



AIMS K-12 College Prep Charter District

AIMS Special Board Meeting

Date and Time

Wednesday January 3, 2024 at 9:00 AM PST

Location

171 12th Street, Oakland, CA 94607

11950 Dublin Canyon Rd, Pleasanton, CA 94588

Members of the public, staff, and faculty may join virtually at:

Join Zoom Meeting

<https://us02web.zoom.us/j/3311128694?pwd=cVFNbEJtWm40aDZpUlp5WFVxRGVqUT09>

Meeting ID: 331 112 8694

Passcode: 0EjSCZ

One tap mobile

+17193594580,,3311128694#,,, *076927# US

+19294362866,,3311128694#,,, *076927# US (New York)

Dial by your location

• +1 719 359 4580 US

Meeting ID: 331 112 8694

Passcode: 076927

Find your local number: <https://us02web.zoom.us/j/kmHNwDhDX>

AIMS does not discriminate on the basis of disability in the admission or access to, or treatment or employment in, its programs or activities. Marisol Magana has been designated to receive requests for disability-related modifications or accommodations in order to enable individuals with disabilities to participate in open and public meetings at AIMS. Please notify Marisol Magana at (510) 220-9985 at least 24 hours in advance of any disability accommodations being needed in order to participate in the meeting.

Agenda

	Purpose	Presenter	Time
I. Opening Items			9:00 AM
Opening Items			
A. Call the Meeting to Order		Chris Edington	
B. Record Attendance and Guests		Barbara Pemberton	1 m
C. Adoption of Agenda	Vote	Chris Edington	1 m
D. Public Comment on Agenda Items			4 m
Public Comment on Agenda Items is set aside for members of the Public to address the items on the Board's agenda prior to each agenda item. The Board of Directors will not respond or take action in response to Public Comment, except that the board may ask clarifying questions or direct staff. Comments are limited to two (2) minutes per person, and a total time allotted for all public comment will not exceed thirty (30) minutes (10 minutes per section).			
E. Public Comment on Non-Agenda Items			4 m
Public Comment on Non-Agenda Items is set aside for members of the Public to address the items not on the Board's agenda. The Board of Directors will not respond or take action in response to Public Comment, except that the board may ask clarifying questions or direct staff. Comments are limited to two (2) minutes per person, and a total time allotted for all public comment will not exceed thirty (30) minutes (10 minutes per section).			
II. Approve Minutes			9:10 AM
A. AIMS Special Board Meeting: December 8, 2023	Approve Minutes		

	Purpose	Presenter	Time
III. Non-Action Items			9:10 AM
A. Board Planning Session			5 m
IV. Closed Session			9:15 AM
A. Public Comment on Closed Session Items	FYI		10 m
Public Comment on closed session items is set aside for members of the Public to address items on the Board's agenda for closed session. The Board of Directors will not respond or take action in response to Public Comment, except that the board may ask clarifying questions or direct staff. Comments are limited to two (2) minutes per person, and a total time allotted for all public comment will not exceed thirty (30) minutes (10 minutes per section).			
B. Recess to Closed Session	Discuss		393 m
Closed Session Items:			
1. Conference with Legal Counsel- Anticipated Litigation (Gov. Code Section 54956.9)			
Consultation regarding two anticipated matters			
2. Employee Matters			
Certificated employee performance			
C. Report from Closed Session	FYI		2 m
V. Closing Items			4:00 PM
A. Adjourn Meeting	FYI		
B. NOTICES	FYI		
The next regular meeting of the Board of Directors is scheduled to be held on the fourth Tuesday, February 2024, at 6:45 pm. AIMS does not discriminate on the basis of disability in the admission or access to, or treatment or employment in, its programs or activities. Marisol Magana has been designated to receive requests for disability-related modifications or accommodations in order to enable individuals with disabilities to participate in open and public meetings at AIMS. Please notify Marisol Magana at (510) 220-9985 at least 24			

	Purpose	Presenter	Time
	hours in advance of any disability accommodations being needed in order to participate in the meeting.		

I, Barbara Pemberton, hereby certify that I posted this agenda on the AIMS website at www.aimsk12.org, on January 2, 2024, before 9:00 AM.

Certification of Posting

Coversheet

AIMS Special Board Meeting: December 8, 2023

Section:	II. Approve Minutes
Item:	A. AIMS Special Board Meeting: December 8, 2023
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for AIMS Special Board Meeting on December 8, 2023

APPROVED



AIMS K-12 College Prep Charter District

Minutes

AIMS Special Board Meeting

Date and Time

Friday December 8, 2023 at 3:30 PM

Location

171 12th Street, Oakland, CA 94607

4049 First Street, Livermore, CA 94605

2450 Washington Ave., San Leandro, CA 94577

1801 Adeline Street, Oakland, CA 94607

7521 Ney Avenue, Oakland, CA 94605

Members of the public, staff, and faculty may join virtually at:

Join Zoom Meeting

<https://us02web.zoom.us/j/3311128694?pwd=cVFNbEJtWm40aDZpUlp5WFVxRGVqUT09>

Meeting ID: 331 112 8694

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Dial by your location

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Directors Present

C. Edington, J. Colly, J. Hinton-Hodge, S. Leung

Directors Absent

None

Guests Present

B. Pemberton, K. Ballentine (remote), M. Woods-Cadiz

I. Opening Items

A. Call the Meeting to Order

C. Edington called a meeting of the board of directors of AIMS K-12 College Prep Charter District to order on Friday Dec 8, 2023 at 3:42 PM.

B. Record Attendance and Guests

C. Adoption of Agenda

C. Edington made a motion to approve.
The board **VOTED** to approve the motion.

D. Public Comment on Agenda Items

No comment

E. Public Comment on Non-Agenda Items

No comment

II. Approve Minutes

A. AIMS Board Directors will consider approval of the following Board of Directors Meeting Minutes:

The purpose of this meeting supports some technological changes to our website. Many, if not all, of these meeting minutes were approved previously, however, this is required to update our system using the current technology. These changes are important because they will help us to improve the user experience of our website and make it more effective in reaching our target audience.

B. Finance Committee Meeting: November 21, 2023

C. Edington made a motion to approve the minutes from Finance Committee Meeting on 11-21-23.

J. Hinton-Hodge seconded the motion.

The board **VOTED** to approve the motion.

C. AIMS Special Board Meeting: November 13, 2023

C. Edington made a motion to approve the minutes from AIMS Special Board Meeting on 11-13-23.

J. Hinton-Hodge seconded the motion.

The board **VOTED** to approve the motion.

D. Finance Committee Monthly Meeting: October 10, 2019

C. Edington made a motion to approve the minutes from Finance Committee Monthly Meeting on 10-10-19.

J. Hinton-Hodge seconded the motion.

The board **VOTED** to approve the motion.

E. Facilities Committee Monthly Meeting: October 10, 2019

C. Edington made a motion to approve the minutes from Facilities Committee Monthly Meeting on 10-10-19.

J. Hinton-Hodge seconded the motion.

The board **VOTED** to approve the motion.

F. Governance Committee Monthly Meeting: November 5, 2019

C. Edington made a motion to approve the minutes from Governance Committee Monthly Meeting on 11-05-19.

J. Hinton-Hodge seconded the motion.

The board **VOTED** to approve the motion.

G. Special Facilities Committee Monthly Meeting: November 14, 2019

C. Edington made a motion to approve the minutes from Special Facilities Committee Monthly Meeting on 11-14-19.

J. Hinton-Hodge seconded the motion.

The board **VOTED** to approve the motion.

H.

Special - Finance Committee Monthly Meeting: November 14, 2019

C. Edington made a motion to approve the minutes from Special - Finance Committee Monthly Meeting on 11-14-19.

J. Hinton-Hodge seconded the motion.

The board **VOTED** to approve the motion.

I. Finance Committee Monthly Meeting: February 13, 2020

C. Edington made a motion to approve the minutes from Finance Committee Monthly Meeting on 02-13-20.

J. Hinton-Hodge seconded the motion.

The board **VOTED** to approve the motion.

J. Governance Committee Meeting: February 5, 2019

C. Edington made a motion to approve the minutes from Governance Committee Meeting on 02-05-19.

J. Hinton-Hodge seconded the motion.

The board **VOTED** to approve the motion.

K. Finance Committee Meeting: May 2, 2019

C. Edington made a motion to approve the minutes from Finance Committee Meeting on 05-02-19.

J. Hinton-Hodge seconded the motion.

The board **VOTED** to approve the motion.

L. Governance Committee Meeting: May 14, 2019

C. Edington made a motion to approve the minutes from Governance Committee Meeting on 05-14-19.

J. Hinton-Hodge seconded the motion.

The board **VOTED** to approve the motion.

M. Special Board of Directors Meeting: May 4, 2018

C. Edington made a motion to approve the minutes from Special Board of Directors Meeting on 05-04-18.

J. Hinton-Hodge seconded the motion.

The board **VOTED** to approve the motion.

III. Action Items

A. AIMS Exec Memo 2023-24 1st interim

C. Edington made a motion to approve.

J. Hinton-Hodge seconded the motion.

The board **VOTED** to approve the motion.

IV. Consent Calendar

A. Bereavement Policy Update

C. Edington made a motion to approve.

J. Colly seconded the motion.

The board **VOTED** to approve the motion.

B. AIMS HS Student Polos

C. Edington made a motion to approve.

J. Colly seconded the motion.

The board **VOTED** to approve the motion.

C. AIMS College Preparatory Elementary School - Professional Development

C. Edington made a motion to approve.

J. Colly seconded the motion.

The board **VOTED** to approve the motion.

D. 2023-24 Sports Budget Final 102523

C. Edington made a motion to approve.

J. Colly seconded the motion.

The board **VOTED** to approve the motion.

E. BACR Hourly Increase Proposal

C. Edington made a motion to approve.

J. Colly seconded the motion.

The board **VOTED** to approve the motion.

F. TSA Duties - Amendment to 2023-24 Employment Contract

C. Edington made a motion to approve.

J. Colly seconded the motion.

The board **VOTED** to approve the motion.

G. Job Descriptions for Approval

C. Edington made a motion to approve.

J. Colly seconded the motion.

The board **VOTED** to approve the motion.

H. AIMS Oakland Promise Program Agreement 2023-24

C. Edington made a motion to approve.

J. Colly seconded the motion.
The board **VOTED** to approve the motion.

I. 23-24 Contract Submission

C. Edington made a motion to approve.
J. Colly seconded the motion.
The board **VOTED** to approve the motion.

J. Board Resolution - Surplus

C. Edington made a motion to approve.
J. Colly seconded the motion.
The board **VOTED** to approve the motion.

K. SCOE Ahmad Contract Agreement Stipend 2023-2024

C. Edington made a motion to approve.
J. Colly seconded the motion.
The board **VOTED** to approve the motion.

L. SCOE Coordinator Ahmad Contract pt. 2 Agreement Stipend 2023-2024

C. Edington made a motion to approve.
J. Colly seconded the motion.
The board **VOTED** to approve the motion.

M. SCOE Cabrera Contract Agreement Stipend 2023-2024

C. Edington made a motion to approve.
J. Colly seconded the motion.
The board **VOTED** to approve the motion.

N. SCOE Golden Contract Agreement Stipend 2023-2024

C. Edington made a motion to approve.
J. Colly seconded the motion.
The board **VOTED** to approve the motion.

O. SCOE Jacques Contract Agreement Stipend 2023-2024

C. Edington made a motion to approve.
J. Colly seconded the motion.
The board **VOTED** to approve the motion.

P. Agreement for Services - Vital ELC

C. Edington made a motion to approve.
J. Colly seconded the motion.

The board **VOTED** to approve the motion.

V. Closed Session

A. Public Comment on Closed Session Items

No comment

B. Recess to Closed Session

Board exited to closed session

C. Report from Closed Session

Nothing to report

VI. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 5:00 PM.

Respectfully Submitted,
C. Edington

B. NOTICES

None

Coversheet

Board Planning Session

Section:	III. Non-Action Items
Item:	A. Board Planning Session
Purpose:	
Submitted by:	
Related Material:	Governance Team Meeting Agenda.pdf Academic and Demographic Data.pdf AIMS Board Individual Self Assessment.pdf AIMS Mission, Values, AIMSTRONG.pdf AIMS Organizational Chart 2023-2024.pdf

Agenda for AIMS Governance Team Meeting

Pleasanton Marriott – Sunol Room

January 3, 2024

8:45 a.m. - 4:00 p.m.

Welcome and Review Agenda, Purpose, and Desired Outcomes

Establishing Meeting Norms – How we will do our best work together today.

Review Governance Team Roles, Responsibilities and Standards

- CSBA Governance Standards
- CSBA Superintendent Standards
- Student Outcomes Focused Governance (SOFG) Framework
- 2017-2018 Board Goals posted on AIMS webpage
- Board Culture – NACD Governance Culture Handbook – Please peruse the entire document focusing on pages 36-43 for our purpose today.

AIMS Current Reality – Who Do We Serve and How Well Are We Serving Them?

- Demographics
- Academic Achievement – Strengths, Weaknesses, Opportunities, and Threats for each school
- Review District LCAP, School Plans or Strategic Plan Goals

Review AIMS Mission, Values, AIMSTRONG, and AIMS Model (per AIMS Charter District Handbook)

Establishing Board Goals and Objectives for remainder of 23/24 and 24/25 school year

Next Steps – Identify actions & strategies that you can implement now and prioritize for 2024.

Debrief – What still concerns you or, in your opinion, needs attention?

Close

DIRECT LINKS TO CDE SCHOOL PROFILES AND DATA QUEST REPORTS –

Please review all school reports links. Academic data can be found under the dashboard – click learn more/view more details to get subgroup reports. It is important to review the data by subgroup, specifically Asian and African American, to better understand how well each ethnic group is achieving.

[AIMS College Prep High School](#)

[AIMS College Prep Middle School](#)

[AIMS College Prep Elementary School \(AIPCS II\)](#)

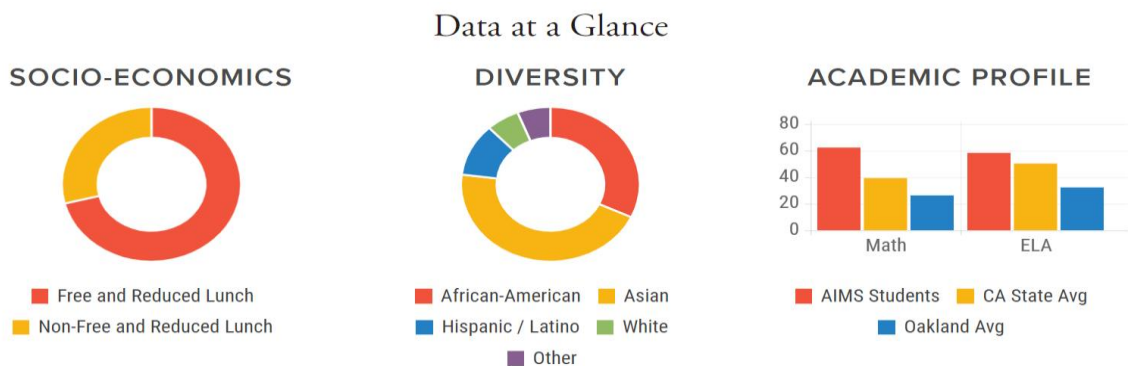
LINKS ON AIMS WEBPAGE TO SCHOOL ACCOUNTABILITY REPORT CARDS – SEE SUMMARY AND FULL REPORTS

[AIMS College Prep Elementary](#)

[AIMS College Prep Middle School](#)

[AIMS College Prep High School](#)

ADDITIONAL DATA AS REPORTED ON AIMS WEBPAGE



LUNCH PROGRAM

71 % of our students qualify for free and reduced lunch

WE ARE DIVERSE!

Total K-12 Enrolled: 1348

45% of our students are Asian;
32% are African-American;
11% are Hispanic/Latino;
6% are White; and
6% are Other.

WE ARE HIGH PERFORMING!

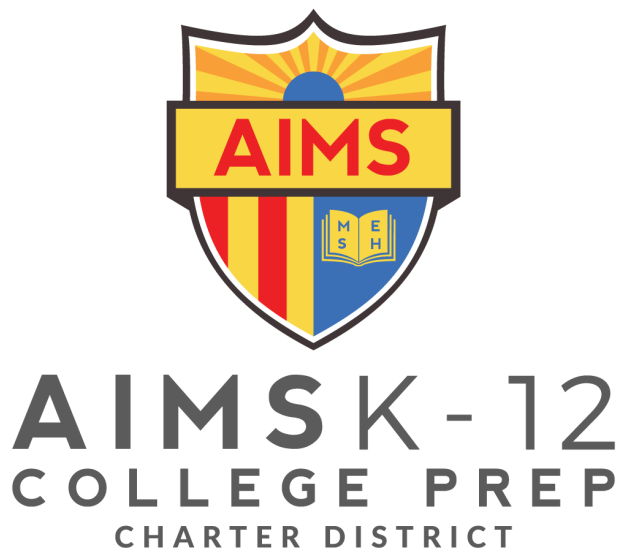
All three AIMS schools are in the top 12% in Math and top 24% in Language in Oakland

AIMS Board Individual Self-Assessment Cultural Norms, Behaviors, and Practices

Considerations	Current Culture, Behaviors, & Practices	Desired Culture, Behaviors, & Practices
1. The Board has established and communicated shared values, beliefs, goals, and objectives.		
2. The Board works collaboratively with the Superintendent to establish clear goals and accountability expectations, monitoring, and evaluations.		
3. Board members regularly engage in professional learning opportunities and share learnings with other Board members and utilize the information to inform their decision making.		
4. Board members attend regularly scheduled Board meetings. Meeting agenda and all supporting documents are		

available at least three days prior to the meeting. Board members have reviewed all materials prior to the Board meeting.		
5. Board members are provided information and the opportunity to question and understand programs, initiatives, and budget items prior to voting on them.		
6. All Board members are fully prepared and actively engage in board discussions and decision making. Opposing views, questions, honest debate, and open feedback are encouraged and part of the culture.		
7. Board members are well versed in Brown Act compliance, Board bylaws and policies, and state compliance matters. Regular training is provided to promote continuous improvement and strong governance practices.		

8. There is a transparent and inclusive recruitment and onboarding process to effectively identify, integrate, and support new directors.		
9. The Board identifies and prioritizes creating authentic stakeholder input opportunities throughout the year.		
10. The Board reviews, and refines as appropriate, the Board goals annually. The Board periodically conducts a self-assessment to continue to strengthen Board practices and promote a high-functioning Board culture.		



AIMS K-12 COLLEGE PREP CHARTER DISTRICT STUDENT AND FAMILY HANDBOOK 2023-2024

AIMS College Prep Elementary School

171 12TH STREET,
OAKLAND, CA 94607
TEL: 510-893-8701
FAX: 510-893-0345
elementary@aimsk12.org

AIMS College Prep Middle School

171 12TH STREET,
OAKLAND, CA 94607
TEL: 510-893-8701
FAX: 510-893-0345
middleschool@aimsk12.org

AIMS College Prep High School

746 GRAND AVE
OAKLAND, CA 94610
TEL: 510-220-5044
FAX: 510-893-0345
highschool@aimsk12.org

WWW.AIMSK12.ORG

order to partake in AIMS sports programs.

1.4. Mission Statement

AIMS exists to prepare all students, especially those who have been traditionally underserved, to enter a four-year college after graduation from high school and complete at minimum a four-year degree.

1.5. AIMS Credo

The Family - We are a family at AIMS K-12.

The Goal - We are always working for academic and social excellence.

The Faith - We will prosper by focusing and working toward our goals.

The Journey - We will go forward, continue working, and remember we will always be a part of the AIMS K-12 family.

1.6. AIMS Values

Excellence - Commitment to excellence in all that we do.

Wisdom and Knowledge - Pursuit of wisdom and knowledge as intrinsically valuable.

Empathy - Recognition of dignity and worth of every human being.

Family and Community - Building of family and community.

Equity - Social awareness and justice that leads to action.

Legacy - The continued preservation and development of AIMS methodologies for 21st century learners and educators.

1.7. AIMSTRONG

AIMSTRONG has developed into the official moniker of the AIMS K12 College Prep Charter District. The AIMSTRONG acronym describes the model AIMS student:

Academics: Academics is the first word in AIMSTRONG and is the cornerstone for future success. Academics means developing and growing our scholarship, our grades, our inquiry, our brains.

Integrity: Being honest and possessing strong moral principles. Integrity means being true to our best selves consistently.

Mentorship: Providing guidance, influence, and direction to your AIMS community. Mentorship is serving our neighbors, community and families, especially with our strengths.

Strength: The influence or power you possess to combat the rigors of academics and real-life while resisting being moved or broken. Strength is both physical growth and the will power to complete the work we begin.

Teamwork: The combined action of each group member doing their part selflessly to benefit the whole. Teamwork is being part of a group which has an agreed goal.

Responsibility: Moral, legal, or mental accountability and taking ownership for one's actions. Responsibility is when we own our real part of getting teamwork, family, and planning done.

Organization: Preparation and efficiency when coordinating and carrying out activities. Organization is both how we plan and what we do to get things done systematically.

Nerve: Displaying courage, power, control and steadiness under pressure. Nerve knows when to step out to make a change in a situation or plan.

Grit: To keep going to accomplish our plans, even when there are strong obstacles. Grit is best personified in our ability to be knocked down and to get back up again.

1.8. AIMS Model

Pedagogy and Practices: In order for AIMS to meet our mission of successful acceptance to a four-year college or university, we have designed K-12 instruction to meet the goal of mastery for the spiral progression of learning standards.

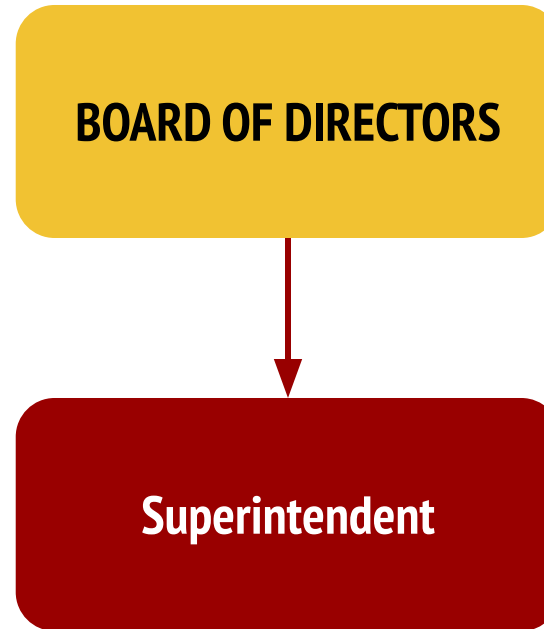
Diversity and Inclusion: We believe that each child has a unique talent and purpose. We see and celebrate differences, and do not tolerate bullying or prejudices.

- Every student has opportunities to learn individually and in groups.
- Teachers are expected to regularly examine their own biases with respect to student behavior and aptitude.
- AIMS functions as a school designed to serve traditionally underserved communities. The programming design of AIMS will prioritize the needs of these communities.
- Teachers are expected to support students in accessing the general education classroom whenever possible.
- Parent communications will happen with the support of translators whenever possible.
- Students are encouraged to share their cultural traditions at school functions.
- AIMS staff is committed to supporting students in practicing dialogue and critical thinking when both inspirations and conflicts arise.
- At AIMS, we accept and respect each other regardless of race, religion, or orientation.

Learning Environment: The AIMS Model classroom is one that is orderly and clean. We believe that an orderly classroom increases time on task for instruction. Students are expected to help in the upkeep of their classrooms and school environment and teachers may assign students classroom jobs to help promote classroom culture and efficiency.

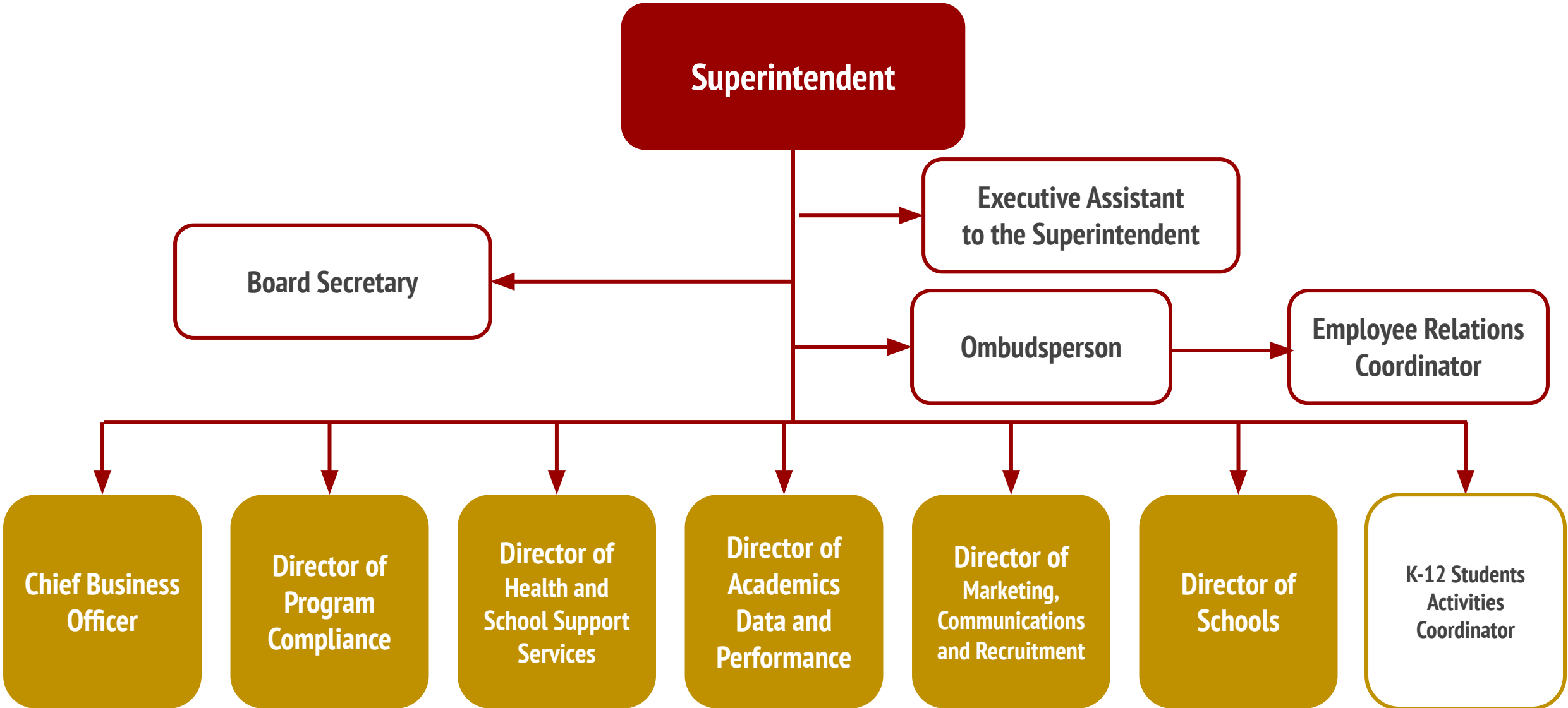
AIMS Organizational Chart

BOARD OF DIRECTORS



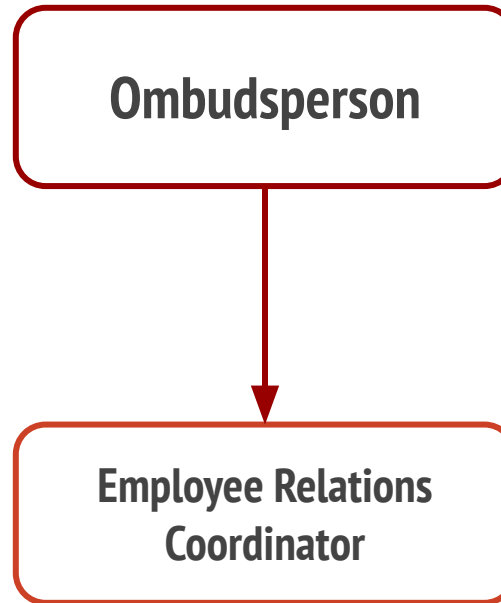
AIMS Organizational Chart

OFFICE OF SUPERINTENDENT



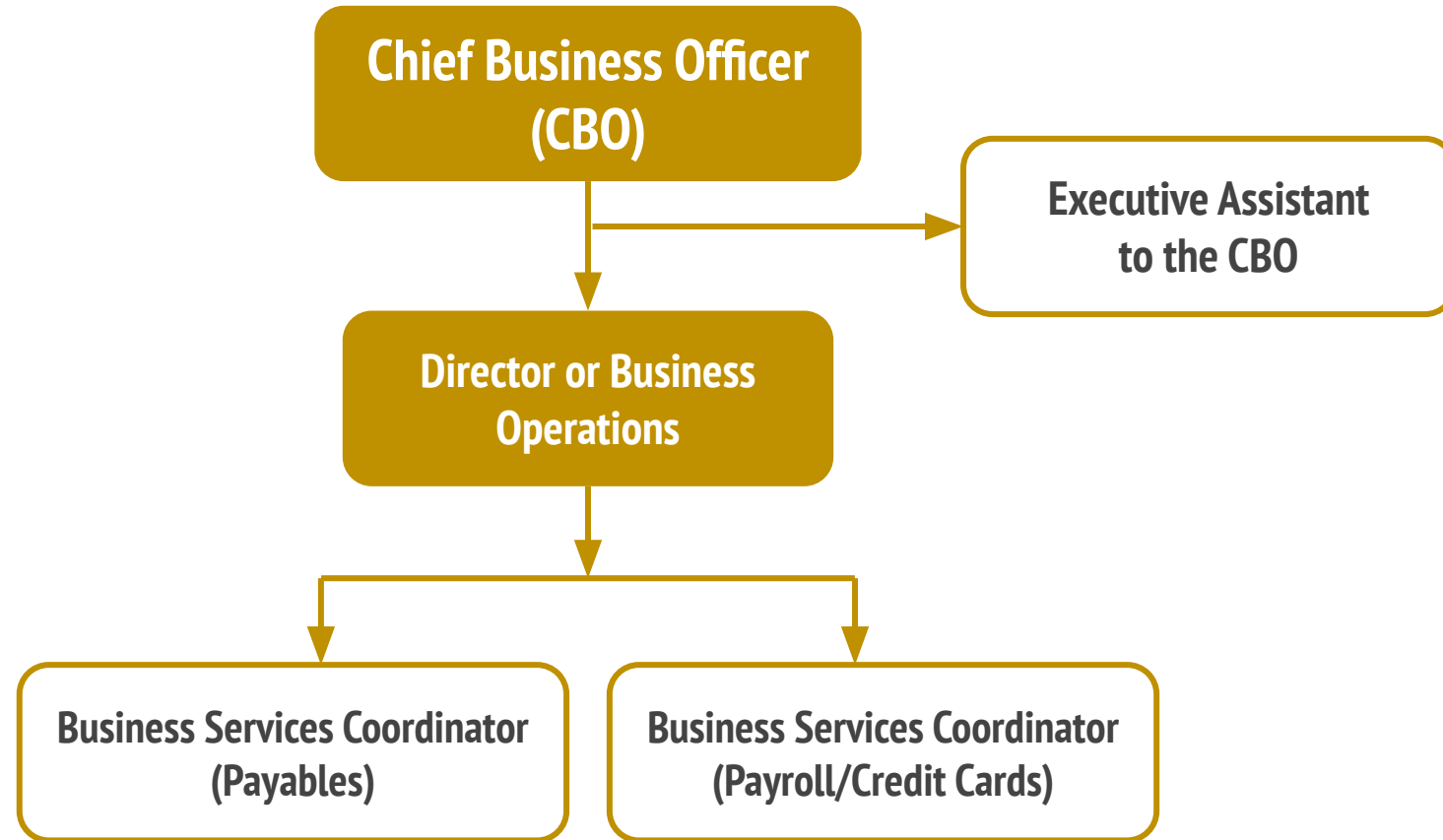
AIMS Organizational Chart

OFFICE OF OMBUDSPERSON



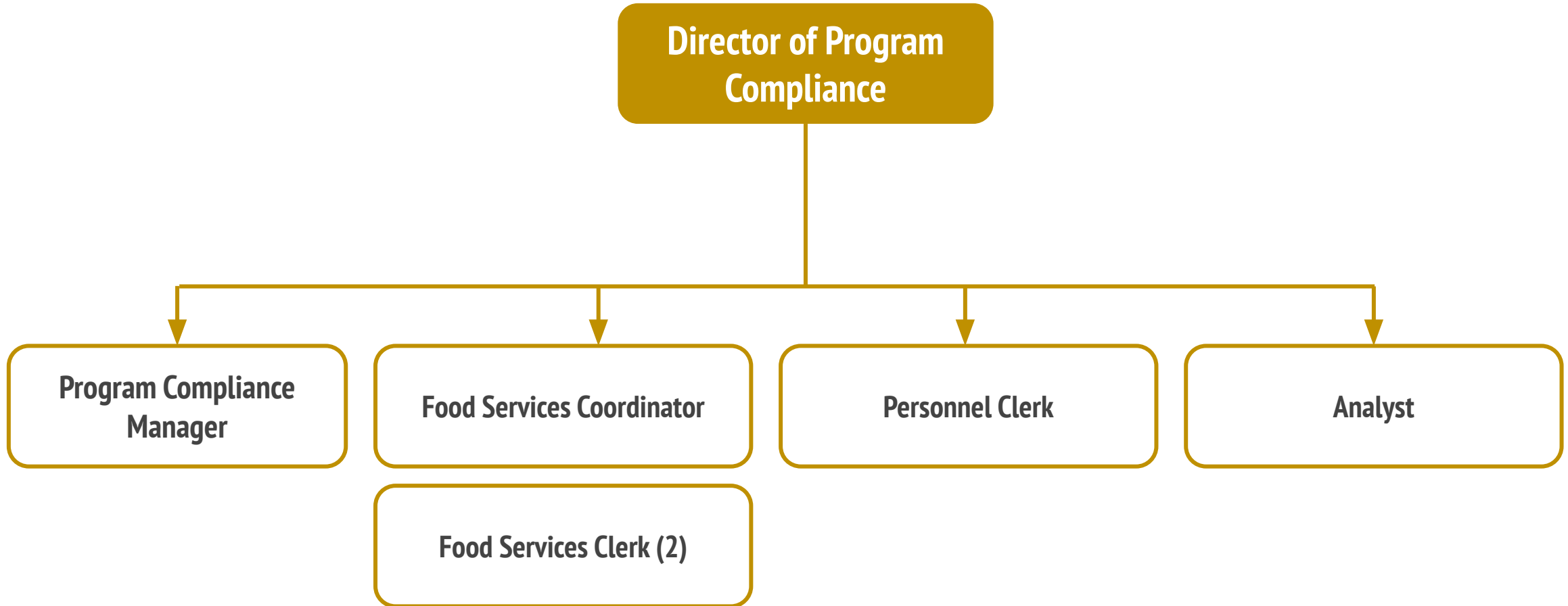
AIMS Organizational Chart

OFFICE OF Business Service and Operations



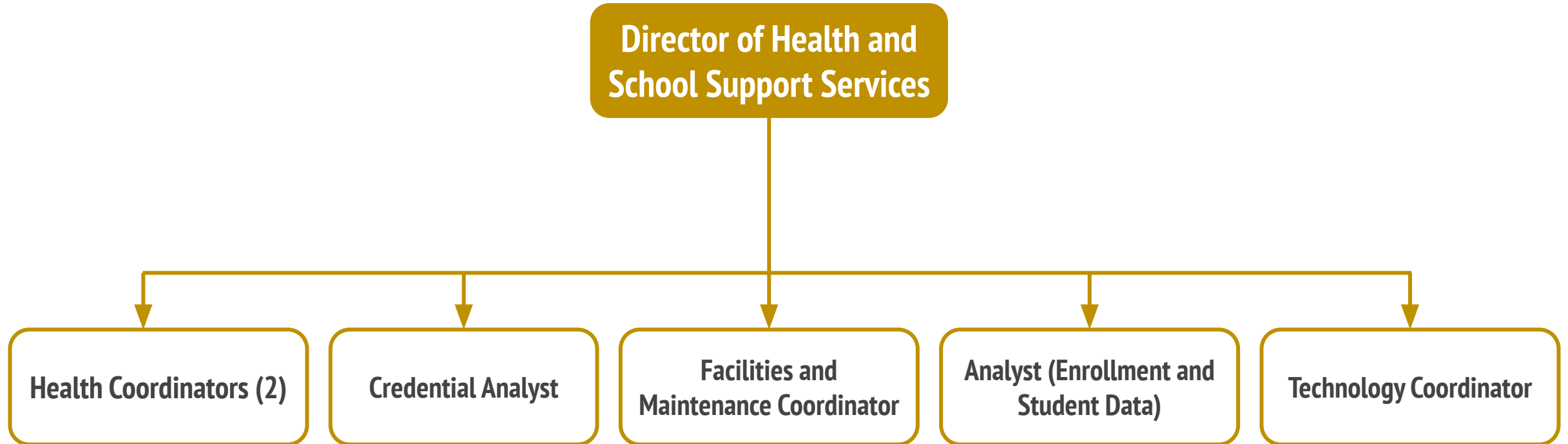
AIMS Organizational Chart

Office of Program Compliance



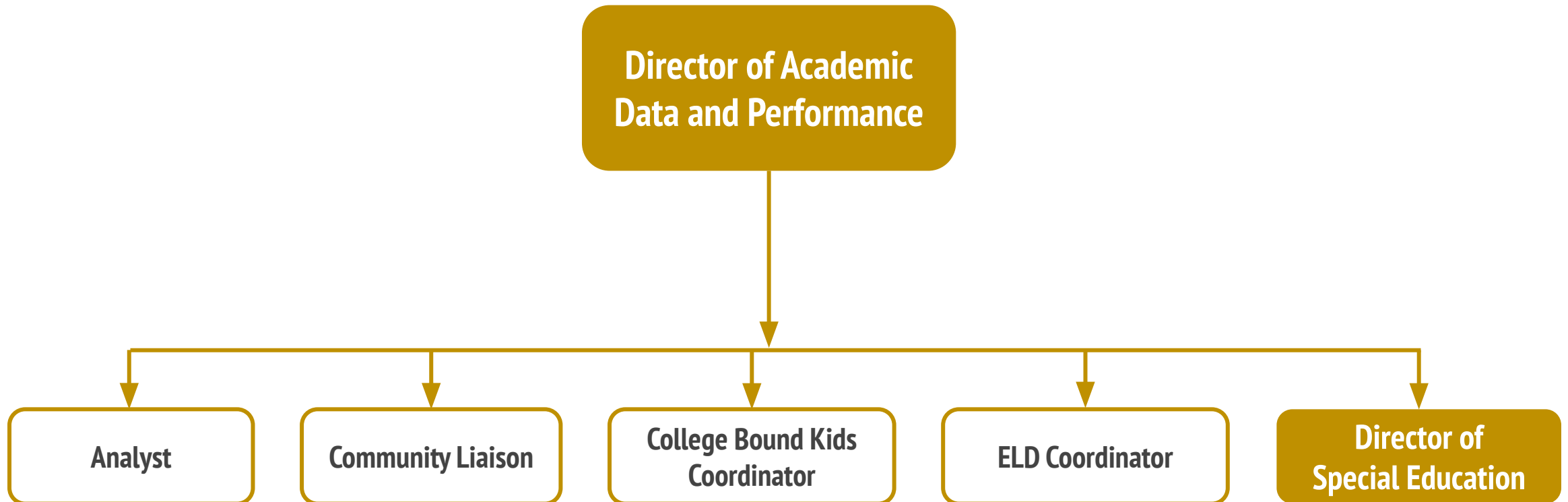
AIMS Organizational Chart

Office of Health and School Support Services



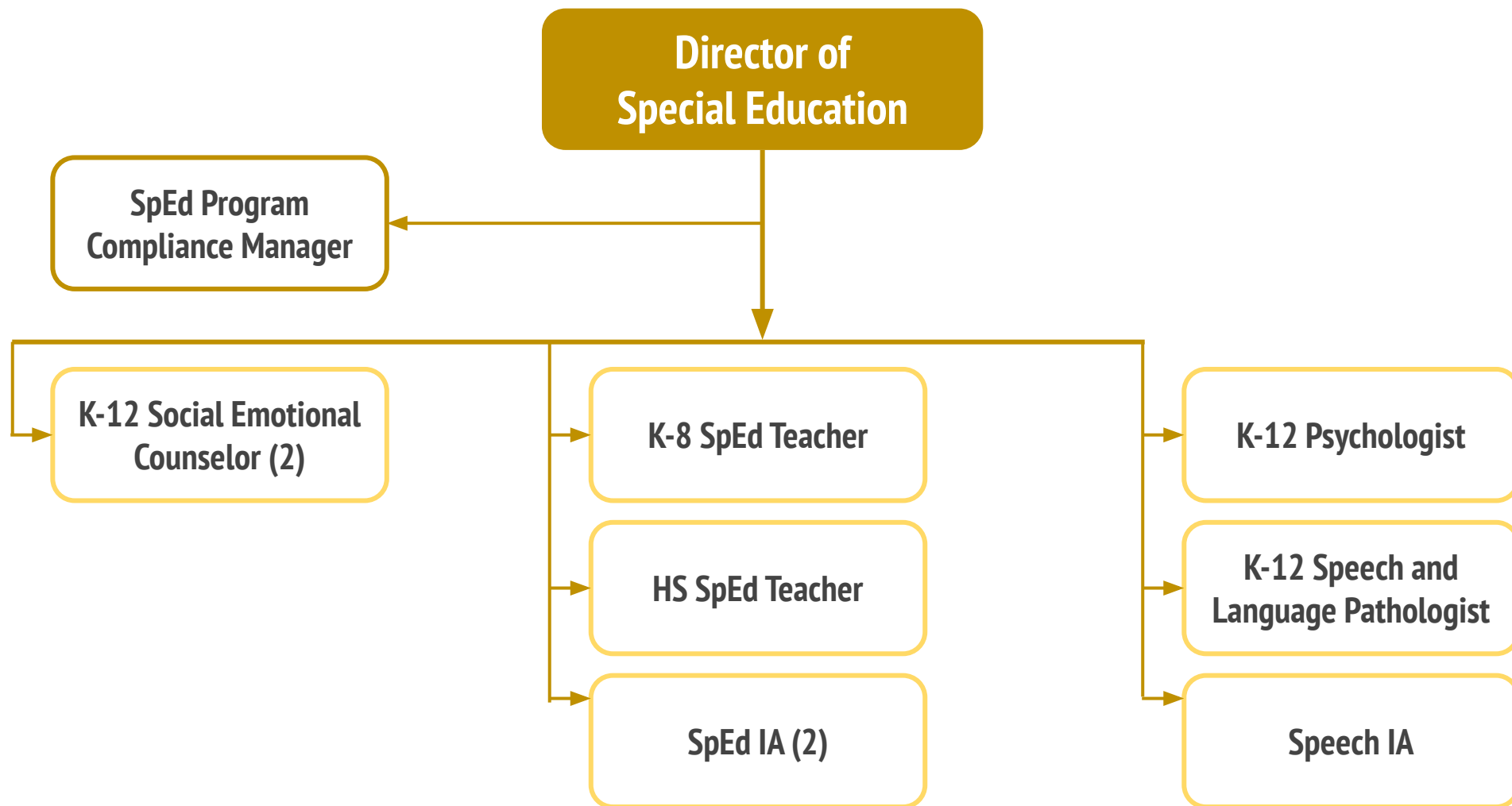
AIMS Organizational Chart

Office of Academic Data and Performance



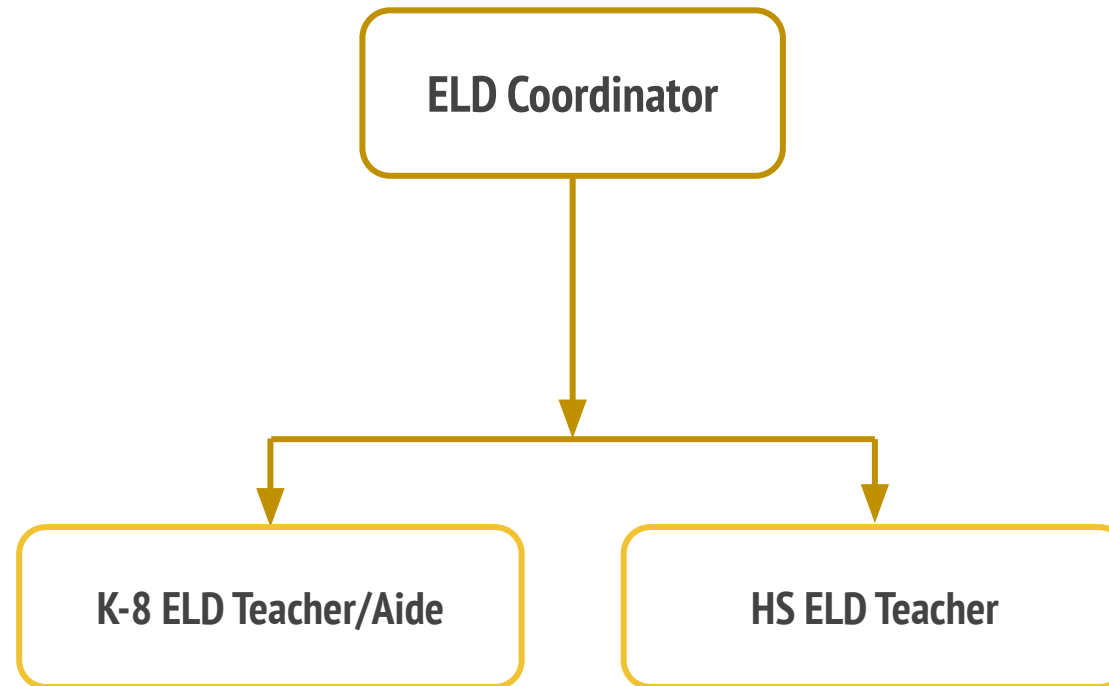
AIMS Organizational Chart

Special Education Department



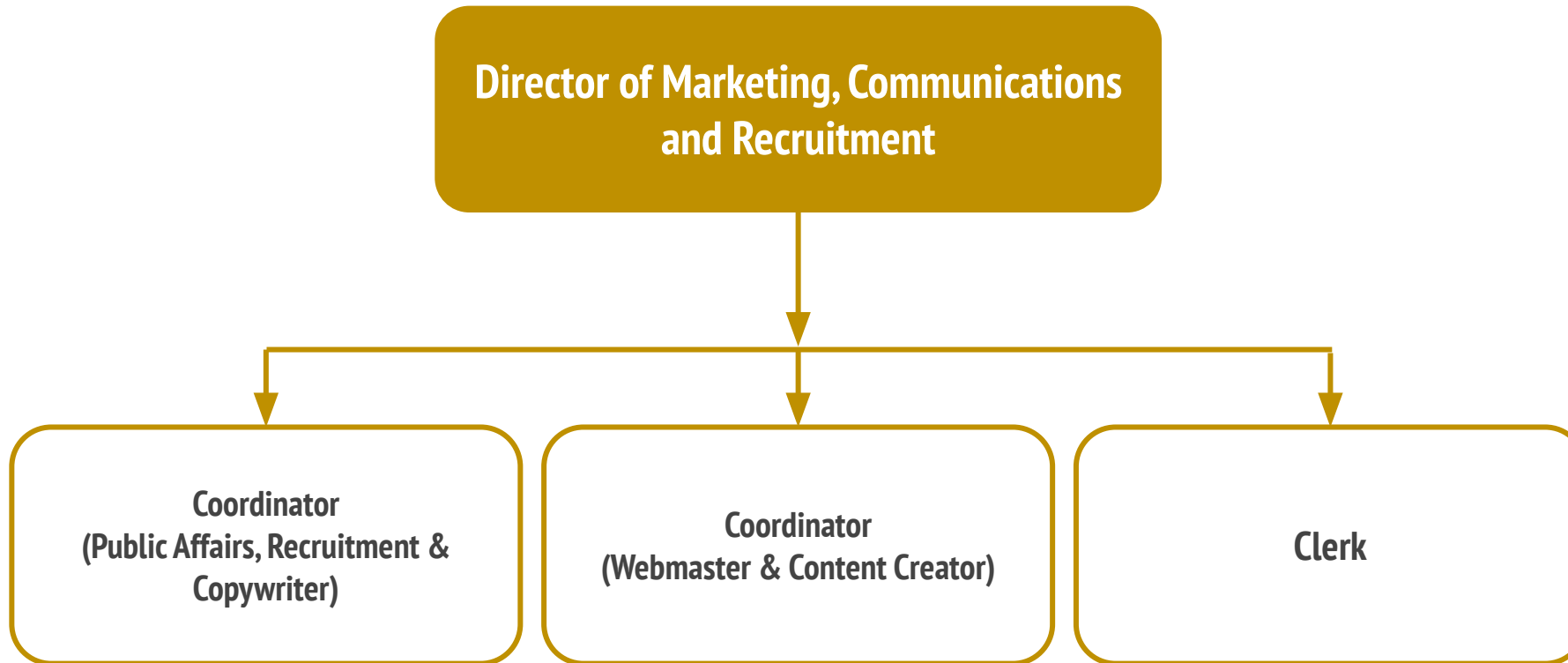
AIMS Organizational Chart

English Language Development (ELD) Department



AIMS Organizational Chart

Office of Marketing, Communications, and Recruitment



AIMS Organizational Chart

School Sites (ES/MS/HS)

