AIMS K-12 College Prep Charter District

Regular Board Meeting

Date and Time

Tuesday March 3, 2026 at 5:00 PM PST

Location

171 12th Street, Oakland, CA 94607

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

https://us05web.zoom.us/j/4853268122?pwd=Mk9yUUdzRFdkVzBFMzlQeVVDUFIrUT09
Meeting ID: 485 326 8122
Passcode: rcjFZ5

Click here to Submit Public Comment - https://bit.ly/aimsboardcomment

AIMS is committed to ensuring accessible participation for individuals with disabilities. Disability-related modifica tions or accommodations needed to take part in this meeting may be requested by contacting Abigail Genova at **510-220-1730** at least 24 hours in advance, if possible, so appropriate arrangements can be made.

The meeting agenda will be posted at least 72 hours prior to the scheduled meeting time.

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171 12th Street, Oakland, CA 94607

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

Join Zoom Meeting
https://us06web.zoom.us/j/87594605508?pwd=7SSXWXx9FN7mP2gIp1YbkkoWRshdkQ.1

One tap mobile
+12532050468,,6614266860#,,,,*071330# US
+12532158782,,6614266860#,,,,*071330# US (Tacoma)

Meeting ID: 661 426 6860
Passcode: 071330
Find your local number: https://us02web.zoom.us/u/kb9RJj161W

AIMS does not discriminate on the basis of disability in the admission or access to, or treatment or employment in, its programs or activities. Abigail Genova 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 Abigail Genova at (510) 220-1730 at least 24 hours in advance of any disability accommodations being needed in order to participate in the meeting.

Click on the link below to submit Public Comment:
https://docs.google.com/forms/d/e/1FAIpQLScK0rD4rkfpiHrMyGtxnKaPECne4SfCG-5ezqD3xUALg0OTAQ/viewform?usp=sharing

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Agenda

		Purpose	Presenter	Time
I.	**Opening Items**			**5:00 PM**
A.	Call the Meeting to Order		Kimi Kean	1 m
B.	Record Attendance		Abigail Genova	1 m
C.	Adoption of Agenda		Kimi Kean	2 m
D.	Public Comment on Agenda Items	Discuss	Kimi Kean	10 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 to 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 the total time allotted for all public comment will not exceed thirty (30) minutes (10 minutes per section).**

		Purpose	Presenter	Time
E.	Public Comment on Non-Agenda Items	Discuss	Kimi Kean	10 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 to 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 the total time allotted for all public comment will not exceed thirty (30) minutes (10 minutes per section).**

II. Closed Session — 5:24 PM

A.	Public Comment on Closed Session Items	Kimi Kean	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 to 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.	Public Employees: Executive Director Mid Year Evaluation	Kimi Kean	20 m

Pursuant to Section 54957

Title: Executive Director

C.	Legal Matters - Pre-litigation Update	Kimi Kean	5 m

Pursuant to Section 54956.9

D.	Public Employees: Discipline/Dismissals/Release	Marco Menendez	10 m

Pursuant to Section 54957

E.	Report Out of Closed Session	Kimi Kean	1 m

III. Consent Agenda — 6:10 PM

A.	Meeting Minutes Approval - Jan 2026	Approve Minutes	Kimi Kean	5 m

		Purpose	Presenter	Time
B.	New Hire Contracts		Jimmie Brown	2 m
IV.	**Reports**			**6:17 PM**
A.	Board Report		Megan Sweet	15 m
B.	Executive Director's Memo - ACOE Charter Leaders Update	Discuss	Marco Menendez	10 m
C.	ACOE MOU Update & Report	Discuss	Marco Menendez	20 m
D.	Special Education Assessment & Program Redesign - Interim Manager of SPED		Angel Peacock	10 m
E.	Complaints Update - Trends and summary of Internal Complaints - Tracking Log Report		Jimmie Brown	5 m
V.	**Action Items**			**7:17 PM**
A.	2025-2026 2nd Interim Budget Report	Vote	Christina Jordan	10 m
B.	Auditor Selection for FY25-26	Vote	Christina Jordan	10 m
C.	LCAP Mid Year Update & Progress Heads of School Jonathan Winn K-8 Julia Li 9-12	Vote	Jonathan Winn	15 m
VI.	**Non-Action Items**			**7:52 PM**
A.	Board Governance - Recruitment Update - Parent/Student Board Roles & Responsibilities - Land Acknowledgement		Marco Menendez	15 m

	Purpose	Presenter	Time

VII. Closing Items 8:07 PM

A. Adjourn Meeting — Kimi Kean

B. Accessibility Notice

AIMS is committed to ensuring accessible participation for individuals with disabilities. Disability-related modifications or accommodations needed to take part in this meeting may be requested by contacting Abigail Genova at **510-220-1730** at least 24 hours in advance, if possible, so appropriate arrangements can be made.

C. Agenda Posting Certificaiton — Abigail Genova

I, Abigail Genova, hereby certify that the agenda for the March 3rd, 2026 Board Meeting was published on the AIMS website, www.aimsk12.org, on February 27th, 2026.

Certification of Posting

Coversheet

Public Comment on Closed Session Items

Section: II. Closed Session
Item: A. Public Comment on Closed Session Items
Purpose:
Submitted by:
Related Material: Safe Harbor Agenda for Closed Sessions (4843-4002-2251.v1) (1).gdoc

Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. Adobe Reader:

Safe Harbor Agenda for Closed Sessions (4843-4002-2251.v1) (1).gdoc

Coversheet

Meeting Minutes Approval - Jan 2026

Section:	III. Consent Agenda
Item:	A. Meeting Minutes Approval - Jan 2026
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Regular Board Meeting on January 20, 2026

APPROVED

AIMS K-12 College Prep Charter District

Minutes

Regular Board Meeting

Date and Time
Tuesday January 20, 2026 at 5:00 PM

Location
171 12th Street, Oakland, CA 94607

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

https://us05web.zoom.us/j/4853268122?pwd=Mk9yUUdzRFdkVzBFMzlQeVVDUFIrUT09
Meeting ID: 485 326 8122
Passcode: rcjFZ5

Click here to Submit Public Comment - https://bit.ly/aimsboardcomment

AIMS is committed to ensuring accessible participation for individuals with disabilities. Disability-related modifications or accommodations needed to take part in this meeting may be requested by contacting Jimmie Brown at 510-407-6153 at least 24 hours in advance, if possible, so appropriate arrangements can be made.

The meeting agenda will be posted at least 72 hours prior to the scheduled meeting time.

171 12th Street, Oakland, CA 94607

Members of the Board will be Joining from the listed addresses below:

Jumoke Hinton: 2921 Chapman Street Suite 2 Oakland Ca 94601

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

Join Zoom Meeting
https://us06web.zoom.us/j/87594605508?pwd=7SSXWXx9FN7mP2gIp1YbkkoWRshdkQ.1

One tap mobile
+12532050468,,6614266860#,,,,*071330# US
+12532158782,,6614266860#,,,,*071330# US (Tacoma)

Meeting ID: 661 426 6860
Passcode: 071330
Find your local number: https://us02web.zoom.us/u/kb9RJj161W

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Click on the link below to submit Public Comment:
https://docs.google.com/forms/d/e/1FAIpQLScK0rD4rkfpiHrMyGtxnKaPECne4SfCG-5ezqD3xUALg0OTAQ/viewform?usp=sharing

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Directors Present
J. Hinton (remote), M. Menendez, M. Sweet, S. Leung, T. Lacsado

Directors Absent
K. Kean

Guests Present
A. Genova

I. Opening Items

A. Call the Meeting to Order

M. Sweet called a meeting of the board of directors of AIMS K-12 College Prep Charter District to order on Tuesday Jan 20, 2026 at 5:00 PM.

B. Record Attendance and Guests

C. Land Acknowledgement

D. Adoption of Agenda

M. Sweet made a motion to Adopt the agenda.
T. Lacsado seconded the motion.
The board **VOTED** to approve the motion.

Roll Call	
M. Menendez	Aye
S. Leung	Absent
K. Kean	Absent
J. Hinton	Aye
T. Lacsado	Aye
M. Sweet	Aye

E. Public Comment on Agenda Items

F. Public Comment on Non-Agenda Items

II. Consent Agenda

A. Meeting Minutes Approval

M. Sweet made a motion to approve the minutes from November 18th, 2025. AIMS Board Meeting on 11-18-25.
T. Lacsado seconded the motion.
The board **VOTED** to approve the motion.

Roll Call	
J. Hinton	Aye
M. Sweet	Aye
M. Menendez	Aye
K. Kean	Absent
S. Leung	Absent
T. Lacsado	Aye

B. Meeting Minutes Approval

M. Sweet made a motion to approve the minutes from December 9th, 2025. AIMS Regular Board Meeting on 12-09-25.
T. Lacsado seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

M. Menendez	Aye
T. Lacsado	Aye
K. Kean	Absent
J. Hinton	Aye
M. Sweet	Aye
S. Leung	Absent

III. 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 7:00 PM.

Respectfully Submitted,
M. Sweet

B. Accessibility Notice

C. Agenda Posting Certification

Coversheet

Executive Director's Memo

Section: IV. Reports
Item: B. Executive Director's Memo
Purpose: Discuss
Submitted by:
Related Material: Executive Director Memo for Board Meeting – 2-24-2026.pdf

Executive Director Memo for AIMS Board Meeting 2-24-2026

Dear Board Colleagues,

As we move further into the second semester, I am pleased to report that AIMS continues to demonstrate measurable progress across compliance, instruction, operations, and strategic planning. Our work is increasingly focused on strengthening systems, demonstrating evidence of impact, and preparing for key milestones with our authorizers. Below are updates since our January meeting. More detailed presentations on several items will follow in later agenda sections.

MOU & LCAP Compliance

We remain in good standing with both our MOU commitments and LCAP implementation.

We have met most of the current targets outlined in MOU Schedule D metrics, and I was recently invited to present our compliance processes and progress at the ACOE Charter Leaders Network meeting. The presentation was well received by both charter leaders and the ACOE team, reflecting growing confidence in AIMS' systems and transparency.

Our formal MOU Progress Update to the ACOE Board, originally anticipated for March, has been rescheduled to the May Board meeting. This will provide additional time to demonstrate sustained progress and outcomes.

In parallel, our LCAP Mid-Year Progress Reports have been completed by our Heads of School in collaboration with our Director of Teaching & Learning and Director of Finance. The Heads and I will provide additional detail regarding both the MOU progress and LCAP mid-year outcomes in the next agenda item.

Teaching & Learning

Our instructional focus this semester centers on four key areas:

1. Comprehensive School Safety Plan (CSSP)
The School Safety Committee continues its work, with the first draft of the updated CSSP scheduled for completion by March 1. The plan will incorporate stakeholder feedback prior to final submission and Board approval.

2. MTSS & PBIS Systems
We continue strengthening MTSS and PBIS processes at both campuses. Referral systems, follow-up protocols, and behavior supports are becoming more consistent and data-informed. Implementation fidelity remains a focus as we reinforce expectations and accountability structures.

3. AIMS Way Cycles of Inquiry
Instructional teams across both campuses are actively engaged in their Cycles of Inquiry aligned to their AIMS Way Annual Plans. These cycles are deepening the connection

between data analysis, professional learning, and classroom practice, ensuring that strategic plans remain living frameworks rather than static documents.

4. SBAC Preparation & Dashboard Literacy
We are also preparing for the upcoming administration of the SBAC state assessments and deepening faculty understanding of the California Dashboard. During recent professional development, engagement during our review of SBAC structure, interim assessments, and Dashboard data, particularly regarding subgroup performance, was strong and reflective.

This work is critical as we build internal capacity to analyze growth, identify achievement gaps, and align instruction to measurable outcomes. By increasing staff literacy around state accountability systems, we are strengthening our ability to translate data into targeted instructional action and strategic planning.

Enrollment & Outreach

Our outreach teams and our students have remained highly visible in the community, participating in enrollment fairs and major public events such as the Black Joy Parade and the Lunar New Year Parade, continuing efforts to build awareness and strengthen community ties.

Our athletics programs are also strengthening AIMS' visibility and positive image in the community. The Middle School Boys Basketball and Boys Soccer teams won the MLK Jr. Tournament, while the Girls Basketball and Girls Soccer teams placed 3rd. At the high school level, our Boys Basketball team was crowned BACSAC 2025–2026 Division A Champions and will advance to the CIF Oakland Section Playoffs. These achievements reflect student excellence and reinforce school pride, community engagement, and long-term enrollment stability. They have also resulted in new student enrollments which demonstrates that our athletics programs are magnet programs that help us boost enrollment.

After consultation with ACOE, we have been advised to project flat enrollment for next year rather than growth. Additionally, we are preparing a Material Revision request for presentation to the ACOE Board in May, reflecting our enrollment decline and corresponding budget adjustments this year. This proactive step demonstrates fiscal responsibility and alignment with authorizer expectations.

Budget & Finance

We have completed the Second Interim Budget Report, which will be presented in a later agenda item for Board review and approval.

In addition, we have initiated a competitive bidding process for our back-office services provider for the upcoming fiscal year. Our current provider, CSMC, will compete alongside at least two other firms to ensure best value and service alignment. A similar competitive bid process has begun for our annual audit services. Final bids and recommended providers will be presented at the next Board meeting.

These processes reflect our commitment to transparency, fiscal stewardship, and continuous improvement in operational effectiveness.

Special Education (SPED)

We have appointed Mx. Angel Peacock as Interim Manager of SPED while extending the search for a permanent leader to begin next school year. This decision provides leadership continuity while allowing us to conduct a thorough search aligned with long-term system goals.

Our consultants from Seneca will begin their appreciative inquiry and assessment of AIMS' SPED systems and structures during the week of March 9–13. We will be recruiting parents, students, staff, and community partners to participate in the process to ensure comprehensive and equitable feedback.

Upon receiving the findings in late March or early April, we will launch a structured strategic planning process to develop a multi-year SPED Improvement Plan. Mx. Peacock will provide additional details during the later agenda item.

Closing

The trajectory of our work continues to shift from stabilization toward institutional strengthening. We are building systems that are increasingly coherent, transparent, and aligned with both compliance requirements and our deeper mission of equity and excellence.

While challenges remain, the consistency of our processes, the clarity of our communication with authorizers, and the growing alignment across departments position AIMS well for sustained improvement and renewal.

Thank you for your continued partnership and thoughtful governance. I look forward to our discussion.

In partnership,

Marco Menéndez
Interim Executive Director

Coversheet

2025-2026 2nd Interim Budget Report

Section: V. Action Items
Item: A. 2025-2026 2nd Interim Budget Report
Purpose: Vote
Submitted by:
Related Material: Board Submission Cover Letter Second Interim reports FISCAL.pdf
01612596113807 AIMS Middle 25-26 2nd Interim report.xls
01-10017-0114363 AIPCS II 2nd Interim 2526 report.xls
01612590111856 AIMS High 25-26 2nd Interim report.xls

AIMS K-12 College Prep Charter District
Board Submission Cover Letter

Submitter Information

Full Name: Christina Jordan
Position/Title: Director of Business Operations
Department: Business Operations

Item Details

Title of Item: Second Interim Fiscal Reports - due to Authorizers on 2/27/26
Is this item a: ☑ New Submission
☐ Renewal
If Renewal: Please summarize any changes from the previous submission:

Approvals

Has this item been reviewed and
☐ Superintendent
☑ Chief Business Officer (CBO) (If budget changes)
☐ Director of Compliance (If plan changes)
☐ Neither

Committee Review

Has this item been through the appropriate committee review process?
☐ Yes ☑ No
If yes: Please specify which committee(s) and provide minutes or approval documentation:

If no: Explain why:
Fiscal closing was not complete by 2/10/26

Deadline Information

Is there a submission deadline for this item?
☑ Yes ☐ No
If yes: Please indicate the deadline date (MM/DD/YYYY): 2/27/26

Financial Information (if applicable):

Total Cost: $ none
Is this expenditure included in the annual budget?
☐ Yes ☑ No
Please specify in which plan this expense is indicated:
☐ SPSA ☐ LCAP ☐ Other: N/A

Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. Adobe Reader:

01612596113807 AIMS Middle 25-26 2nd Interim report.xls

Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. Adobe Reader:

01-10017-0114363 AIPCS II 2nd Interim 2526 report.xls

Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. Adobe Reader:

01612590111856 AIMS High 25-26 2nd Interim report.xls

Coversheet

Auditor Selection for FY25-26

Section: V. Action Items
Item: B. Auditor Selection for FY25-26
Purpose: Vote
Submitted by:
Related Material: Board Submission Cover Letter Auditor Selection.pdf

AIMS K-12 College Prep Charter District
Board Submission Cover Letter

Submitter Information

Full Name: Christina Jordan
Position/Title: Director of Business Operations (Finance)
Department: Business Operations (Finance)

Item Details

Title of Item: Auditor Selection for FY25-26
Is this item a: ☑ New Submission
☐ Renewal
If Renewal: Please summarize any changes from the previous submission:

Approvals

Has this item been reviewed and
☑ Superintendent
☐ Chief Business Officer (CBO) (If budget changes)
☐ Director of Compliance (If plan changes)
☐ Neither

Committee Review

Has this item been through the appropriate committee review process?
☐ Yes ☑ No
If yes: Please specify which committee(s) and provide minutes or approval documentation:

If no: Explain why:
3/3/26 Committe meeting cancelled

Deadline Information

Is there a submission deadline for this item?
☑ Yes ☐ No
If yes: Please indicate the deadline date (MM/DD/YYYY): 3/13/26 to Authorizers

Financial Information (if applicable):
Total Cost: $ For 26-27 budget
Is this expenditure included in the annual budget?
☐ Yes ☐ No
Please specify in which plan this expense is indicated:
☐ SPSA ☐ LCAP ☐ Other:

AIMS K-12 College Prep Charter District

American Indian Public Charter School II (K-8)
171 12th St | Oakland | CA 94607
E elementary@aimsk12.org
T 510-893-8701
F 510-893-0345

AIMS College Prep Middle School
171 12th St | Oakland | CA 94607
E middleschool@aimsk12.org
T 510-893-8701
F 510-893-0345

AIMS College Prep High School
746 Grand Ave | Oakland | CA 94610
E highschool@aimsk12.org
T 510-220-5044
F 510-519-5549

www.AIMSK12.org

Independent Auditor Selection for FY25-26

AIPCS I (Middle School)

AIPCS II (Elementary School)

AIPHS (High School)

There is an official OUSD form to complete and submit for Auditor Selection, which has not yet been received from OUSD. Once received, it will be submitted with the Board's selection. This memo is to stand as a representation of the bids received.

Bid #1: Eide Bailly, who has been the AIMS Auditor for several years. Bid $45,000

Bid #2: Silva & Silva (previous Eide Bally auditors). Bid $35,500

Note: Silva and Silva auditors have worked on AIMS Audits in previous years and would be a smooth transition. Additionally, the CDE looks approvingly at changing firms regularly for oversight purposes.

Interim Executive Director Menedez and Director of Finance Christina Jordan suggest choosing Silva and Silva for the FY25-26 Audit.

Coversheet

LCAP Mid Year Update & Progress

Section: V. Action Items
Item: C. LCAP Mid Year Update & Progress
Purpose: Vote
Submitted by:
Related Material: LCAP HS MidYear Review.pdf
LCAP Mid Year Review AIPCS I (AIMS MS).pdf
LCAP Mid Year Review AIPCS II.pdf

AIMS K-12 College Prep Charter District
Board Submission Cover Letter

Submitter Information

Full Name: Julia Li
Position/Title: HS Head of School
Department: Sites

Item Details

Title of Item: LCAP Mid Year Review HS
Is this item a: ☑ New Submission
☐ Renewal
If Renewal: Please summarize any changes from the previous submission:

Approvals

Has this item been reviewed and
☐ Superintendent
☐ Chief Business Officer (CBO) (If budget changes)
☐ Director of Compliance (If plan changes)
☐ Neither

Committee Review

Has this item been through the appropriate committee review process?
☑ Yes ☐ No
If yes: Please specify which committee(s) and provide minutes or approval documentation:
Finance
If no: Explain why:

Deadline Information

Is there a submission deadline for this item?
☑ Yes ☐ No
If yes: Please indicate the deadline date (MM/DD/YYYY): 02/28/2026

Financial Information (if applicable):

Total Cost: $
Is this expenditure included in the annual budget?
☐ Yes ☐ No
Please specify in which plan this expense is indicated:
☐ SPSA ☐ LCAP ☐ Other:

AIMS HS LCAP Mid Year Review						
Action #	**Title**	**Description**	**Total Funds**	**Expenditires through 1/31/26**	**Mid Year Update**	
1.1.1	Administrators	Restructure leadership of the school sites to support instruction and classroom management. Head of School Dean of Students	LCFF $256,722	$281,070	On Track	
1.1.2	Teachers	Appropriately assigned, trained, and credentialed teachers will provide high quality instruction to all students using AIMS practices and data driven strategies. Art and Music Teacher World Language Teacher	$1,375,000 LCFF +AMIM + Prop 28 + Title I	$573,447	On Track	
1.1.3	Substitutes	Substitutes will be provided in absences of teachers.	$80,000 LCFF General	$79,198	On Track	
1.1.4	Approved curriculum (textbooks, online learning platforms)	Approved textbooks and standards aligned instructional materials will ensure that students will have access to appropriate curriculum.	$40,000 GP + AMIM	$59,967	On Track	
1.1.5	Books and Other Reference Materials-Supplemental Curriculum, Online Learning Platforms	Approved online learning programs to supplement learning and promote student success.	$32,000GP + Title I + AMIM + LREBG	$105	On Track	
1.1.6	Instructional Materials/Supplies	Instructional materials and supplies to implement curriculum-aligned instruction that includes learning tools, class materials, supplies, science lab, and other instructional materials.	$50,000	$41,938	On Track	
1.1.7	Teacher professional development	Provide training on Trauma-Informed instructional strategies, DEI, and MTSS via the Bootcamp at the start of the year and then quarterly throughout the year. (Teach Like a Champion). Teachers and support staff will receive training from adopted curriculum vendors to enhance a deeper understanding of curriculum implementation aligned with ELD standards, CCSS, and lesson planning. Substitutes to cover for teachers to attend training/peer observations	$50,000 + Title II + Title III + AMIM + LREBG	$1,400	On Track	
1.1.8	Professional Development for Administrators	Train the Trainer model open within Teach Like a Champion. Utilize school reviews and outreach to other schools to understand their models and instructional practices.	$20,000 GP	$0	Not met, due to budget cuts, delayed until next fiscal year	
1.1.9	Implement a robust data monitoring system	Meet every 9 weeks to analyze quarterly interim assessments, adjust pacing guides and instructional plans for the next quarter, and plan interventions for students. Support facilitated by a consultant (Wes Jacques)	$30,749.35	$8,921	On Track	
1.1.10	Grade Level Chairs	Plans activities and assemblies at their grade level, ensures consistency of academic practices across classrooms. $3,000 stipend each grade level.	$12,000 GP	$0	Not met, due to budget cuts, delayed until next fiscal year	
1.1.11	Increase Teacher Collaboration Time	Align bell schedule to support teacher collaboration across grade levels and in service of students with disabilities, English Learners, and those that are behind in grade level.	N/A	$0	On Track	
1.1.12	Field Trips	Augment academic instruction and enrich student experience with field trips at each grade level–at least one per year.	AMIM $20,000	$44,779	fundraisers In Progress to lower cost	
1.1.13	Testing supplies and fees	Testing supplies to enhance and support SBAC/CAASPP preparation. AP and SAT Test Prep and Fees	GP $3,651 LREBG + AMIM $89,000	$76,986	On Track	
1.2.1	Increase Access for Students with Disabilities	Provide training to staff about the SST and IEP processes during summer Bootcamp, and then have regular engagements to support teachers with student identification. Primary focus is on the first quarter. Staff four Education Specialists and one Director for SPED to manage the program, support with IEPs and manage the caseload.	N/A Covered in Teacher PD above - SPENDING ON SPED	$88,121	On Track	
1.2.2	Reduce Student Retention	Provide weekly Saturday School for students needing extra support, starting in September and continuing through May. Teachers will each hold one Saturday School day a month and be paid via extended contract. (43 teachers paid $260/month for a total of $90,000 (spread across three sites) Provide Break classes and support during Winter and Spring breaks, for 6 days total. (4 teachers per day at $65/hour for four hours per day for a total of $6,240) Provide Summer School: 3 weeks in July, four hours a day, 6 teachers per day, at $65/hour for a total of $23,400) Hire a Coordinator of Extended School Programming to support identification of students for after school and break classes, and to monitor their progress.	GP $30,000 + Title I $25,000	$0	In Progress	

1.2.3	ELD Manager	The ELD Manager organizes the on-going training in GLAD strategies for teachers and provides demo lessons and one-on-one support for teachers. The ELD Manager will also meet with staff who conduct teacher observations in order to track the percentage of time GLAD strategies are used during observations. The ELD Manager also coordinates ELPAC testing and ELAC.	GP $40,564.07	$27,763	On Track	
1.2.4	ELD Teacher	Hire One ELD teacher to provide regular, targeted instructional support to small intervention groups (of ELPAC level 1 and 2 EL students) and supplementary language curriculum support to level 3 students.	GP $70,834	$0	In Progress	
1.2.5	ELD Supplies and Materials	ELPAC Testing Materials ELD Curriculum Related technology and software	$0 $2,500 + AMIM	$114	On Track	
2.1.1	Teacher Assistants	Support staff will provide regular and equitable instructional "push-in" and "pull-out" support to students. Support staff will also provide and promote a positive, proactive, professional, and efficient environment.	GP $394,522	$0	In Progress	
2.1.2	Intervention Aides	Support staff will provide regular and equitable instructional "push-in" and "pull-out" support to students. Support staff will also provide and promote a positive, proactive, professional, and efficient environment.	GP $43,764 6500 SPED $139,546 3310 SPED $69,772.57	$136,915	On Track	
2.1.3	Support Staff Training	Provide training on effective classroom management and instructional strategies.	Included in Staff PD Discussed in Goal 1	$0	On Track	
2.1.4	Hire MTSS Director	Set up and maintain systems for student support including SSTs, intervention and summer programming, and identification of students for SPED and ELD.	$120,000	$0	In Progress	S/B Salaries
2.1.5	Increase Number of Students with Disabilities	Increase our SPED Enrollment by: (1) promotion of special education programming through SPED resource centers and stronger communication with families, and (2) stronger coordination between Student Study Team (SST) process, individualized learning plans (ILPs), and referrals for special education assessment.	N/A included in other salaries	$0	On Track	
2.1.6	Materials, Supplies, and Personnel to Support Special Education Programs and Students	Education Specialists (formerly referred to as SPED Teachers) are included in the staffing plan outlined in Section 1.1.2, with assignments based on a 1:28 ratio of staff to special education students. Instructional Assistant (IA) positions, as detailed in Section 2.1.1, are allocated on an as-needed basis, determined by the individual needs of students. Specialized service providers are engaged to deliver related services as outlined in students' Individualized Education Programs (IEPs). These services include Occupational Therapy (OT), Speech and Language Therapy, Psychological Services, Assistive Technology, and Counseling.	6500SPED 3310SPED $75,316 $22,720	$1,763	On Track	
2.1.7	Increase Access for Latino Students	To provide greater access to the Latino community, we are developing Spanish language recruitment materials; launching our “Bienvenida” multi-media campaign including online advertising and Spanish media outlets; building partnerships with Latino community-based organizations; and hosting Spanish-language tours.	GP $5,000	$0	In Progress	
2.1.8	Public Transportation Support to Vulnerable Student Populations	AIMS will provide support to its most vulnerable student populations (low-income, homeless, foster care, etc.) by providing public transportation passes (clipper cards). Transportation cost for our NPS students.	70,000	$0	In Progress	HopSkip Drive
2.1.9	Establish Enrollment Monitoring Systems	Develop internal capacity to assess student enrollment patterns and trends and develop methodologies for outreach to underrepresented communities. Improve systems for monitoring student movement once they leave AIMS to better understand areas for improvement and student need. Special focus on populations outlined in the MOU include Latino students and students with disabilities. Hire a Director of Enrollment and maintain an Enrollment and Student Data Analyst position to support recruitment and understanding of enrollment patterns.	GP $100,000	$0	In Progress	s/B Salaries
2.2.1	Provide a Safe School Environment	As a part of onboarding, all staff will complete Vector trainings in emergency preparedness, legal compliance, and threat response protocols. All staff will also be certified in CPR. Five staff per site will be trained in de-escalation techniques called Nonviolent Crisis Intervention. We will also begin school-wide implementation of Positive Behavioral Intervention Systems (PBIS). School and class rules will be posted, and teachers will use the PBIS app to reward positive behavior and create referrals for positive discipline. This will be a requirement that all teachers are trained and implementing.	$20,000	$20,166	On Track	

2.2.2	Provide a Safe School Environment and Reduce Suspensions	We will implement a tiered approach to intervention. Tier 1: Use of PBIS as a school-wide system to create a positive school environment and reduce suspensions. School and class rules will be posted and teachers will use the PBIS app to reward positive behavior and create referrals for positive discipline. This will be a requirement that all teachers are trained and implementing. Tiers 2 and 3: On-going training for staff, students and families in conflict mediation and positive school culture, and increased training and support for implementing behavior plans of students with IEPs.	$10,000	$0	In Progress	
2.2.3	Reduce Chronic Absenteeism	Improve our systems for monitoring and reporting student attendance. Introduce new accountability measures for chronically truant and tardy students. We are staffing a new Community School Manager position who will monitor attendance and the SST process for students experiencing difficulties with attendance, and academics.	3010 Title I $54,788	$51,623	On Track, also track through 2.1.4	
2.2.4	Reduce Midyear Transfers	The Community School Manager will focus on chronically absent students and students with Individualized Learning Plans (ILPs) through general education. We will also utilize our uniform complaints process to respond to parent concerns and conduct exit interviews to understand root causes when students choose to transfer.	Included in 2.2.3	$0	On Track, also track through 2.1.4	
2.2.5	Campus Safety and Security Enhancements	AIMS is committed to strengthening campus safety through a series of enhancements, including the installation of additional security cameras, upgraded security software, and improvements to the digital bell system. An organized and efficient student pick-up and dismissal system will also be implemented to support campus safety. AIMS will ensure full compliance with all school safety protocols and will conduct monthly safety drills as required. Planned safety measures also include the installation of an intercom system at the front desk, the deployment of vaping detection sensors, and the presence of an on-site security officer.	$30,000 + Campus security	$42,279	On Track	
2.2.6	Safe and Secure Facilities	Conduct ongoing facilities maintenance and safety inspections and provide strong janitorial services. Ensure the facilities are conducive to a positive learning environment by purchasing equipment, furniture, posters, and other materials that promote an effective learning place. Safety trainings and drills will be conducted for students and staff.	GP $220,000	$223,705	On Track	
2.2.7	GoGuardian	GoGuardian empowers staff with effective tools to create safe and engaging learning for every student. From digital guardrails to student safety support, we'll help you lay the foundation for learning to thrive.	GP $6,000	$5,928	On Track	
2.2.8	Counseling for Students and Health Support	Providing individual and group counseling to students as needed. 3 academic counselors spread across both campuses. Additional counseling and health support provided and follows: Health Coordinator (1 position)- Promotes student wellness by managing health services, coordinating care plans, and promoting a safe and healthy school environment. (3 Schools) SEL Counselors (2 positions)- Provide mild to moderate socioemotional guidance, counseling, and support to help promote the holistic well-being of students, particularly with extra care towards student mental health. (3 Schools)	GP $140,111 3010 Title I $30,729 + SpEd Funding $30,308	$126,320	On Track	
2.2.9	Vision and Hearing Screenings	Providing students with vision screenings, eye exams, glasses, and audiology screenings for all students	7435 LRBG $4,000	$0	Not met, it will be completed by EOY	
2.2.10	Health and First Aid Equipment	Provide basic first aid and health supplies.	6762 Art & Music $1,920	$197	On Track	does not seem right - probably CSMC error
2.3.1	AIMS Athletic Department and Clubs	The purpose of the AIMS Athletic Department is to aid in the academic, emotional, mental, and physical development of our scholar-athletes through the promotion of teamwork, leadership, sportsmanship, and organized athletic competition.	GP $76,160	$2,996	On Track	
2.3.2	ParentSquare	ParentSquare is an online digital communication tool that combines multiple communication streams (email, text, robocall) into one easy-to-use interface for families and staff. Parent Square also delivers secure documents and provides translation support in Chinese and Spanish languages.	GP $2,400	$1,470	On Track	
2.3.3	PowerSchool (SIS)	PowerSchool is the Student Information System that is used to keep track of attendance, gradebook and student demographic information.	GP $6,515	$5,083	On Track	
2.3.4	After School & Enrichment/ Extracurricular Programs	AIMS will provide afterschool programs that promote student engagement and support learning recovery for students who have been disproportionately impacted by interrupted learning.	LREBG $50,000 A-G Learning Loss $34,000	$17,762	On Track	
2.3.5	ESL	Provide English as a Second Language coursework for parents in 16-week series.	Title III $3563.92	$0	In Progress	

2.3.6	SEL Curriculum & Professional Development	CharacterStrong will support school culture and climate	Edu Eff $5,000	$0	Not met, due to budget cuts, delayed until next fiscal year	
2.3.7	Parent Engagement Events	Supplies and food to support in-person parent events	3010 Title 1 $3,979	$0	In Progress	
2.3.8	Student Recognition Events	Monthly and Quarterly events and celebrations to acknowledge student academic achievement, positive behavior, and attendance. These can include the PBIS Store, field trips, and assemblies.	GP, AMIM $10,000	$1,780	On Track	
2.3.9	Student Government	SGA The AIMS Student Government Association will provide opportunities for students to take on leadership roles in the school. The SGA will also help support all AIMS Clubs and Organizations in order to promote School / Cultural Events & Assemblies, and Guest Speakers to promote a positive and diverse environment.	$3,000	$1,485	On Track	
2.3.10	Annual Yearbook	The Golden Talon Yearbook AIMS will commit funding to the printing and distribution of The Yearbook, a student yearbook production.	$2,000	$0	In Progress	
2.3.11	Translation Services	LanguageLine Solutions will be utilized to provide translation and interpretation services during family meetings.	GP $2000 $1000 Title I	$0	We chose to go with another translation service that is provided at no additional cost through a service we already use.	S/B Salaries
2.3.12	Bridge Program	Teachers and aides for one week long Summer Bridge Program for new students to transition to AIMS Supplies and Curriculum for Summer Bridge Program	LRBG $10,000	$0	On Track, included in 1.1.2	
3.1.1	Meet MOU Deadlines and Reporting Requirements	AIMS and AIPCS II will use additional metrics to monitor progress weekly, monthly and quarterly at the school site. Teams will follow a quarterly cycle of inquiry to analyze, reflect, plan and implement.	$0	$0	On Track	
3.1.2	Improved Board Governance	Recruit new members for the Board of Directors. Directors engage in a series of trainings to improve governance, communication, and oversight of AIMS.	GP $16,000	$0	In Progress	
3.1.3	Improved Board Communication	Ensure timely and legal communication of board meetings and topics. Run efficient and organized public meetings, supported by an administrative assistant shared with the Superintendent (or Interim Executive Director)	GP $25,600	$19,793	On Track	
3.1.4	Complaint Procedures	Use of an ombudsman to ensure there are transparent, timely, and thorough complaint investigations. Information regarding complaint procedures is listed on the AIMS public website and posted in the school.	GP $38,400	$0	In Progress	S/B Salaries
3.1.5	Oakland Enrolls / Avela	AIMS has partnered with Oakland Enrolls since its inception in 2016, which empowers Oakland families to make informed choices about their public school options and make the process of selecting and enrolling in a public school easy, efficient, transparent, and equitable.	GP $13,000	$0	In Progress	
3.1.6	IT Services / IT Maintenance	AIMS will contract IT services to help maintain and improve our wireless and technology infrastructure. Staff includes: IT Coordinator and Clerk	GP $71,159	$39,505	On Track	
3.1.7	Human Resources and Compliance	Ensure compliance with regulations, hiring, and governance guidelines. Hire a Human Resources Manager to lead the day-to-day operations of the Human Resources department, focusing on employee relations, performance management, onboarding, recruiting, credentialing, policy enforcement, and fostering a positive organizational culture.	GP $304,713	$204,970	On Track	S/B Salaries
3.1.8	Communications	Manage external communications including website, marketing, social media and recruiting. Positions include: Director of Marketing and Communications and Coordinator of web master and content creator	GP $160,215	$109,584	On Track	S/B Salaries
3.1.9	Business Services	Oversees budget management, required fiscal reporting, audit, taxes and retirement reporting, and handles payroll and accounts payable functions.	GP $352,014	$170,764	On Track	S/B Salaries
3.1.10	Student Services and Facilities Operations	Manages enrollment, student health services, and oversees facilities and custodial operations to ensure a safe and supportive school environment.	GP $142,565	$120,312	On Track	S/B Salaries
3.1.11	CSMC	CSMC provides back-office support, payroll, student data management, and consulting services, particularly for education organizations.	GP $125,569	$80,426	On Track	
3.2.1	Ensure teachers are highly qualified.	We've created a credential success plan, including a requirement that all non-credentialed teachers enroll in a program by June 2025. We also provide financial support for tuition, and individualized meetings with staff to develop plans to complete certification, including CLAD and new subject authorizations. Tuition, test prep, and exam fees for educators to align with the Credential Success Plan	6266 Art & Music $25,000	$93,757	this is an incentive for teacher retention	
3.2.2	Teacher Induction Support	The school will continue to provide an Induction Program for beginning teachers and interns.	4035 Title II $11,000	$5,000	On Track	
3.2.3	Teacher Intern Support	The school will continue to provide an intern support program.	3010 Title I $10,000	$0	In Progress	
3.2.4	Instructor Permit Fees	The school will pay for instructor fees with California Teaching Credential (30-day permit, STSP, PIP)	4035 Title II $1000	$13,103	this is an incentive for teacher retention	
3.3.1	Ensure quality data for accurate reporting	Use of a year-round, multi-phase process to ensure CALPADS data accuracy.	N/A included in staff salaries	$0	On Track	

3.3.2	NWEA	NWEA is a benchmark assessment program recognized by the state of California. Students will be given 3 summative benchmarks per year. The program produces growth charts and data each quarter.	7435 LRBG $19,698	$0	In Progress	
3.3.3	Nutrition Services	AIMS offers the Universal meal program which allows AIMS K-12 College Prep to provide both a nutritious breakfast, lunch and snack to all students, regardless of their eligibility. 65% of our students are either eligible for free and reduced lunch, AIMS offers breakfast, lunch and snack daily.	SSO $150,572	$65,120	On Track	

AIMS K-12 College Prep Charter District
Board Submission Cover Letter

Submitter Information

Full Name: Jonathan Winn
Position/Title: K-8 Head of School
Department: Sites

Item Details

Title of Item: LCAP Mid Year Review AIPCS I (AIMS MS)
Is this item a: ☑ New Submission
☐ Renewal
If Renewal: Please summarize any changes from the previous submission:

Approvals

Has this item been reviewed and
☐ Superintendent
☐ Chief Business Officer (CBO) (If budget changes)
☐ Director of Compliance (If plan changes)
☐ Neither

Committee Review

Has this item been through the appropriate committee review process?
☑ Yes ☐ No
If yes: Please specify which committee(s) and provide minutes or approval documentation:
Finance
If no: Explain why:

Deadline Information

Is there a submission deadline for this item?
☑ Yes ☐ No
If yes: Please indicate the deadline date (MM/DD/YYYY): 02/28/2026

Financial Information (if applicable):

Total Cost: $
Is this expenditure included in the annual budget?
☐ Yes ☐ No
Please specify in which plan this expense is indicated:
☐ SPSA ☐ LCAP ☐ Other:

End of the Board Submission Cover Letter | Version: Spring 2024

AIMS MS LCAP Mid Year Review						
Action #	**Title**	**Description**	**Total Funds**	**Expenditires through 1/31/26**	**Mid Year Update**	
1.1.1	Administrators	Restructure leadership of the school sites to support instruction and classroom management. Hire two Heads of School–one per site Hire two Deans–one per site	**GP** **$73,995**	$114,335	On-Track	
1.1.2	Teachers	Appropriately assigned, trained, and credentialed teachers will provide high quality instruction to all students using AIMS practices and data driven strategies. Art and Music Teacher World Language Teacher	**GP** **$645,222** **6770 Prop 28** **$37,401** **9332 Measure G1** **$45,183**	$170,222	Not Met	Note: This number is too low - checking with CSMC regarding reclasses. S/b $239K
1.1.3	Substitutes	Substitutes will be provided in absences of teachers.	**GP** **$80,000**	$169,816	On Track	
1.1.4	Approved curriculum (textbooks, online learning platforms)	Approved textbooks and standards aligned instructional materials will ensure that students will have access to appropriate curriculum.	**GP** **$25,027** **AMIM, LRBG** **$66,718**	$9,631	On Track	
1.1.5	Books and Other Reference Materials- Supplemental Curriculum, Online Learning Platforms	Approved online learning programs to supplement learning and promote student success.	**GP** **$15,755** **Title I** **$9346** **LREBG** **$6456**	$0	On Track	
1.1.6	Instructional Materials/Supplies	Instructional materials and supplies to implement curriculum-aligned instruction that includes learning tools, class materials, supplies, science lab, and other instructional materials.	$41,000	$11,162	On Track	
1.1.7	Teacher professional development	Provide training on Trauma-Informed instructional strategies, DEI, and MTSS via the Bootcamp at the start of the year and then quarterly throughout the year. (Teach Like a Champion). Teachers and support staff will receive training from adopted curriculum vendors to enhance a deeper understanding of curriculum implementation aligned with ELD standards, CCSS, and lesson planning. Substitutes to cover for teachers to attend training/peer observations	GP $18,010 Title I $10,000	$0	On Track	
1.1.8	Professional Development for Administrators	Train the Trainer model open within Teach Like a Champion. Utilize school reviews and outreach to other schools to understand their models and instructional practices.	**7435 LRBG** **$10,625**	$0	Not met, due to budget cuts, delayed until next fiscal year	
1.1.9	Implement a robust data monitoring system	Meet every 9 weeks to analyze quarterly interim assessments, adjust pacing guides and instructional plans for the next quarter, and plan interventions for students. Support facilitated by a consultant (Wes Jacques)	**GP** **$10,200**	$3,651	On Track	
1.1.10	Grade Level Chairs	Plans activities and assemblies at their grade level, ensures consistency of academic practices across classrooms. $3,000 stipend each grade level.	**GP** **$9,000**	$0	On Track	
1.1.11	Increase Teacher Collaboration Time	Align bell schedule to support teacher collaboration across grade levels and in service of students with disabilities, English Learners, and those that are behind in grade level.	N/A	$0	Not met, due to budget cuts, delayed until next fiscal year	
1.1.12	Field Trips	Augment academic instruction and enrich student experience with field trips at each grade level–at least one per year.	GP $10,000	$1,751	On Track	
1.1.13	Testing supplies and fees	Testing supplies to enhance and support SBAC/CAASPP preparation.	$3,651 + LREBG	$0	On Track	
1.1.14	Gym Rental	Rent access to a gym to improve student experience of, and options in, Physical Education	**GP** **$27,750**	$25,827	On Track	
1.2.1	Increase Access for Students with Disabilities	Provide training to staff about the SST and IEP processes during summer Bootcamp, and then have regular engagements to support teachers with student identification. Primary focus is on the first quarter. Staff four Education Specialists and one Director for SPED to manage the program, support with IEPs and manage the caseload.	**GP** **$209,343** **6500 SPED** **$106,762**	$58,837	On Track	Sat School is currently ELOP
1.2.2	Reduce Student Retention	Provide weekly Saturday School for students needing extra support, starting in September and continuing through May. Teachers will each hold one Saturday School day a month and be paid via extended contract. (43 teachers paid $260/month for a total of $90,000 (spread across three sites) Provide Break classes and support during Winter and Spring breaks, for 6 days total. (4 teachers per day at $65/hour for four hours per day for a total of $6,240) Provide Summer School: 3 weeks in July, four hours a day, 6 teachers per day, at $65/hour for a total of $23,400) Hire a Coordinator of Extended School Programming to support identification of students for after school and break classes, and to monitor their progress.	LREBG $29,640	$0	On Track	
1.2.3	ELD Manager	The ELD Manager organizes the on-going training in GLAD strategies for teachers and provides demo lessons and one-on-one support for teachers. The ELD Manager will also meet with staff who conduct teacher observations in order to track the percentage of time GLAD strategies are used during observations. The ELD Manager also coordinates ELPAC testing and ELAC.	**GP** **$18,349**	$14,763	On Track	
1.2.4	ELD Teacher	Hire three ELD teachers to provide regular, targeted instructional support to small intervention groups (of ELPAC level 1 and 2 EL students) and supplementary language curriculum support to level 3 students.	**GP** **$20,253**	$10,805	On Track	
1.2.5	ELD Supplies and Materials	ELPAC Testing Materials ELD Curriculum Related technology and software	Title III $1000 $3700 + AMIM	$0	On Track	
2.1.1	Teacher Assistants	Support staff will provide regular and equitable instructional "push-in" and "pull-out" support to students. Support staff will also provide and promote a positive, proactive, professional, and efficient environment.	**GP** **$72,820**	$3,482	Not met, due to budget cuts, delayed until next fiscal year	
2.1.2	Intervention Aides	Support staff will provide regular and equitable instructional "push-in" and "pull-out" support to students. Support staff will also provide and promote a positive, proactive, professional, and efficient environment.	**GP** **$99,761** **6500 SPED** **$29,869**	$41,197	Not met, due to budget cuts, delayed until next fiscal yea	
2.1.3	Support Staff Training	Provide training on effective classroom management and instructional strategies.	$50,000	$0	in Progress	

2.1.4	Establish a Department Dedicated to Multi-Tiered Systems of Supports (MTSS)	Set up and maintain systems for student support including SSTs, intervention and summer programming, and identification of students for SPED and ELD. Hire: MTSS Director, Coordinator of Extended School Programming, and a Community School Manager	$50,000	$10,890	On Track	
2.1.5	Increase Number of Students with Disabilities	Increase our SPED Enrollment by: (1) promotion of special education programming through SPED resource centers and stronger communication with families, and (2) stronger coordination between Student Study Team (SST) process, individualized learning plans (ILPs), and referrals for special education assessment.	N/A included in other salaries	$0	On Track	
2.1.6	Materials, Supplies, and Personnel to Support Special Education Programs and Students	Education Specialists (formerly referred to as SPED Teachers) are included in the staffing plan outlined in Section 1.1.2, with assignments based on a 1:28 ratio of staff to special education students. Instructional Assistant (IA) positions, as detailed in Section 2.1.1, are allocated on an as-needed basis, determined by the individual needs of students. Specialized service providers are engaged to deliver related services as outlined in students' Individualized Education Programs (IEPs). These services include Occupational Therapy (OT), Speech and Language Therapy, Psychological Services, Assistive Technology, and Counseling.	**GP** **$112,624** **6500 SPED** **$47,749**	$0	On Track	
2.1.7	Increase Access for Latino Students	To provide greater access to the Latino community, we are developing Spanish language recruitment materials; launching our "Bienvenida" multi-media campaign including online advertising and Spanish media outlets; building partnerships with Latino community-based organizations; and hosting Spanish-language tours.	GP $5,000	$0	In progress	
2.1.8	Public Transportation Support to Vulnerable Student Populations	AIMS will provide support to its most vulnerable student populations (low-income, homeless, foster care, etc.) by providing public transportation passes (clipper cards). Transportation cost for our NPS students.	0	$0	On Track	
2.1.9	Establish Enrollment Monitoring Systems	Develop internal capacity to assess student enrollment patterns and trends and develop methodologies for outreach to underrepresented communities. Improve systems for monitoring student movement once they leave AIMS to better understand areas for improvement and student need. Special focus on populations outlined in the MOU include Latino students and students with disabilities. Hire a Director of Enrollment and maintain an Enrollment and Student Data Analyst position to support recruitment and understanding of enrollment patterns.	$100,000	$130	On Track	
2.2.1	Provide a Safe School Environment	As a part of onboarding, all staff will complete Vector trainings in emergency preparedness, legal compliance, and threat response protocols. All staff will also be certified in CPR. Five staff per site will be trained in de-escalation techniques called Nonviolent Crisis Intervention. We will also begin school-wide implementation of Positive Behavioral Intervention Systems (PBIS). School and class rules will be posted, and teachers will use the PBIS app to reward positive behavior and create referrals for positive discipline. This will be a requirement that all teachers are trained and implementing.	$20,000	$0	On Track	
2.2.2	Provide a Safe School Environment and Reduce Suspensions	We will implement a tiered approach to intervention. Tier 1: Use of PBIS as a school-wide system to create a positive school environment and reduce suspensions. School and class rules will be posted and teachers will use the PBIS app to reward positive behavior and create referrals for positive discipline. This will be a requirement that all teachers are trained and implementing. Tiers 2 and 3: On-going training for staff, students and families in conflict mediation and positive school culture, and increased training and support for implementing behavior plans of students with IEPs.	**7435 LRBG** **$1,275** **6762 Art & Music** **$20,000**	$2,152	On Track	
2.2.3	Reduce Chronic Absenteeism	Improve our systems for monitoring and reporting student attendance. Introduce new accountability measures for chronically truant and tardy students. We are staffing a new Community School Manager position who will monitor attendance and the SST process for students experiencing difficulties with attendance, and academics.	**3010 Title I** **$25,743**	$21,125	On Track	
2.2.4	Reduce Midyear Transfers	The Community School Manager will focus on chronically absent students and students with Individualized Learning Plans (ILPs) through general education. We will also utilize our uniform complaints process to respond to parent concerns and conduct exit interviews to understand root causes when students choose to transfer.		$0	On Track	
2.2.5	Campus Safety and Security Enhancements	AIMS is committed to strengthening campus safety through a series of enhancements, including the installation of additional security cameras, upgraded security software, and improvements to the digital bell system. An organized and efficient student pick-up and dismissal system will also be implemented to support campus safety. AIMS will ensure full compliance with all school safety protocols and will conduct monthly safety drills as required. Planned safety measures also include the installation of an intercom system at the front desk, the deployment of vaping detection sensors, and the presence of an on-site security officer.	$2,625	$54,685	On Track	
2.2.6	Safe and Secure Facilities	Ensure safety of grounds and facilities by providing preventative measures such as video cameras, etc. Conduct ongoing facilities maintenance and safety inspections and provide strong janitorial services. Ensure the facilities are conducive to a positive learning environment by purchasing equipment, furniture, posters, and other materials that promote an effective learning place. Safety trainings and drills will be conducted for students and staff.	$512,000	$123,776	On Track	
2.2.7	GoGuardian	GoGuardian empowers staff with effective tools to create safe and engaging learning for every student. From digital guardrails to student safety support, we'll help you lay the foundation for learning to thrive.	**GP** **$3,080**	$2,426	On Track	

2.2.8	Counseling for Students and Health Support	Providing individual and group counseling to students as needed. 3 academic counselors spread across both campuses. Additional counseling and health support provided and follows: Health Coordinator (1 position)- Promotes student wellness by managing health services, coordinating care plans, and promoting a safe and healthy school environment. (3 Schools) SEL Counselors (2 positions)- Provide mild to moderate socioemotional guidance, counseling, and support to help promote the holistic well-being of students, particularly with extra care towards student mental health. (3 Schools)	GP $18,801 Title I $17452 6546 Sped $15,372	$41,774	Health Support tracked in 2.2.10	
2.2.9	Vision and Hearing Screenings	Providing students with vision screenings, eye exams, glasses, and audiology screenings for all students	**7435 LRBG** **$2,125**	$0	In Progress	
2.2.10	Health and First Aid Equipment	Provide basic first aid and health supplies.	**6762 Art & Music** **$1,020**	$5,088	On Track	
2.3.1	AIMS Athletic Department and Clubs	The purpose of the AIMS Athletic Department is to aid in the academic, emotional, mental, and physical development of our scholar-athletes through the promotion of teamwork, leadership, sportsmanship, and organized athletic competition.	**2600 ELOP** **$40,460**	$19,525	On Track	
2.3.2	ParentSquare	ParentSquare is an online digital communication tool that combines multiple communication streams (email, text, robocall) into one easy-to-use interface for families and staff. Parent Square also delivers secure documents and provides translation support in Chinese and Spanish languages.	**GP** **$1,275**	$602	On Track	
2.3.3	PowerSchool (SIS)	PowerSchool is the Student Information System that is used to keep track of attendance, gradebook and student demographic information.	**GP** **$3,461**	$340	On Track	
2.3.4	After School & Enrichment/ Extracurricular Programs	AIMS will hold afterschool programs to promote student engagement.	**6010 ASES** **$203,279** **2600 ELOP** **$40,467**	$27,798	ASES Award for FY25-26 - $82K not $203K	
2.3.5	ESL	Provide English as a Second Language coursework for parents in 16-week series.	Title III $175.60	$0	On Track	
2.3.6	SEL Curriculum & Professional Development	CharacterStrong will support school culture and climate	$15,000	$0	Toolbox - tracked in 1.1.6	
2.3.7	Parent Engagement Events	Supplies and food to support in-person parent events	**3010 Title 1** **$1,698**	$107	On Track	
2.3.8	Student Recognition Events	Monthly and Quarterly events and celebrations to acknowledge student academic achievement, positive behavior, and attendance. These can include the PBIS Store, field trips, and assemblies.	AMIM $2000 Measure G1 $6,000	$0	On Track	
2.3.9	Student Government	SGA The AIMS Student Government Association will provide opportunities for students to take on leadership roles in the school. The SGA will also help support all AIMS Clubs and Organizations in order to promote School / Cultural Events & Assemblies, and Guest Speakers to promote a positive and diverse environment.	$3,000	$0	On Track	
2.3.10	Annual Yearbook	The Golden Talon Yearbook AIMS will commit funding to the printing and distribution of The Yearbook, a student yearbook production.	$2,000	$0	Not met, due to budget cuts, delayed until next fiscal year	
2.3.11	Translation Services	LanguageLine Solutions will be utilized to provide translation and interpretation services during family meetings.	GP $2000 $1000 Title I	$0	On Track	
2.3.12	Bridge Program	Teachers and aides for one week long Summer Bridge Program for new students to transition to AIMS Supplies and Curriculum for Summer Bridge Program	LRBG $10,000	$0	On Track	
3.1.1	Meet MOU Deadlines and Reporting Requirements	AIMS and AIPCS II will use additional metrics to monitor progress weekly, monthly and quarterly at the school site. Teams will follow a quarterly cycle of inquiry to analyze, reflect, plan and implement.	$0	$0	more investigation is needed	
3.1.2	Improved Board Governance	Recruit new members for the Board of Directors. Directors engage in a series of trainings to improve governance, communication, and oversight of AIMS.	**GP** **$8,500**	$0	In Progress	
3.1.3	Improved Board Communication	Ensure timely and legal communication of board meetings and topics. Run efficient and organized public meetings, supported by an administrative assistant shared with the Superintendent (or Interim Executive Director)	**GP** **$13,600**	$8,100	On Track	S/B part of J Brown salary - yes? No this is Board Secretary'
3.1.4	Complaint Procedures	Use of an ombudsman to ensure there are transparent, timely, and thorough complaint investigations. Information regarding complaint procedures is listed on the AIMS public website and posted in the school.	**GP** **$20,400**	$0	In Progress	
3.1.5	Oakland Enrolls / Avela	AIMS has partnered with Oakland Enrolls since its inception in 2016, which empowers Oakland families to make informed choices about their public school options and make the process of selecting and enrolling in a public school easy, efficient, transparent, and equitable.	**GP** **$13,000**	$6,474	In Progress	
3.1.6	IT Services / IT Maintenance	AIMS will contract IT services to help maintain and improve our wireless and technology infrastructure.	**GP** **$26,575**	$16,351	On Track	Clive Islip and Salaries?
3.1.7	Human Resources and Compliance	Ensure compliance with regulations, hiring, and governance guidelines. Hire a Human Resources Manager to lead the day-to-day operations of the Human Resources department, focusing on employee relations, performance management, onboarding, recruiting, credentialing, policy enforcement, and fostering a positive organizational culture.	**GP** **$158,909**	$83,878	On Track	S/B Salaries here
3.1.8	Communications	Manage external communications including website, marketing, social media and recruiting. Positions include: Director of Marketing and Communications and Coordinator of web master and content creator	**GP** **$76,578**	$45,071	On Track	S/B Salaries here
3.1.9	Business Services	Oversees budget management, required fiscal reporting, audit, taxes and retirement reporting, and handles payroll and accounts payable functions.	**GP** **$187,008**	$69,880	On Track	S/B Salaries here
3.1.10	Student Services and Facilities Operations	Manages enrollment, student health services, and oversees facilities and custodial operations to ensure a safe and supportive school environment.	**GP** **$76,696**	$49,234	On Track	
3.1.11	CSMC	CSMC provides back-office support, payroll, student data management, and consulting services, particularly for education organizations.	**GP** **$67,771**	$32,912	On Track	
3.2.1	Ensure teachers are highly qualified.	We've created a credential success plan, including a requirement that all non-credentialed teachers enroll in a program by June 2025. We also provide financial support for tuition, and individualized meetings with staff to develop plans to complete certification, including CLAD and new subject authorizations. Tuition, test prep, and exam fees for educators to align with the Credential Success Plan	$25,000 + AMIM	$39,423	In Progress	
3.2.2	Teacher Induction Support	The school will continue to provide an Induction Program for beginning teachers and interns.	4035 Title II $6,000	$3,744	On Track	
3.2.3	Teacher Intern Support	The school will continue to provide an intern support program.	4035 Title II $6000.00	$846	In Progress	
3.2.4	Instructor Permit Fees	The school will pay for instructor fees with California Teaching Credential (30-day permit, STSP, PIP)	4035 Title II $1000	$0	On Track	
3.3.1	Ensure quality data for accurate reporting	Use of a year-round, multi-phase process to ensure CALPADS data accuracy.	N/A included in staff salaries	$125	On Track	

3.3.2	NWEA	NWEA is a benchmark assessment program recognized by the state of California. Students will be given 3 summative benchmarks per year. The program produces growth charts and data each quarter.	LRBG $9,733	$7,372	In Progress	
3.3.3	Nutrition Services	AIMS offers the Universal meal program which allows AIMS K-12 College Prep to provide both a nutritious breakfast, lunch and snack to all students, regardless of their eligibility. 65% of our students are either eligible for free and reduced lunch, AIMS offers breakfast, lunch and snack daily.	SSO $106,535	$845	On Track	

AIMS K-12 College Prep Charter District
Board Submission Cover Letter

Submitter Information

Full Name: Jonathan Winn
Position/Title: K-8 Head of School
Department: Sites

Item Details

Title of Item: LCAP Mid Year Review AIPCS II
Is this item a: ☑ New Submission
☐ Renewal
If Renewal: Please summarize any changes from the previous submission:

Approvals

Has this item been reviewed and
☐ Superintendent
☐ Chief Business Officer (CBO) (If budget changes)
☐ Director of Compliance (If plan changes)
☐ Neither

Committee Review

Has this item been through the appropriate committee review process?
☑ Yes ☐ No
If yes: Please specify which committee(s) and provide minutes or approval documentation:
Finance
If no: Explain why:

Deadline Information

Is there a submission deadline for this item?
☑ Yes ☐ No
If yes: Please indicate the deadline date (MM/DD/YYYY): 02/28/2026

Financial Information (if applicable):

Total Cost: $
Is this expenditure included in the annual budget?
☐ Yes ☐ No
Please specify in which plan this expense is indicated:
☐ SPSA ☐ LCAP ☐ Other:

End of the Board Submission Cover Letter | Version: Spring 2024

AIPCS II LCAP Mid Year Review					
Action #	**Title**	**Description**	**Total Funds**	**Expenditires through 1/31/26**	**Mid Year Update**
1.1.1	Administrators	Restructure leadership of the school sites to support instruction and classroom management. Head of Schools Dean of Students	GP $319,885	$288,052	On Track
1.1.2	Teachers	Appropriately assigned, trained, and credentialed teachers will provide high quality instruction to all students using AIMS practices and data driven strategies. Art and Music Teacher World Language Teacher	GP $2,746,854 6200 Prop 28 $112,763 6732 Art & Music $171,747 6500 SPED $79263 Measure G1	$712,910	On track
1.1.3	Substitutes	Substitutes will be provided in absences of teachers.	GP $100,000	$209,878	On track
1.1.4	Approved curriculum (textbooks, online learning platforms)	Approved textbooks and standards aligned instructional materials will ensure that students will have access to appropriate curriculum.	$158,000 AMIM & LREBG	$155,792	On track
1.1.5	Books and Other Reference Materials- Supplemental Curriculum, Online Learning Platforms	Approved online learning programs to supplement learning and promote student success.	GP $10,000	$136	On track
1.1.6	Instructional Materials/Supplies	Instructional materials and supplies to implement curriculum-aligned instruction that includes learning tools, class materials, supplies, science lab, and other instructional materials.	$35,000 GP $24,000 AMIM	$48,312	On track
1.1.7	Teacher professional development	Provide training on Trauma-Informed instructional strategies, DEI, and MTSS via the Bootcamp at the start of the year and then quarterly throughout the year. (Teach Like a Champion). Teachers and support staff will receive training from adopted curriculum vendors to enhance a deeper understanding of curriculum implementation aligned with ELD standards, CCSS, and lesson planning. Substitutes to cover for teachers to attend training/peer observations	GP $79,000 + LREBG $23,000	Waiting on data	On Track
1.1.8	Professional Development for Administrators	Train the Trainer model open within Teach Like a Champion. Utilize school reviews and outreach to other schools to understand their models and instructional practices.	GP $31,875		Not met, due to budget cuts, delayed until next fiscal year
1.1.9	Implement a robust data monitoring system	Meet every 9 weeks to analyze quarterly interim assessments, adjust pacing guides and instructional plans for the next quarter, and plan interventions for students. Support facilitated by a consultant (Wes Jacques) Hire a Manager of Data and Performance to support data governance and monitoring.	GP $30,749.35	$13,215	On track
1.1.10	Grade Level Chairs	Plans activities and assemblies at their grade level, ensures consistency of academic practices across classrooms. $3,000 stipend each grade level.	$27,000 GP	18000	On track
1.1.11	Increase Teacher Collaboration Time	Align bell schedule to support teacher collaboration across grade levels and in service of students with disabilities, English Learners, and those that are behind in grade level.	N/A		On track
1.1.12	Field Trips	Augment academic instruction and enrich student experience with field trips at each grade level–at least one per year.	6762 Art & Music 10,000 $15,000 GP	8570	Not met, due to budget cuts, delayed until next fiscal year
1.1.13	Testing supplies and fees	Testing supplies to enhance and support SBAC/CAASPP preparation.	$6302 + LREBG		On track
1.1.14	Gym Rental	Rent access to a gym to improve student experience of, and options in, Physical Education	GP $82,899	76,441	On track
1.2.1	Increase Access for Students with Disabilities	Provide training to staff about the SST and IEP processes during summer Bootcamp, and then have regular engagements to support teachers with student identification. Primary focus is on the first quarter. Staff four Education Specialists and one Director for SPED to manage the program, support with IEPs and manage the caseload.	GP $128,892 6500 SPED $185,018	173,510	On track

1.2.2	Reduce Student Retention	Provide weekly Saturday School for students needing extra support, starting in September and continuing through May. Teachers will each hold one Saturday School day a month and be paid via extended contract. (43 teachers paid $260/month for a total of $90,000 (spread across three sites) Provide Break classes and support during Winter and Spring breaks, for 6 days total. (4 teachers per day at $65/hour for four hours per day for a total of $6,240) Provide Summer School: 3 weeks in July, four hours a day, 6 teachers per day, at $65/hour for a total of $23,400) Hire a Coordinator of Extended School Programming to support identification of students for after school and break classes, and to monitor their progress.	LREBG $88,184		On track
1.2.3	ELD Manager	The ELD Manager organizes the on-going training in GLAD strategies for teachers and provides demo lessons and one-on-one support for teachers. The ELD Manager will also meet with staff who conduct teacher observations in order to track the percentage of time GLAD strategies are used during observations. The ELD Manager also coordinates ELPAC testing and ELAC.	GP $54,366	$42,065	On track
1.2.4	ELD Teachers	Hire three ELD teachers to provide regular, targeted instructional support to small intervention groups (of ELPAC level 1 and 2 EL students) and supplementary language curriculum support to level 3 students.	GP $63,560	$32,775	On Track
1.2.5	ELD Supplies and Materials	ELPAC Testing Materials ELD Curriculum Related technology and software	Title III $5000		On Track
1.2.6	School Library	Funds for Classroom and/or School Libraries for diverse books and multilingual text	$10,000 AMIM		Not met, due to budget cuts, delayed until next fiscal year
2.1.1	Teacher Assistants	Support staff will provide regular and equitable instructional "push-in" and "pull-out" support to students. Support staff will also provide and promote a positive, proactive, professional, and efficient environment.	**GP** **$130,702** **3010 Title I** **$83,497**	$139,370	On Track
2.1.2	Intervention Aides	Support staff will provide regular and equitable instructional "push-in" and "pull-out" support to students. Support staff will also provide and promote a positive, proactive, professional, and efficient environment.	**GP** **$294,055** **7435 LRBG** **$122,629** **6500 SPED** **$65,993**	$91,940	On track
2.1.3	Support Staff Training	Provide training on effective classroom management and instructional strategies.	GP $50,000		On track
2.1.4	Establish a Department Dedicated to Multi-Tiered Systems of Supports (MTSS)	Set up and maintain systems for student support including SSTs, intervention and summer programming, and identification of students for SPED and ELD. Hire: MTSS Director, Coordinator of Extended School Programming, and a Community School Manager	GP $120,000	$32,670	on track, addressed Extended School Programming in 1.2.2
2.1.5	Increase Number of Students with Disabilities	Increase our SPED Enrollment by: (1) promotion of special education programming through SPED resource centers and stronger communication with families, and (2) stronger coordination between Student Study Team (SST) process, individualized learning plans (ILPs), and referrals for special education assessment.	N/A included in other salaries		on track
2.1.6	Materials, Supplies, and Personnel to Support Special Education Programs and Students	Education Specialists (formerly referred to as SPED Teachers) are included in the staffing plan outlined in Section 1.1.2, with assignments based on a 1:28 ratio of staff to special education students. Instructional Assistant (IA) positions, as detailed in Section 2.1.1, are allocated on an as-needed basis, determined by the individual needs of students. Specialized service providers are engaged to deliver related services as outlined in students' Individualized Education Programs (IEPs). These services include Occupational Therapy (OT), Speech and Language Therapy, Psychological Services, Assistive Technology, and Counseling.	**GP** **$128,892** **6500 SPED** **$185,018**		on track
2.1.7	Increase Access for Latino Students	To provide greater access to the Latino community, we are developing Spanish language recruitment materials; launching our "Bienvenida" multi-media campaign including online advertising and Spanish media outlets; building partnerships with Latino community-based organizations; and hosting Spanish-language tours.	GP $5,000		on track
2.1.8	Public Transportation Support to Vulnerable Student Populations	AIMS will provide support to its most vulnerable student populations (low-income, homeless, foster care, etc.) by providing public transportation passes (clipper cards). Transportation cost for our NPS students.	0	$0	on track

2.1.9	Establish Enrollment Monitoring Systems	Develop internal capacity to assess student enrollment patterns and trends and develop methodologies for outreach to underrepresented communities. Improve systems for monitoring student movement once they leave AIMS to better understand areas for improvement and student need. Special focus on populations outlined in the MOU include Latino students and students with disabilities. Hire a Director of Enrollment and maintain an Enrollment and Student Data Analyst position to support recruitment and understanding of enrollment patterns.	GP $100,000		on track
2.2.1	Provide a Safe School Environment	As a part of onboarding, all staff will complete Vector trainings in emergency preparedness, legal compliance, and threat response protocols. All staff will also be certified in CPR. Five staff per site will be trained in de-escalation techniques called Nonviolent Crisis Intervention. We will also begin school-wide implementation of Positive Behavioral Intervention Systems (PBIS). School and class rules will be posted, and teachers will use the PBIS app to reward positive behavior and create referrals for positive discipline. This will be a requirement that all teachers are trained and implementing.	$20,000	$2,017	on track
2.2.2	Provide a Safe School Environment and Reduce Suspensions	We will implement a tiered approach to intervention. Tier 1: Use of PBIS as a school-wide system to create a positive school environment and reduce suspensions. School and class rules will be posted and teachers will use the PBIS app to reward positive behavior and create referrals for positive discipline. This will be a requirement that all teachers are trained and implementing. Tiers 2 and 3: On-going training for staff, students and families in conflict mediation and positive school culture, and increased training and support for implementing behavior plans of students with IEPs.	**7435 LRBG** **$3,825** **6762 Art & Music** **$50,000**		on track
2.2.3	Reduce Chronic Absenteeism	Improve our systems for monitoring and reporting student attendance. Introduce new accountability measures for chronically truant and tardy students. We are staffing a new Community School Manager position who will monitor attendance and the SST process for students experiencing difficulties with attendance, and academics.	**GP** **$23,437** **3010 Title I** **$50,546**	$76,468	on track, track through 2.1.4
2.2.4	Reduce Midyear Transfers	The Community School Manager will focus on chronically absent students and students with Individualized Learning Plans (ILPs) through general education. We will also utilize our uniform complaints process to respond to parent concerns and conduct exit interviews to understand root causes when students choose to transfer.	Title I 50,646 GP 23,437		on track, track through 2.1.4
2.2.5	Campus Safety and Security Enhancements	AIMS is committed to strengthening campus safety through a series of enhancements, including the installation of additional security cameras, upgraded security software, and improvements to the digital bell system. An organized and efficient student pick-up and dismissal system will also be implemented to support campus safety. AIMS will ensure full compliance with all school safety protocols and will conduct monthly safety drills as required. Planned safety measures also include the installation of an intercom system at the front desk, the deployment of vaping detection sensors, and the presence of an on-site security officer.	$2625 + $108,109	$6,376	on track, mainly tracked through 2.2.6
2.2.6	Safe and Secure Facilities	Ensure safety of grounds and facilities by providing preventative measures such as video cameras, etc. Conduct ongoing facilities maintenance and safety inspections and provide strong janitorial services. Ensure the facilities are conducive to a positive learning environment by purchasing equipment, furniture, posters, and other materials that promote an effective learning place. Safety trainings and drills will be conducted for students and staff.	$300,000	$243,426	on track
2.2.7	GoGuardian	GoGuardian empowers staff with effective tools to create safe and engaging learning for every student. From digital guardrails to student safety support, we'll help you lay the foundation for learning to thrive.	**GP** **$8,500**	$8,782	on track
2.2.8	Counseling for Students and Health Support	Providing individual and group counseling to students as needed. 3 academic counselors spread across both campuses. Additional counseling and health support provided and follows: Health Coordinator (1 position)- Promotes student wellness by managing health services, coordinating care plans, and promoting a safe and healthy school environment. (3 Schools) SEL Counselors (2 positions)- Provide mild to moderate socioemotional guidance, counseling, and support to help promote the holistic well-being of students, particularly with extra care towards student mental health. (3 Schools)	**GP** **$104,557** **3010 Title I** **$52,549** **+ SpEd Funding** **$47,883**	$66,774	on track

2.2.9	Vision and Hearing Screenings	Providing students with vision screenings, eye exams, glasses, and audiology screenings for all students	**7435 LRBG** **$6,375**		Not met, it will be completed by EOY
2.2.10	Health and First Aid Equipment	Provide basic first aid and health supplies.	**6762 Art & Music** **$3,060**	$15,800	Met
2.3.1	AIMS Athletic Department and Clubs	The purpose of the AIMS Athletic Department is to aid in the academic, emotional, mental, and physical development of our scholar-athletes through the promotion of teamwork, leadership, sportsmanship, and organized athletic competition.	**2600 ELOP** **$121,380**	$730	on track
2.3.2	ParentSquare	ParentSquare is an online digital communication tool that combines multiple communication streams (email, text, robocall) into one easy-to-use interface for families and staff. Parent Square also delivers secure documents and provides translation support in Chinese and Spanish languages.	**GP** **$3,825**	$2,177	on track
2.3.3	PowerSchool (SIS)	PowerSchool is the Student Information System that is used to keep track of attendance, gradebook and student demographic information.	**GP** **$10,384**		on track
2.3.4	After School & Enrichment/ Extracurricular Programs	AIMS will hold afterschool programs to promote student engagement.	**6010 ASES** **$203,279** **2600 ELOP** **$951,037**	590,574	on track
2.3.5	ESL	Provide English as a Second Language coursework for parents in 16-week series.	Title III $6,500		on track
2.3.6	SEL Curriculum & Professional Development	CharacterStrong will support school culture and climate	$15,000		on track, changed Character Strong to ToolBox
2.3.7	Parent Engagement Events	Supplies and food to support in-person parent events	**3010 Title 1** **$5,908**	983	on track
2.3.8	Student Recognition Events	Monthly and Quarterly events and celebrations to acknowledge student academic achievement, positive behavior, and attendance. These can include the PBIS Store, field trips, and assemblies.	Measure G1 $6000 Educator eff $5000	87	on track, PBIS store tracked in 2.2.1
2.3.9	Student Government	SGA The AIMS Student Government Association will provide opportunities for students to take on leadership roles in the school. The SGA will also help support all AIMS Clubs and Organizations in order to promote School / Cultural Events & Assemblies, and Guest Speakers to promote a positive and diverse environment.	$3,000	Eric Lee stipend?	on track, funding managed by SGA
2.3.10	Annual Yearbook	The Golden Talon Yearbook AIMS will commit funding to the printing and distribution of The Yearbook, a student yearbook production.	$2,000		Not met, due to budget cuts, delayed until next fiscal year
2.3.11	Translation Services	LanguageLine Solutions will be utilized to provide translation and interpretation services during family meetings.	GP $2000 $1000 Title I		on track
2.3.12	Bridge Program	Teachers and aides for one week long Summer Bridge Program for new students to transition to AIMS Supplies and Curriculum for Summer Bridge Program	LRBG $10,000		on track, included in 1.1.2
3.1.1	Meet MOU Deadlines and Reporting Requirements	AIMS and AIPCS II will use additional metrics to monitor progress weekly, monthly and quarterly at the school site. Teams will follow a quarterly cycle of inquiry to analyze, reflect, plan and implement.	$0		more investigation is needed
3.1.2	Improved Board Governance	Recruit new members for the Board of Directors. Directors engage in a series of trainings to improve governance, communication, and oversight of AIMS.	**GP** **$25,500**		In Progress
3.1.3	Improved Board Communication	Ensure timely and legal communication of board meetings and topics. Run efficient and organized public meetings, supported by an administrative assistant shared with the Superintendent (or Interim Executive Director)	**GP** **$40,800**	$29,319	On Track
3.1.4	Complaint Procedures	Use of an ombudsman to ensure there are transparent, timely, and thorough complaint investigations. Information regarding complaint procedures is listed on the AIMS public website and posted in the school.	**GP** **$61,200**		In Progress
3.1.5	Oakland Enrolls / Schoolmint	AIMS has partnered with Oakland Enrolls since its inception in 2016, which empowers Oakland families to make informed choices about their public school options and make the process of selecting and enrolling in a public school easy, efficient, transparent, and equitable.	**GP** **$13,000**		In Progress
3.1.6	IT Services / IT Maintenance	AIMS will contract IT services to help maintain and improve our wireless and technology infrastructure. Staff includes: IT Coordinator and Clerk	**GP** **$113,889**	$59,346	On Track
3.1.7	Human Resources and Compliance	Ensure compliance with regulations, hiring, and governance guidelines. Hire a Human Resources Manager to lead the day-to-day operations of the Human Resources department, focusing on employee relations, performance management, onboarding, recruiting, credentialing, policy enforcement, and fostering a positive organizational culture.	**GP** **$487,377**	$303,616	On Track
3.1.8	Communications	Manage external communications including website, marketing, social media and recruiting. Positions include: Director of Marketing and Communications and Coordinator of web master and content creator	GP $252,558	$163,148	On Track
3.1.9	Business Services	Oversees budget management, required fiscal reporting, audit, taxes and retirement reporting, and handles payroll and accounts payable functions.	GP $561,023	$252,947	On Track
3.1.10	Student Services and Facilities Operations	Manages 2.2.6, student health services, and oversees facilities and custodial operations to ensure a safe and supportive school environment.	GP $237,473	$178,214	On Track
3.1.11	CSMC	CSMC provides back-office support, payroll, student data management, and consulting services, particularly for education organizations.	GP $203,313	$119,132	On Track

3.2.1	Ensure teachers are highly qualified.	We've created a credential success plan, including a requirement that all non-credentialed teachers enroll in a program by June 2025. We also provide financial support for tuition, and individualized meetings with staff to develop plans to complete certification, including CLAD and new subject authorizations. Tuition, test prep, and exam fees for educators to align with the Credential Success Plan	9020 Class to Cert Grt $230,000 AMIM $40,000	$138,879	On Track
3.2.2	Teacher Induction Support	The school will continue to provide an Induction Program for beginning teachers and interns.	6266 Ed Effect $16,000	$8,744	On Track
3.2.3	Teacher Intern Support	The school will continue to provide an intern support program.	6266 Ed Effect $24,000		In Progress
3.2.4	Instructor Permit Fees	The school will pay for instructor fees with California Teaching Credential (30-day permit, STSP, PIP)	6266 Ed Effect $1,000	$19,423	On Track
3.3.1	Ensure quality data for accurate reporting	Use of a year-round, multi-phase process to ensure CALPADS data accuracy.	N/A included in staff salaries		On Track
3.3.2	NWEA	NWEA is a benchmark assessment program recognized by the state of California. Students will be given 3 summative benchmarks per year. The program produces growth charts and data each quarter.	**7435 LRBG** **$29,199**		In Progress
3.3.3	Nutrition Services	AIMS offers the Universal meal program which allows AIMS K-12 College Prep to provide both a nutritious breakfast, lunch and snack to all students, regardless of their eligibility. 65% of our students are either eligible for free and reduced lunch, AIMS offers breakfast, lunch and snack daily.	Federal Nutrition Program $344,634	$26,581	On Track