

AIMS IMPACT V3 (DRAFT)

SUPERINTENDENT WOODS
FEBRUARY, 2022



IMPACT

MISSION



**5-YEAR
PRIORITY**

**EDUCATIONAL
MODEL**

By 2030 AIMS will have at least one school outside of Oakland, CA.
Currently AIMS has three schools in Oakland, CA

IMPACT





MISSION

Our mission at AIMS is to cultivate a community of diverse learners who achieve academic excellence.

Our commitment to high expectations, attendance, academic achievement, and character development results in our students being prepared for lifelong success.



EDUCATIONAL MODEL

HIGH EXPECTATIONS

HIGH SUPPORT

FOCUS AND ORDER

SKILLFUL PRACTITIONERS

5-YEAR PRIORITY

1

Strengthen the AIMS academic program to ensure that all AIMS students including those new to AIMS are at proficient or advanced levels for their grade level

2

Maintain 100% college acceptance for AIMS HS students

3

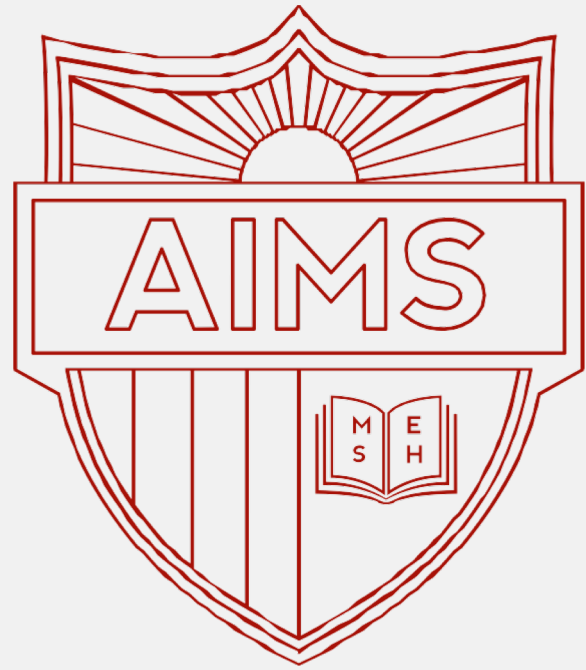
Standardize the AIMS District culture at all AIMS schools as codified in the AIMS Standard document

4

Secure a long term facility AIMS HS

5

Build a pipeline of skillful leaders and teachers



AIMS

2022-2023

GOALS

1

Priority #1: Strengthen the AIMS academic program to ensure that all AIMS students including those new to AIMS are at proficient or advanced levels for their grade level

**Current
Reality**

Goal 1- All AIMS schools have summer intervention programs. Schools have periodically held winter intervention programs.

Goal 2-Use of pacing guides vary across the three schools. All schools do, however, track teachers' lessons.

1

Priority #1: Strengthen the AIMS academic program to ensure that all AIMS students including those new to AIMS are at proficient or advanced levels for their grade level

**GOAL
1**

- **AIMS will intensify the number and quality of intervention opportunities for students performing below a C or lacking graduation credit equivalency.**
- **By June of 2023,**
 - **100% of K-8 students performing below grade level will have access to participation in CA standard-focused Summer, Winter, and Spring intervention programs.**
 - **100% of High School students lacking credits for on-track graduation will have access to ongoing credit recovery.**
 - **The participation and its impact will be measured by the increased performance of at least 75% of participating students on-site benchmark exams.**

1

Priority #1: Strengthen the AIMS academic program to ensure that all AIMS students including those new to AIMS are at proficient or advanced levels for their grade level

**GOAL
2**

- All AIMS schools will implement pacing guides that map out the standards and topics that are to be taught. These pacing guides will specify the number of days, class periods that teachers should devote to each topic.
- The impact of these pacing guides will be that 60% or more of students will increase one performance level on cumulative exams in Spring 2023.

2

Priority #2: Maintain 100% college acceptance for AIMS HS students

Current Reality

Goal 1-Students with waivers must apply to four UCs, and students without waivers must apply for at least 1. Students with waivers must apply to four CSUs, and students without waivers must apply for at least 3. Students must also apply to 1 private school, including HBCUs.

Goal 2-AIMS HS traditionally budgets for college applications, however it has not been codified in the budget assumption process.

Goal 3- This course currently exists. Setting this goal will ensure its continuance.

2

Priority #2: Maintain 100% college acceptance for AIMS HS students

**GOAL
1**

By February 28, 2023, 100% of AIMS HS students will be required to apply to at least 3 CSUs, 3 UCs, 3 private colleges, and 3 HBCUs using the common application process and the common Black application process. This will not prohibit AIMS seniors from applying to more than this minimum number of colleges and universities.

2

Priority #2: Maintain 100% college acceptance for AIMS HS students

GOAL
2

During the June 2022 budgeting process AIMS HS will budget (**fiscal amount to be completed once estimated cost reviewed with CBK and AIMS HS Leadership**) to pay the college application fees of all AIMS HS seniors.

2

Priority #2: Maintain 100% college acceptance for AIMS HS students

**GOAL
3**

During the 2022-2023 school year all high school seniors will participate in the CBK college preparation class led by the CBK Coordinator and assisted by the AIMS HS school counselors. The main goals of this class will be college application completion including college essays, FAFSA, scholarships, community service, and internship completion.

3

Priority #3: Standardize the AIMS District culture at all AIMS schools as codified in the AIMS Standard document

**Current
Reality**

Goal 1- This department does not exist, and this work currently sits with the Superintendent for the whole district, and site leads for individual schools, the result often being inconsistencies.

Goal 2-AIMS currently has a handbook, codified standard, and basic field guide.

Goal 3- Only the staff that began with AIMS by the first week of August are trained on the AIMS standard

3

Priority #3: Standardize the AIMS District culture at all AIMS schools as codified in the AIMS Standard document

**GOAL
1**

During the 2022-2023 school year the department of AIMS academic and cultural success will be formed. The purpose of this department will be to standardize the AIMS successful practices. This department will be staffed by leaders who have proven success at AIMS.

3

Priority #3: Standardize the AIMS District culture at all AIMS schools as codified in the AIMS Standard document

**GOAL
2**

By January of 2023 version, one of the AIMS K-12 Standard Operating Manual will be completed and published.

3

Priority #3: Standardize the AIMS District culture at all AIMS schools as codified in the AIMS Standard document

**GOAL
3**

In August of 2022, 100% of AIMS employees will complete a one-week "Boot Camp" on AIMS policies, procedures, and practices. AIMS site professional developments during the month of January of 2023, will be focused on the AIMS Standard Operating Manual.

4

Priority #4: Secure a long term facility for all AIMS schools

**Current
Reality**

Goal 1- This committee does not currently exist.

Goal 2-AIMS does not currently have a capital campaign

4

Priority #4: Secure a long term facility for all AIMS schools

**GOAL
1**

By September of 2022, the AIMS board will establish an adhoc committee whose goal will be the following (1) establish an AIMS facility plan for current and future AIMS schools (2) negotiate a long-term solution for AIMS HS. The Superintendent, CBO, Directors in the Operations Department, and Heads of Schools will be Ex-Officio members of the committee.

4

Priority #4: Secure a long term facility for all AIMS schools

**GOAL
2**

By June 2023, voting members of the ad-hoc committee mentioned in goal 2, will begin a capital campaign whose goal will be securing of a permanent K-12 campus for all of AIMS schools.

5

Priority #4: Secure a long term facility for all AIMS schools

**Current
Reality**

Goal 1- Currently AIMS teachers are educated at local state colleges and universities. Many of our teachers are in the process of acquiring their teaching credential

Goal 2&3- We currently do not have a leadership academy, we are however looking at potential candidates for AIMS leadership opportunities.

5

Priority #5: Build a pipeline of skillful leaders and teachers

**GOAL
1**

By July of 2023, AIMS will have submitted an application to provide a CTC authorized teacher credentialing program. By June of 2024 AIMS will enroll cohort one of the AIMS teacher preparation program.

5

Priority #5: Build a pipeline of skillful leaders and teachers

**GOAL
2**

By December 2022, AIMS will have identified teachers and middle-level managers who will be considered for future leadership positions and will participate in AIMS summer leadership training program.

5

Priority #5: Build a pipeline of skillful leaders and teachers

**GOAL
3**

By August 2023, Cohort 1 of the AIMS Leadership Program complete the AIMS summer leadership training program and will begin.

5

Priority #5: Build a pipeline of skillful leaders and teachers

**GOAL
4**

By October 2022, 100% of AIMS teachers and instructional aide III who are not fully credentialed and not enrolled in a teacher preparation program will be enrolled in AIMS Preservice Training Program.