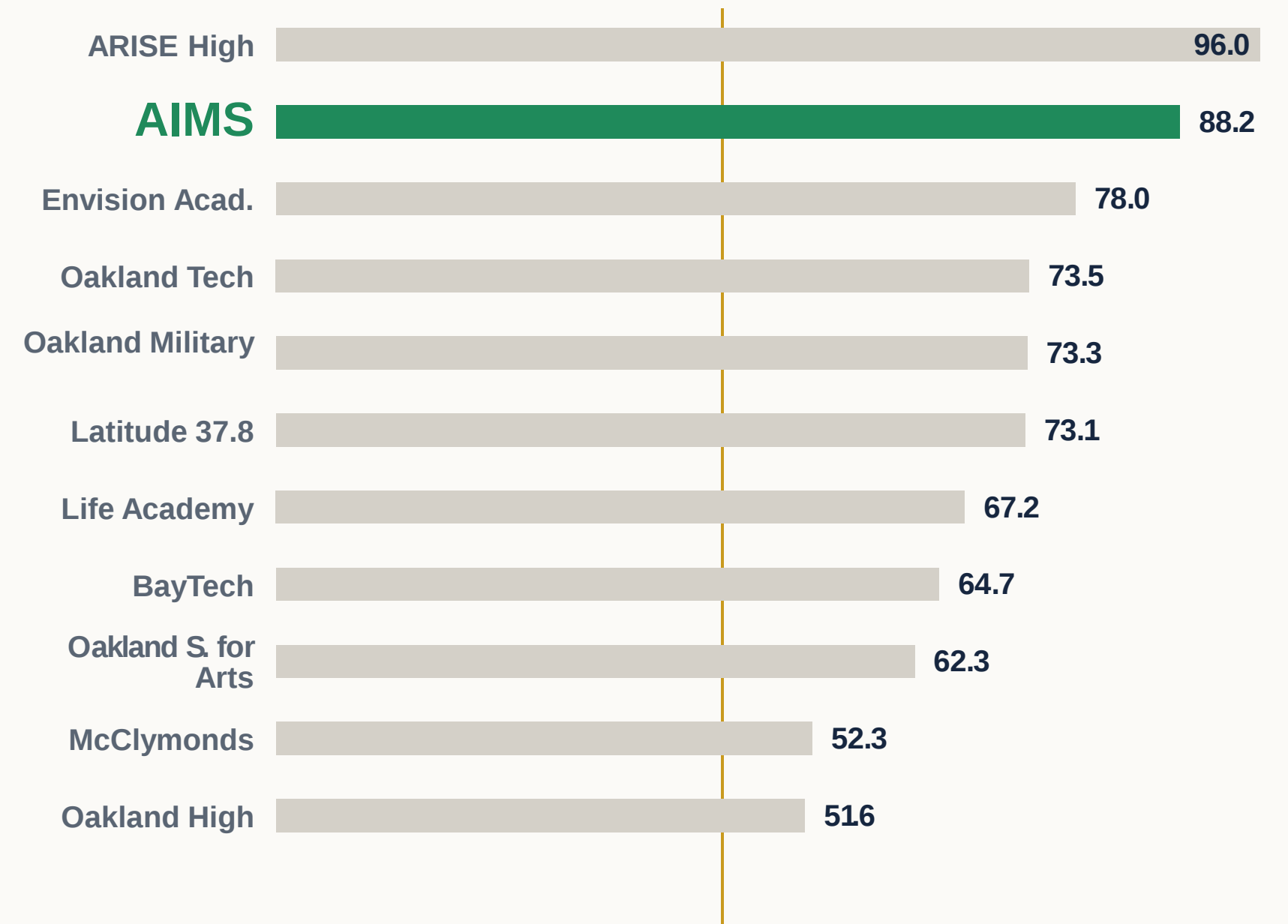
Graduation Rate · 2024-25

OUSD district average 78.6%



College / Career · 2024-25

OUSD district average 43.4%



*89.2% CDE-reported; ~94% corrects five misclassified transfers. Source: CA School Dashboard 2025.



SCHOOL CLIMATE & SAFETY

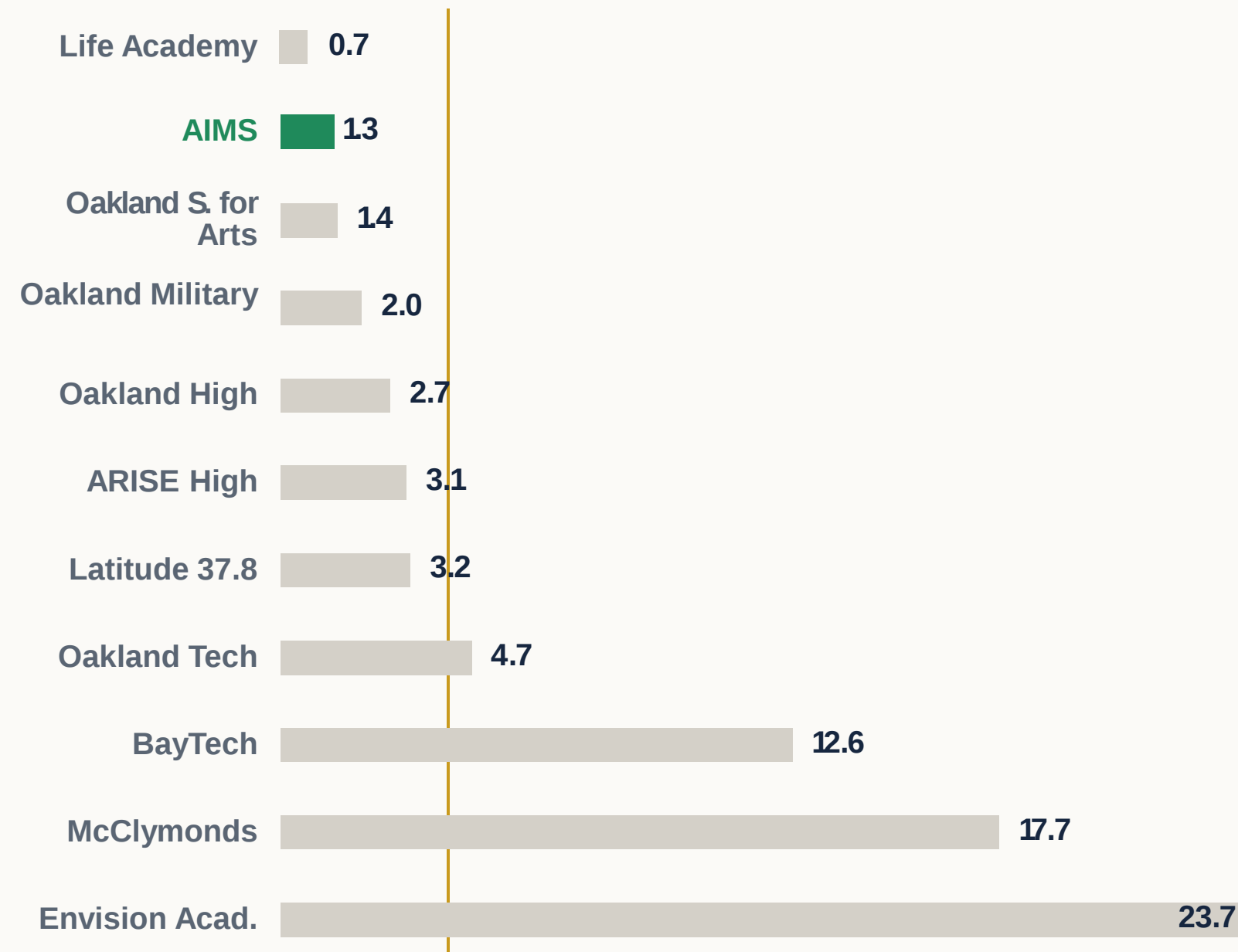
AIMS suspends fewer students than the district average.

Suspension Rate · 2024-25

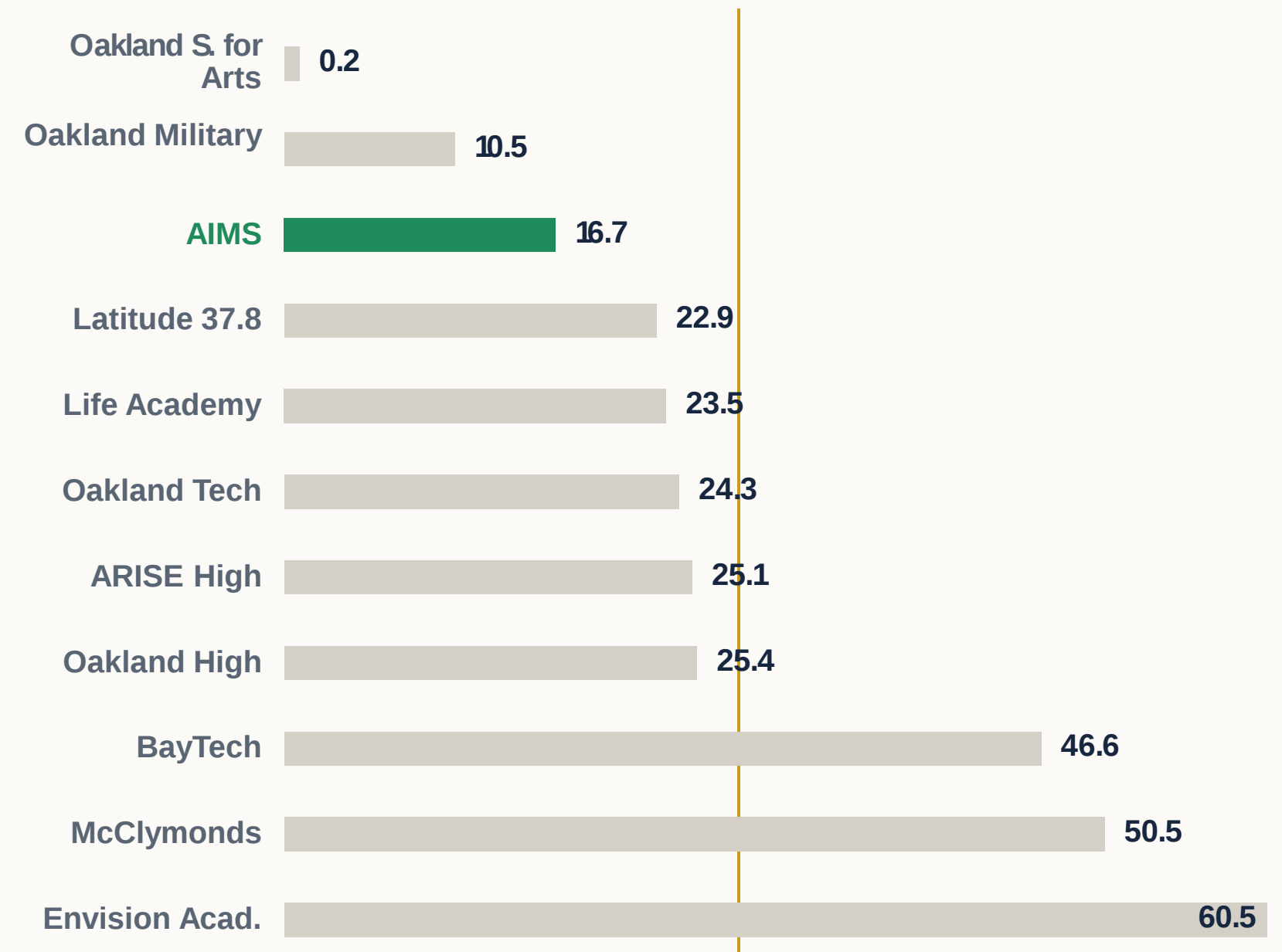
Chronic Absenteeism · 2024-25

AIMS Comparison
lower is better

OUSD district average 4.1%



OUSD district average 29.8%



Suspension 1.3% (Dashboard 0.0% = unposted incident data, since corrected). Source: CA School Dashboard 2025.



EVERY INDICATOR VS. THE DISTRICT

AIMS outperforms the OUSD average on every indicator.

AIMS HS OUSD District

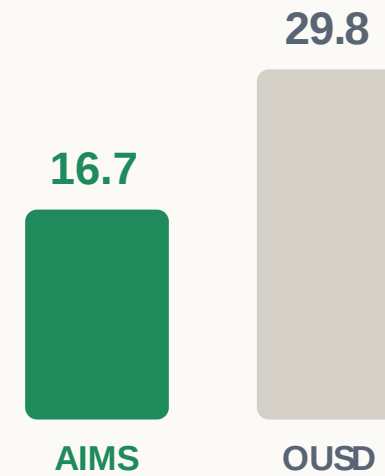
Suspension Rate

lower is better



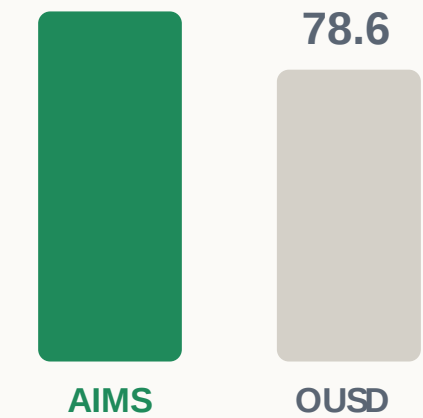
Chronic Absenteeism

lower is better



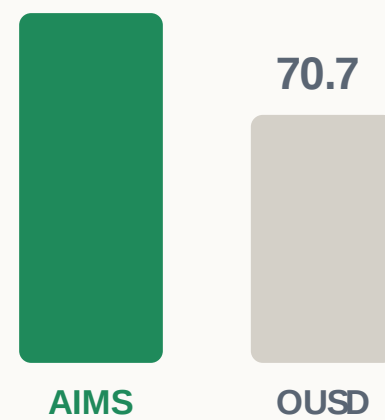
Graduation Rate

~94%*



A–G Completion

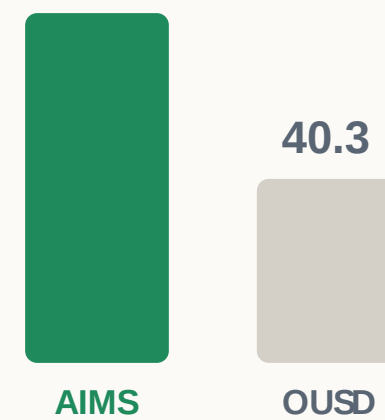
100.0



ELPI

% making progress

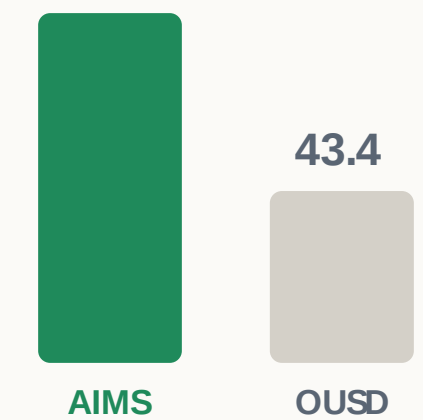
76.7



CCI

% prepared

88.2



*89.2% CDE-reported; ~94% corrects five misclassified transfers. Suspension 1.3% (Dashboard 0.0% = unposted incident data, since corrected). Source: CA School Dashboard 2025; CALPADS.



ACKNOWLEDGING THE GAP

Students with disabilities: owning the gap

We acknowledge SWD identification at **4.9%** sits below state and district benchmarks, and we are addressing it directly, beginning with an independent review.

INDEPENDENT THIRD-PARTY REVIEW

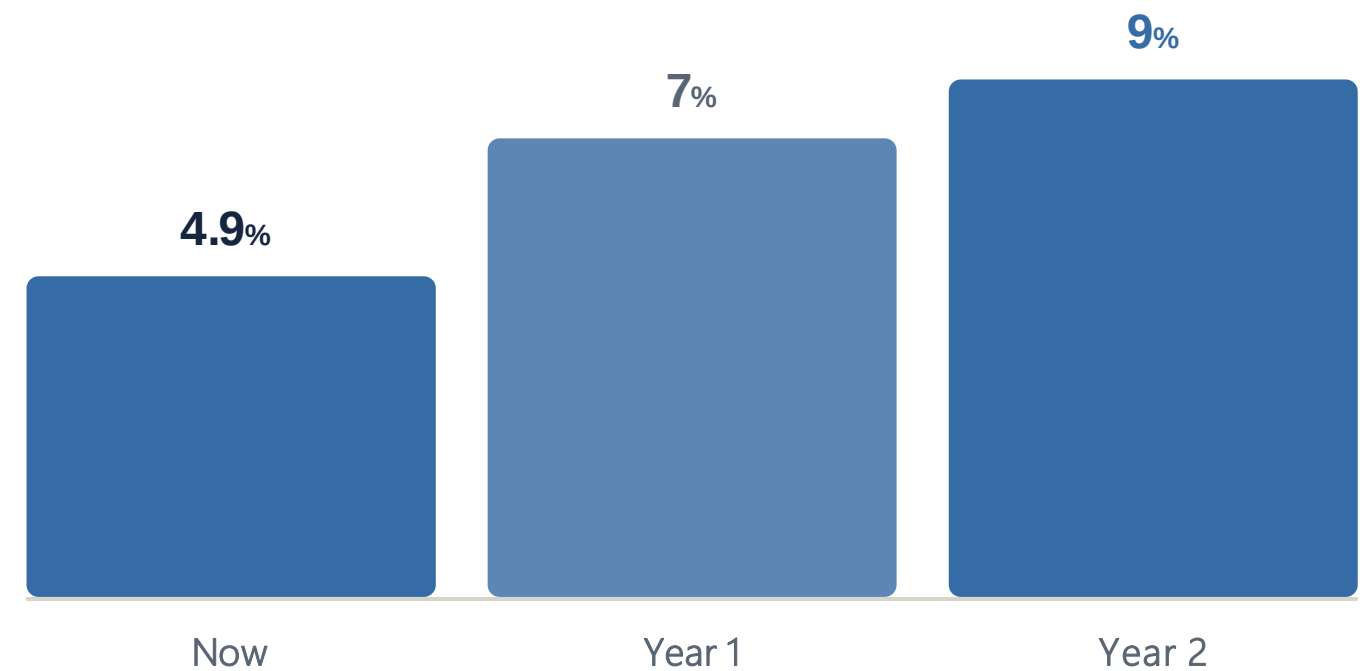
AIMS commissioned **Seneca Family of Agencies** for an independent special-education review: two days on-site across all three campuses, 10 focus groups, and and a 30-IEP audit.

100%

SWD A-G completion†

Identification rate

Current and targets



Rising steadily from 3% in 2019-20 ; 3 new identifications in 2025-26.



PLAN FOR IMPROVEMENT

A board-approved Special Education plan

Middle Tier schools are not required to submit a Performance Improvement Plan. AIMS adopted one **voluntarily** : the Board approved a K-12 Special Education PIP, a five-year framework, in response to the Seneca review.

1

Compliance systems

IEP timelines, documentation, and procedural safeguards.

2

Staffing & service

Caseloads and service minutes matched to student need.

3

Family engagement

Clear communication and meaningful IEP participation.

4

Staff training

Professional development for specialists and general educators.

5

Equity monitoring & Child Find

Proactive identification and disproportionality review.

STRUCTURE & STAFFING

Independent LEA member of the **El Dorado Charter SELPA** since July 2022. New Special Education Manager hired February 2026; team expanded to four Education Specialists.



OVERSIGHT & ACCOUNTABILITY

AIMS has strengthened how it governs itself.

Board renewal

Three new members since 2024 with charter, governance, and education expertise. Annual Brown Act training. New Superintendent, July 2026.

Complaints & investigation

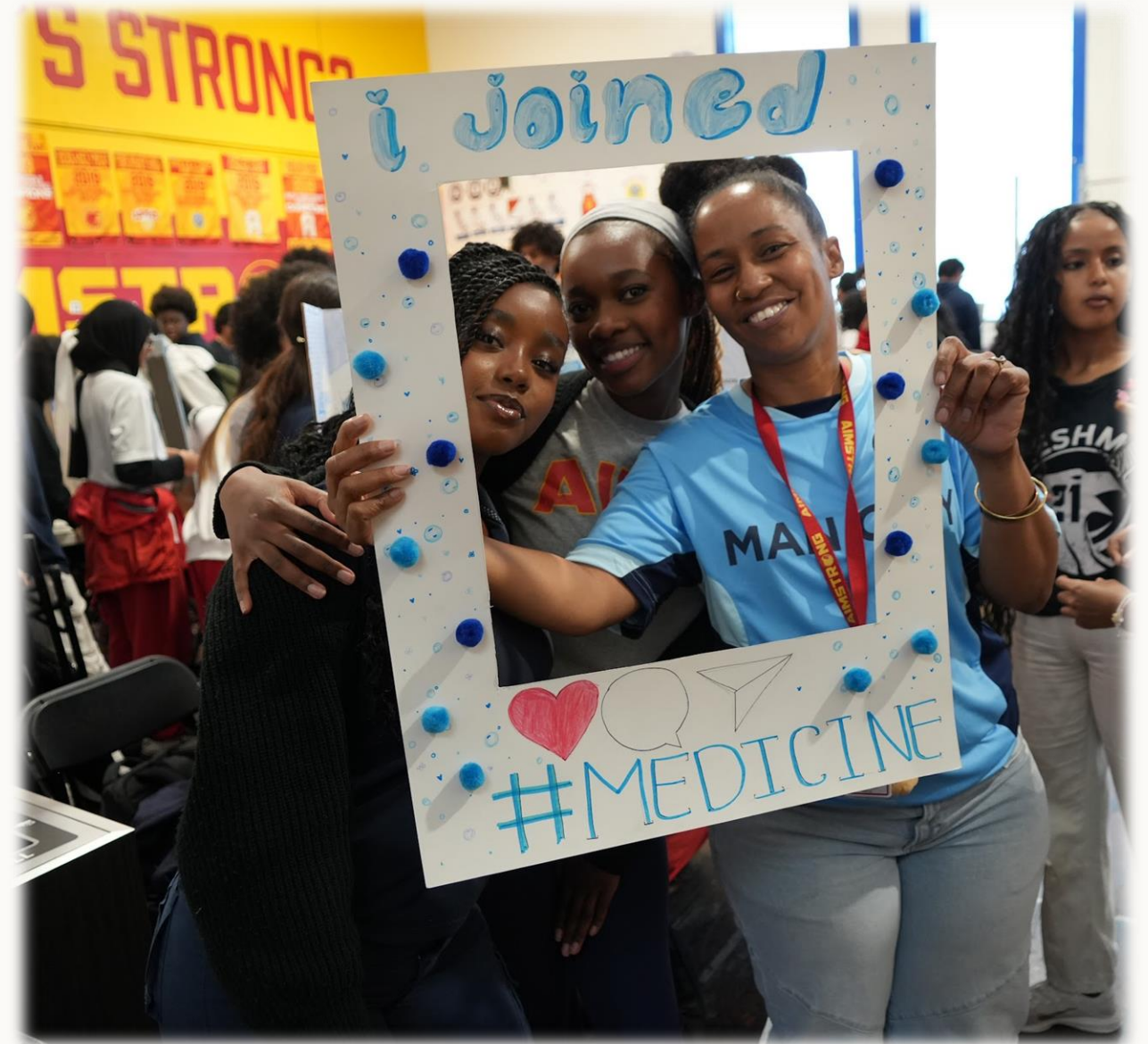
Complaint procedure rebuilt, tracked, and reported monthly to the board. Ombudsperson plus independent investigator Mueller Investigative Services.

HR infrastructure

HR Coordinator and HR Specialist hired; Paycom HR and payroll system implemented; staff climate survey and retaliation training.

External oversight

County MOU with ten tracked goals and regular progress reporting. Board-approved School Safety Plan; drills each semester.



REMAINING ACTIONS Raise fully-credentialed teachers from 72.2% to 80% by June 2027. Raise special education identification toward the district rate.



DATA-DRIVEN CULTURE

A school that measures itself and acts

1

Performance Improvement Plan

Three Cycle-of-Inquiry strategies targeting ELA and Math, with measurable quarterly checkpoints.

2

External accountability

Seneca Family of Agencies and Mueller Investigative Services provide independent review.

3

Measurable LCAP goals

A-G 100%, graduation $\geq 92\%$, chronic absenteeism $\leq 15\%$, credentialing $\geq 80\%$.





ENROLLMENT CONTEXT

The challenge is yield, not demand.

696

applications received for 2025-26

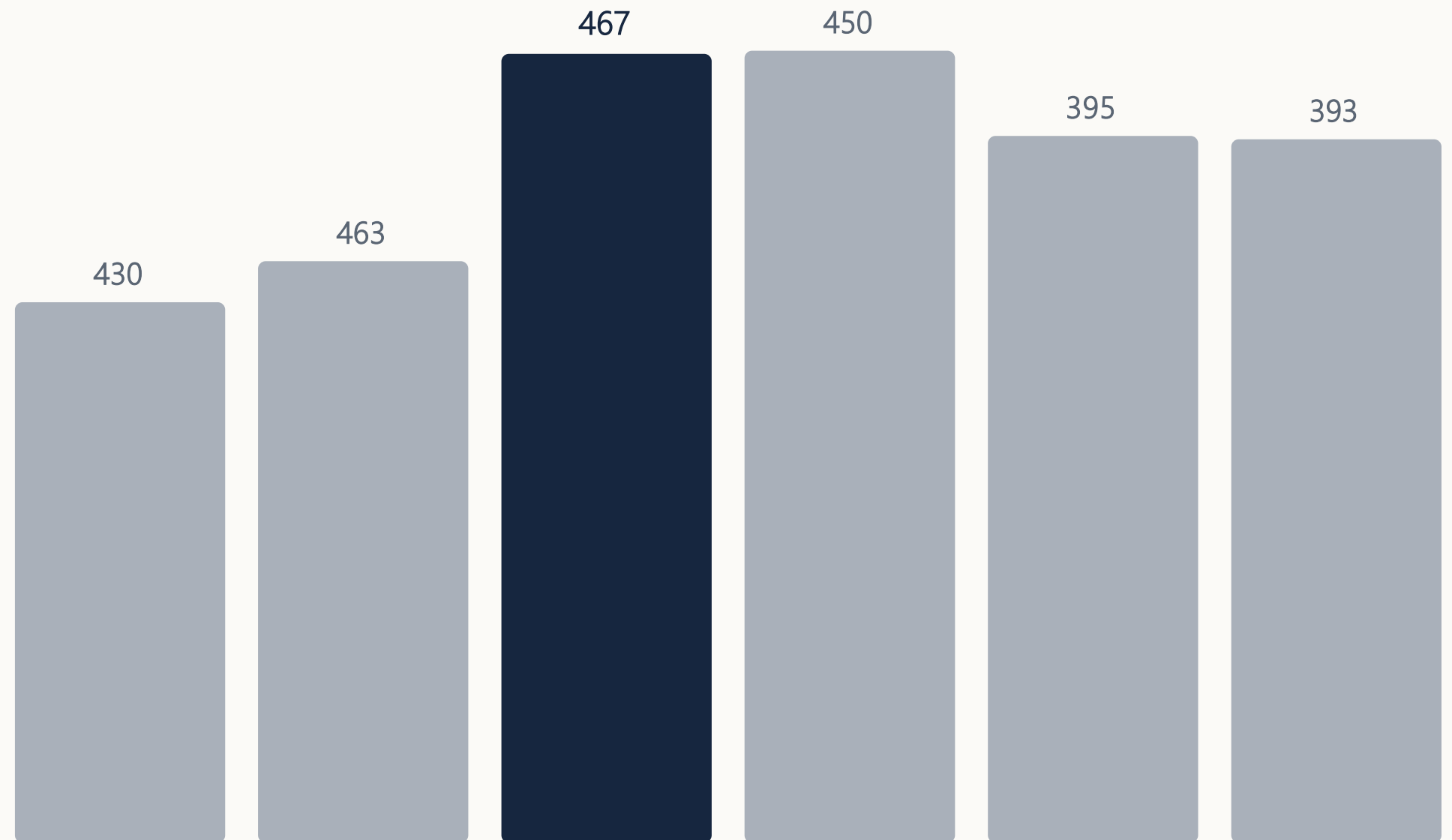
23.4%

post-offer decline rate

STABILIZATION TARGET

Hold enrollment at ~355 flat, lifting retention from 97% to 98.5% .

CDE cumulative enrollment · peak 2021-22



Strategies managed yield pipeline · 8th-to-9th bridge · bilingual outreach · BUILD program



AP PROGRAM ACCESS

Open access to college-level work; AIMS pays all exam fees.

803

AP exams across 11 subjects (2024-25), all fees paid by AIMS.

10.6% → ~20%

Pass rate, 2021 → 2025, nearly doubled.

NON-SELECTIVE ACCESS

Every student is encouraged to enroll in AP from 9th grade.

Top improving subjects · mean score

Human Geography

1.50 → 2.41

US Government

1.22 → 2.15

CONTEXT

Broad participation depresses the pass rate relative to selective AP programs; by design, AIMS opens AP to all.



CREDENTIALING

Every teacher is legally authorized; on track to the 80% clear-credential target.

72.2%

fully credentialed today

≥80% LCAP target by June 2027

3 vacancies to fill by October census

ELA

Special Education

Teaching Assistant

The instructional coach position is being re-staffed following the coach's passing mid-year 2024-

STRATEGY

Remaining teachers hold CTC intern credentials or permits (EC §47605(l)) · monthly credential audits · BTSA mentorship.