




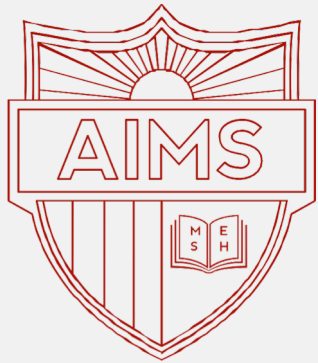
Superintendent Woods-Cadiz Board Report September, 2022





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Update 2022-2023
AIMS K-12 GOALS
Approved February 2022

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
1**

- **AIMS will intensify the number and quality of intervention opportunities for students performing below a C or lacking graduation credit equivalency.**
- **Summer program completed. Winter and Spring**
 - **calendared**
 - **Credit recovery began this summer for HS students**
 - **Benchmark data forth coming**
 -
 -

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.

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

- **Sites have pacing guides and are being monitored by Heads and the dept of Academics and Data**

-

2

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

**GOAL
1**

By January 2023, 100% of AIMS HS students will be required to apply to atleast 3 CSUs and 3 UCs using the common application process. This will not prohibit AIMS seniors from applying to more than this minimum number of universities.

2

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

GOAL
1

Forthcoming

2

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

**GOAL
2**

During the June 2022 budgeting process AIMS HS will budget funds to pay the college application fees of all AIMS HS seniors.

2

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

**GOAL
2**

Funds are a component of the AIMS HS budget.

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.

2

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

GOAL
3

Classes are in the master schedule for this year.

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
1**

This department has been established and is called the Department of Academics and Data. It is led by Christopher Ahmad a decade long successful AIMS educator and leader.

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
2**

This manual is partially completed with a business handbook, Academic standards and forms, marketing and brand guidelines, and a current handbook.

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.

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 current employees completed a one- week "Boot Camp" on AIMS policies, procedures, and practices.

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
1**

To Be Completed: We are only in the second week of September b2022

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.

4

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

GOAL
2

To completed in June 2023

5

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

**GOAL
1**

By December of 2022, AIMS will have submitted an application to provide a CTC authorized teacher credentialing program. By June of 2023 AIMS will enroll cohort one of the AIMS teacher preparation program.

5

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

**GOAL
1**

To be completed December 2022

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
2**

To be completed December 2022

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 receive AIMS leadership certification.

5

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

**GOAL
3**

To be completed August 2023

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.

5

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

**GOAL
4**

To be completed October 2022



Challenges September 2022



The national teacher shortage and the COVID 19 Pandemic have affected schools across America and California. Schools in the Bay Area have particularly felt the blow. Both have caused staffing shortages in AIMS schools. Parent feedback from all school survey shows that this is a major concern for parents particularly in the elementary. With the teacher shortage there is also a substitute shortage, and we are not always receiving subs to cover vacancies.



Solution to Challenges September 2022



- Increased pay rate of subs making AIMS more competitive
- Enlisted parents and community in the recruitment efforts
- Advertised on various job recruitment sites
- Hired from our substitute pool
- Pulled on our personal and professional connections
- Partnered with colleges and university programs
- Posted on social media
- Planning on site job fair
- Connecting with recruiter



Board Member Request



Conference Info:

- All employees have biases, schools must help them see when theirs may be impacting their work
- High rates of employee attrition and the needs for increased emotional support for employees
- How boards can sustain, support, and retain Superintendents during trying times.
- Avenues to get parent and community input such as surveys, Wordles, chat boards and other technology
- Increased Federal monitoring for the 2022-2023 school year
- Possible increased one time funding
- State of The Union in regards to US education