



Board of Directors
 North Clackamas School District 12
 12400 SE Freeman Way
 Milwaukie, Oregon 97222

Agenda

North Clackamas School Board
 Thursday, October 9, 2025 6:30 PM
 Boardroom/YouTube
 12400 SE Freeman Way
 Milwaukie, OR 97222

Times listed on the agenda below are only estimates and may be adjusted.

OPEN SESSION

6:30	Call to Order	
	Community Comments	
	Native Land Acknowledgement	
	Flag Salute	2
	Consent Agenda	
	A. Employment Changes	
	B. Minutes - September 25, 2025	3
	C. Policy Revisions	5
7:05	1. North Clackamas Education Association (NCEA) Featured Educator	
7:15	2. Board Reports	
7:25	3. 2025-2026 Class Size Report	16
	Presenter: Ivonne Dibblee	
	Patricia Ahrens	
	Petra Callin	
	Tammy O'Neill	
7:40	4. 2025 Summer Learning Report	30
	Presenter: Ivonne Dibblee	
7:55	5. Division 22 Report	47
	Presenter: Tiffany Shireman	
8:10	Adjourn	



Flag Salute

I pledge allegiance to the Flag of the United States
of America, and to the Republic for which it stands,
one Nation under God, indivisible, with liberty and
justice for all.

NORTH CLACKAMAS SCHOOL DISTRICT 12
CLACKAMAS COUNTY, OREGON
MINUTES — BOARD OF DIRECTORS MEETING
September 25, 2025
Boardroom/YouTube

Open Session

With due notice having been given and a quorum present, Chair Jena Benologa convened open session at 6:30 p.m. with the following members present:

Jena Benologa	-	Chair
Tory McVay	-	Vice Chair
April Dobson	-	Director (virtual)
April Olson	-	Director
Samantha Tamtrens	-	Director
Glenn Wachter	-	Director (virtual)
Donna Collingwood	-	Board Secretary

Also present were Tiffany Shireman, Michelle Riddell, Petra Callin, Patricia Ahrens, Matt Markara, Tammy O'Neill, David Kruse, Ryan Richardson, and Jennifer Dove-Kiltow.

Community Comments -

- Blaine Weninger, Clackamas, spoke about cameras in classrooms.

Native Land Acknowledgement video was shown. April Olson led the Pledge of Allegiance.

R25/26-11

Consent Agenda – Tory McVay moved, April Olson seconded the motion to adopt the consent agenda as recommended:

Employment Changes - Approve employment changes as listed, with a copy of the list made as part of the official minutes, as recommended by the Chief of Human Resources & Business Services:

- Licensed appointments, additional assignments, transfers, leaves, and terminations

Minutes - September 11, 2025 - Approve the minutes of the regular Board Meeting held September 11, 2025.

Travel Permission Request -

- Grant permission for 11 students from Sabin-Schellenberg Professional Technical Center to travel to Indianapolis, IN, October 26 - November 2, 2025.

Motion passed 6-0 - Benologa, Dobson, McVay, Olson, Tamtreg, Wachter voted yes.

Integrated Programs: Annual Report – Executive Director of Student & Family Services Jennifer Dove-Kiltow presented an annual report on integrated programs. Questions and comments from the Board were addressed.

North Clackamas Education Foundation Update Report - Chief of Staff Tiffany Shireman, Executive Director of North Clackamas Education Foundation Stephanie Rose, and Board Director North Clackamas Education Foundation Kelly Coates gave an update on the North Clackamas Education Foundation's recent work. Questions and comments from the Board were addressed.

Policy Revisions - Discussion - Chief of Staff Tiffany Shireman presented revisions to the following policies as recommended by the Policy Review Committee:

JFCEB – Personal Electronic Devices and Social Media - Student (Delete)

JFCEB - Personal Electronic Devices and Social Media - Student

GCAB - Personal Electronic Devices and Social Media - Staff

GCBD/GDBD - Sick Leave - Personal Illness and Injury Leave

GCBDE/GDBDE - Military Leave of Absence (New Policy)

There being no further business to come before the Board, the meeting adjourned at 7:33 p.m.

Unapproved

POLICY REVISIONS

CONSENT C
October 9, 2025

REASON FOR BOARD CONSIDERATION:

Approval of the attached revised policies.

RECOMMENDATION:

The Superintendent’s Policy Review Team, with representation of both staff and Board, reviewed and supports the following policy revisions.

BUDGET IMPACT/SOURCE OF FUNDS:

There are no known or anticipated increases to costs with the proposed policy change.

ATTACHMENTS:

Drafts of the following policies to review:

Policy	Title	Reason
JFCEB	Personal Electronic Devices and Social Media – Student	Deletion: OSBA August 2025, Executive Order No. 25-09 requires school districts to adopt a policy prohibiting student use of personal electronic devices during instructional time.
JFCEB	Personal Electronic Devices and Social Media – Student	Proposed: OSBA August 2025, Executive Order No. 25-09 requires school districts to adopt a policy prohibiting student use of personal electronic devices during instructional time.
GCAB	Personal Electronic Devices and Social Media - Staff	Clarify employee use of Personal Electronic Devices while on duty guidelines and incorporate OSBA model language.
GCBD/GDBD	Sick Leave - Personal Illness and Injury Leave	OSBA August 2025 Update, policy name change and alignment to current practice.
GCBDE/GDBDE	Military Leave of Absence	OSBA August 2025 Update, ORS 408.290 military leave of absence changed from 15 days of absence up to 21 work days of absence in any one training year. For clarity for employees, recommend the adoption of this OSBA model policy.

PRESENTER / STAFF CONTACT:

Tiffany Shireman, Chief of Staff



Code: JFCEB
Adopted: 12/14/17
Revised/Readopted: 1/11/18

Personal Electronic Devices and Social Media – Student**

(Version 1)

(Student may possess a personal electronic device with certain restrictions)

See new version

The Board supports students utilizing appropriate technology in the school environment. Acceptable student use of technology, including personal electronic devices (PED), contributes to a safe, appropriate, and focused school community.

A PED is a device that is capable of any of the following: accessing the Internet, electronically communicating, sending, receiving, storing, recording, reproducing and displaying information and data.

Student possession or use of PEDs may be permitted on district property, in district facilities during the school day (including district-provided transportation), and while the student is in attendance at district-sponsored activities. Possession or use of PEDs are subject to the limitations set forth in this policy and consistent with any additional school rules as may be established by the principal and approved by the superintendent's designee. Without approval, PEDs shall be turned off during instructional/class time, or at any other time where such use of the device would cause a disruption of the school environment.

Devices that have the capability to take photographs or record video or audio shall not be used for such purposes while on district property or while a student is engaged in district-sponsored activities unless expressly authorized in advance by the principal or designee. Unauthorized publishing of photographs, audio or videos taken during the school day or during school-sponsored activities is strictly prohibited.

Students are subject to disciplinary action up to and including expulsion for using a PED in any manner that is academically dishonest, threatening (as referenced in Board policy JFCM - Threats of Violence), illegal, that causes a disruption of the school environment, or violates the terms of any district policy. A referral to law enforcement officials may also be made. PEDs used in violation of this policy are subject to confiscation and will be released to the student, student's parent or property owner, as appropriate.

If the district implements a curriculum that uses technology, students may be allowed to use their own PED to access the curriculum. Students who are allowed to use their own devices to access the curriculum will be granted access to any application or electronic materials when they are available to students who do not use their own devices, or provided free of charge to students who do not use their own devices, for curriculum. A process for responding to a student's request to use a PED, including an appeal process if the request is denied, will be provided.

The district will not be responsible for loss, theft or damage to PEDs brought to district property and district-sponsored activities.

Students may only access social media if they meet the service provider's eligibility requirements and if approved by an appropriate staff member. The district will not be liable for information or comments posted by students on social media websites.

Exceptions to the provisions set forth in this policy may be made for health, safety or emergency reasons with prior principal or designee approval or when use is provided for in a student's individualized education plan (IEP) or 504 plan.

The superintendent or designee shall ensure compliance with this policy. Any subsequent school rules developed by building administrators, will be communicated to staff, students and parents through building handbooks and other means.

END OF POLICY

Legal Reference(s):

[ORS 332.107](#)

[ORS 336.840](#)

Copyrights, 17 U.S.C. §§ 101-1332; 19 C.F.R. Part 133 (2006).



Code: JFCEB
Adopted:

Personal Electronic Devices **

Student use of a personal electronic device is prohibited from the start of regular instructional hours until the end of regular instructional hours, except as provided below.

Except as otherwise provided in this policy, “personal electronic device” means any portable, electrically powered device that is capable of making and receiving calls, sending text messages, or accessing the internet independently from the school’s network infrastructure. This includes headphones and earbuds attached to personal electronic devices.

Personal electronic devices may be used when use complies with the terms of:

1. The student’s medical provider’s order for the care and treatment of a medical condition;¹
2. The student’s individualized education program, as defined in ORS 343.035 or an education plan developed for the student in accordance with section 504 of the Rehabilitation Act of 1973 (29 U.S.C. § 794);
3. A written exemption provided for the student based on a request received in JFCEB-AR. School administration will respond to such a request within 15 school days.²

Personal electronic devices must be stored in accordance with district-provided grade-level based guidance.

Students in violation of this policy will be subject to disciplinary action. Discipline for mere possession or use of a personal electronic device may not include loss of instructional time for the student including suspension or expulsion.

Necessary communications during the school day while on school grounds between students and parents can be made through the school office.

Requests for exemptions to this policy can be processed in accordance with JFCEB-AR – Request for Personal Electronic Devices Exemption. Written appeals can be filed with the executive director for the grade level.

The taking, disseminating, transferring or sharing of obscene, pornographic or otherwise illegal images or photographs, whether by electronic data transfer or otherwise (commonly called texting, sexting, emailing,

¹ JFCEB-AR must be submitted to the building administrator, along with a copy of the order.

² JFCEB-AR must be submitted to the building administrator.

etc.) may constitute a crime under state and/or federal law. Any person taking, disseminating, transferring or sharing obscene, pornographic or otherwise illegal images or photographs will be reported to law enforcement and/or other appropriate state or federal agencies.

**As used in this policy, the term parent includes legal guardian or person in a parental relationship. The status and duties of a legal guardian are defined in ORS 125.005 (4) and 125.300 - 125.325. The determination of whether an individual is acting in a parental relationship, for purposes of determining residency, depends on the evaluation of the factors listed in ORS 419B.373. The determination for other purposes depends on evaluation of those factors and a power of attorney executed pursuant to ORS 109.056. For special education students, parent also includes a surrogate parent, an adult student to whom rights have transferred and foster parent as defined in OAR 581-015-2000.

END OF POLICY

Legal Reference(s):

[ORS 332.107](#)

[ORS 336.840](#)

Oregon Executive Order 25-09



Code: GCAB
Adopted: 7/03/13
Revised/Readopted: 2/13/14; 10/10/19; 7/02/20

Personal Electronic Devices and Social Media - Staff

1. Staff possession or use of personal electronic devices on district property, in district facilities during the work day and while the staff is on duty in attendance at district-sponsored activities may be permitted subject to the limitations set forth in this policy and consistent with any additional school rules as may be established by the superintendent or designee. At no time, whether on duty or off duty, will a personal electronic device be used in a manner that interferes with staff duty and responsibility for the supervision and instruction of students.
2. A “personal electronic device” is a device, not issued by the district, which is capable of electronically communicating, sending, receiving, storing, recording, reproducing, and/or displaying information and data.
3. Personal electronic devices shall be silenced during instructional or class time, while on duty or at any other time where such use of the device would cause a disruption of school activities or interfere with work assignment. Devices, which have the capability to take photographs or record video or audio, shall not be used for such purposes while on district property or while a staff member is on duty at district-sponsored activities, unless as expressly authorized by the principal or designee for a use directly related to and consistent with the employee’s assigned duties.
4. The district will not be liable for loss or damage to personal electronic devices brought to district property and district-sponsored activities.
5. Staff shall not video or audio record students on personal or district devices except when such recording is directly related to assigned job responsibilities, an educational purpose, or a school-sponsored activity that has been approved by administration. Unauthorized recordings may constitute a violation of the Family Educational Rights and Privacy Act (FERPA) and may create a student education record subject to federal and state privacy protections.
6. Staff are subject to disciplinary action up to and including dismissal for using a personal electronic device in any manner that is illegal or violates the terms of this policy. Staff actions on social network sites, public websites, blogs and other social media, while on or off duty, which disrupt the school environment, are subject to disciplinary action up to and including dismissal.
7. Social Media is an effective method of communicating and highlighting the events of school activities. Staff shall not create or use social media accounts for school or business purposes without proper authorization. Any staff wishing to create an account must follow procedures outlined by the district’s community relations department, including registering the account with the district. Only district-issued email accounts shall be used to create social media accounts.

8. All electronic communications with students shall be appropriate and professional. When possible, all electronic communication should utilize district email. Any other electronic method of communication shall include at least three (3) people total or the subject and method of the communication shall be shared with the staff member’s supervisor in a timely manner. Repeated private communications with the same student(s) may be investigated for evidence of potential grooming behavior or other sexual conduct, and may result in a report to TSPC or ODE for further investigation.
9. All electronic communications with students while off duty is strongly discouraged.

The taking, disseminating, transferring, or sharing of obscene, pornographic, or otherwise illegal images or photographs, whether by electronic data transfer or otherwise may constitute a crime under state and/or federal law. Any person taking, disseminating, transferring, or sharing obscene, pornographic, or otherwise illegal images or photographs, will be reported to law enforcement and/or other appropriate state or federal agencies.

Exceptions to the prohibitions set forth in this policy may be made for health, safety or emergency reasons with superintendent or designee approval.

The superintendent shall ensure that this policy is available to all employees.

END OF POLICY

Legal Reference(s):

ORS 163.432	ORS 163.693	ORS 336.840
ORS 163.433	ORS 163.700	ORS 339.372
ORS 163.684	ORS 167.057	
ORS 163.686	ORS 326.011	OAR 584-020-0000 – 020-0035
ORS 163.687	ORS 326.051	
ORS 163.688	ORS 332.072	Senate Bill 155 (2019)
ORS 163.689	ORS 332.107	

- 18 U.S.C. § 1466A (2018).
- 18 U.S.C. § 1470 (2018).
- 20 U.S.C. § 7131 (2018).
- 20 U.S.C. § 7906 (2018).
- Copyrights, Title 17, as amended, United States Code (2018); 19 C.F.R. Part 133 (2019).
- Melzer v. Bd. Of Educ., City of New York, 336 F.3d 185 (2d Cir. 2003).
- Ross v. Springfield Sch. Dist., No. FDA 80-1, aff’d, 56 Or. App. 197, rev’d and remanded, 294 Or. 357 (1982), order on remand (1983), aff’d, 71 Or. App. 111 (1984), rev’d and remanded, 300 Or. 507 (1986), order on second remand (1987), revised order on second remand (1988).

Cross Reference(s):

- GBNAA/JHFF - Reporting Requirements for Suspected Sexual Conduct with Students
- JHFE - Reporting of Suspected Abuse of a Child
- JHFF/GBNAA - Reporting Requirements for Suspected Sexual Conduct with Students



Code: GCBD/GDBD
Adopted: 6/04/87
Revised/Readopted: 7/03/13
Orig. Code: GCBD

Sick Leave - Personal Illness and Injury Leave

Sick leave is allowed to accrue at the rate of 10 days each school year for each “school employee¹” for personal illness or injury or one day per month employed, whichever is greater, as provided by Oregon law. Twelve-month employees will accrue 1 day per month or 12 days each year.

In accordance with state law, this leave will accumulate without limit.

Sick leave in excess of three consecutive work days may require a certificate from the employee’s attending physician, naturopathic physician or practitioner that the employee’s illness or injury prevents the employee from working. Any employee refusing to submit to such an examination or to provide other evidence as required by the district, shall be subject to appropriate disciplinary action, up to and including dismissal.

Other paid and unpaid leaves will be determined by the district’s collective bargaining agreements.

All medical information will be kept confidential, in a separate file from personnel records, and released only in accordance with the requirements of the Americans with Disabilities Act or other applicable law.

Sickness or other unavoidable circumstances that prevent a teacher from teaching 20 school days immediately following exhaustion of sick leave accumulated under Oregon law, the Board will place the teacher on unpaid leave for the remainder of the regular school year or until the teacher’s disability is removed and they are able to return to work. If the teacher is still unable to return to work the following August 1, the Board may terminate the teacher’s employment, subject to state and federal laws regarding family and medical leave.

All district-paid employee benefits, such as health and dental insurance, will cease on the last day of the month in which employment is terminated, or the staff member has been on unpaid leave for the first five work days of the month, unless the unpaid leave is in conjunction with state or federal law. The staff member will be informed of their rights to remain a part of the district benefit plan at personal expense.

END OF POLICY

Legal Reference(s):

[ORS 332.507](#)
[ORS 342.545](#)

[ORS 342.610](#)
[ORS 659A.043](#)

[ORS 659A.046](#)
[OAR 581-022-2405](#)

¹ “School employee” includes all employees of the district.

Knapp v. North Bend, 304 Or. 34 (1987).

Consolidated Omnibus Budget Reconciliation Act of 1985, 29 U.S.C. §§ 1161-1169 (2024).

Employee Retirement Income Security Act of 1974, 29 U.S.C. §§ 1001-1461 (2024).

Americans with Disabilities Act/Americans with Disabilities Act Amendments Act, 42 U.S.C. §§ 12101-12213 (2024); 29 C.F.R. Part 1630 (2025); 28 C.F.R. Part 35 (2025).

Family and Medical Leave Act, 29 U.S.C. §§ 2601-2654 (2024); Family and Medical Leave Act, 29 C.F.R. Part 825 (2025).

Cross Reference(s):

ACA - Americans with Disabilities

GBDA - New Mother Friendly Workplace

GBEDA - Drug and Alcohol Testing - Transportation Personnel



Code: GCBDE/GDBDE
Adopted:

Military Leave of Absence

The district will grant military leave of absence to an employee on duty¹ with a uniformed service² in accordance with applicable state and federal law. An employee requesting military leave is required to provide written notice as soon as practicable following notification of military call up or reservist duty, unless precluded by military necessity.

An employee may apply for military leave³ of absence from duties for up to 21 work days in any one training year⁴ or in accordance with ORS 408.290. An employee may use any accrued vacation or similar leave during the period of service exceeding 21 days. Military leave shall be in addition to any other leave the employee is entitled.

While on military leave, the employee will receive the same benefits as other employees on leave, as well as the following:

1. The employee may continue enrollment in the district's health insurance plan. During the first 18 months of leave, the employee may be required to pay any employee contributions required of other employees on a leave of absence. If the leave extends beyond 18 months, the employee will be required to pay not more than 102 percent of the full premium;
2. Upon return from military service, the district will give retroactive employer contributions to the Public Employees Retirement System on the same basis as if the employee had not left, provided the employee was an enrolled member at the time of the leave. The employee may repay any required employee contributions over a period of three times the military service leave period or five years, whichever is less.

An employee on duty with a uniformed service is entitled to reemployment for a maximum of five years, unless retained on active duty because of war or national emergency. An individual returning from military leave shall notify the district of their intent to return to the district as follows:

¹ "Duty" means the performance of duty on a voluntary or involuntary basis in a uniformed service and includes active duty or inactive duty training, state active duty, U.S. National Guard duty, U.S. Armed Forces duty and absence to determine fitness for duty.

² "Uniformed service" means being a member of the U.S. National Guard, National Guard Reserve or of any reserve component of the U.S. Armed Forces, or of the commissioned corps of the U.S. Public Health Service and any other category of persons designated by the President in time of war or national emergency.

³ The employee may use military leave without loss of time, pay or regular leave if the employee has been employed by the district for six months or more.

⁴ "Training year" means the federal fiscal year for any particular unit of the National Guard or a reserve component.

1. An employee who is a veteran or reservist returning from training must only inform the district of their training obligations and report back at the next regularly scheduled working period;
2. An employee returning from active duty must notify the district of their intention to return to their former job within 90 days after the employee is relieved from duty, or from hospitalization continuing after discharge for a period of not more than one year.

An individual reemployed under this policy is entitled to the seniority and other currently existing rights and benefits the individual had when service started, plus the additional seniority and similar rights and benefits that would have been accrued if employment had been continuous.

This policy does not apply if the employee has been separated from service with a dishonorable or bad conduct discharge or under other than honorable conditions.

END OF POLICY

Legal Reference(s):

[ORS 332.505](#)
[ORS 408.238](#)
[ORS 408.240](#)

[ORS 408.270](#)
[ORS 408.290](#)
[ORS 659A.082](#)

[ORS 659A.086](#)

Consolidated Omnibus Budget Reconciliation Act of 1985, 42 U.S.C. §§ 300bb-1-300bb-8 (2024).

I.R.C., U.S.C. 26 § 4980B(f)(4) (2024).

Employment and Reemployment Rights of Members of the Uniformed Services, 38 U.S.C. §§ 4301-4334 (2024).

2025-2026 CLASS SIZE REPORT

REPORT
Agenda Item #3
October 9, 2025

SUPERINTENDENT'S RECOMMENDATION:

This data is presented for Board information.

ORIGINATED BY:

Annual Board report.

BACKGROUND:

Class size report: Elementary 2025 - 2026

- The average class size for elementary school is 24.9

Class size report: Secondary 2025 - 2026

- The average core class size (Language Arts, Humanities, Math, Social Sciences, and Science) for middle school is 28.2, and the average core class size for high school is 28.

ATTACHMENTS:

[Board Presentation: Class Size Report 2025 -2026](#)
[MS/HS Class Size Averages by School and Subject](#)

PRESENTER / STAFF CONTACT:

Ivonne Dibblee, Assistant Superintendent of Education
Patricia Ahrens, Associate Director of Elementary Programs
Petra Callin, Executive Director of High School Programs
Tammy O'Neill, Executive Director of Teaching, Learning, and Professional Development

Class Size Report

October 9, 2025

16,962

We prepare each student through engagement, effective instruction, empowerment, and skill development in order to succeed in life and career.



- Strengthen and improve instructional and assessment practices that lead to meaningful academic and experiential learning for each student.
- Ensure that modes and delivery of teaching and learning are varied and responsive to students' learning needs.
- Provide frequent actionable feedback to students that leads to growth and proficiency.
- Strengthen and continue to provide opportunities for student learning through academics, arts, and extracurricular activities.
- Support the mental health and well-being of each student.
- Develop a district-wide system in which all students graduate with a post-secondary plan and pathway for success.
- Provide safe and flexible learning environments to encourage collaboration and innovation.

STAFFING RATIOS

Elementary: 25
Middle: 29
High: 32

Individual school staffing ratios adjusted to reflect the needs based on:

- Family income status/families experiencing poverty
- Number of English learners
- Number of students identified as having a disability

*** This includes general fund and the Student Investment Account.*



ALLOCATION ADJUSTMENTS

Transfers:

- **MHS** 1.0 (Math Teacher) to **ANHS** 1.0 (Math Teacher)
- **MHS** .5 (Health Teacher) to **HVMS** .5 (PE/Health Teacher)
- **ACMS** 1.0 (DLI Teacher) to **Rowe** 1.0 (DLI Teacher)
- **ACMS** .5 (Science Teacher) to **Rowe** .5 (Science Teacher)
- **RCMS** 1.0 (Social Studies) to **HVMS** 1.0 (Social Studies)
- **RCMS** 1.0 (Science Teacher) to **ANHS** 1.0 (Science Teacher)
- **Sabin** 1.0 (PACE Teacher) to **ANHS** 1.0 (ELA Teacher)
- **Ardenwald** 1.0 (Elem Teacher) to **Linwood** 1.0 (Elem Teacher)
- **Bilquist** 1.0 (Elem Teacher) to **Cannady** 1.0 (Elem Teacher)

ALLOCATION ADJUSTMENTS

Additions:

Licensed

- **All Middle School** .5 Instructional Coach
- **ANHS** .5 Counselor
- **Sabin** 1.0 (two .5) CTE Teachers
- **Scouter Mt.** 1.0 Elem Teacher
- **Bilquist** 1.0 Elem Teacher
- **SPED** .1 increase in Physical Therapist
- **SPED** .1 increase in CMS SPED Services

Classified

- **All Middle School** .5625 Admin Asst FTE (Total split between all schools)
- **Mt. Scott/Lewelling/HVMS** .8125 Para FTE (For each)
- **Scouter Mt** 1.625 Para FTE



25-26 ELEMENTARY CLASS SIZE

	2019-2020	2020-2021	2021 - 2022	2022 - 2023	2023-2024	2024-2025	2025-2026
Average Class Size	25.0	23.0	23.0	24.7	24.2	23.6	24.9
Number of blended grade classrooms	18	9	17	17	10	16	14
Number of all day classes at/or above 35	0	0	0	0	0	0	0
Number of classes at/or below 25	120	212	238	171	163	165	175

25-26 ELEMENTARY CLASS SIZE

SIZE AVERAGES BY GRADE BAND

Kindergarten	22.40
1st-3rd grades	24.00
4th-5th grades	26.50

BLENDED GRADE CLASSROOM GRADES

½- 3 blended classes
⅔- 2 blended classes
¾- 2 blended classes
⅘- 8 blended classes

STUDENTS IN OVERFLOW

Kindergarten	0
1st	0
2nd	1
3rd	0
4th	0
5th	1

25-26 MIDDLE SCHOOL CLASS SIZE

	2019-2020	2020-2021	2021 - 2022	2022 - 2023	2023-2024	2024-2025	2025-2026
Average Core Class Size	29.0	27.1	25.5	27.5	29.1	27.4	28.2

- * Average core class sizes remain below the staffing allocation ratio of 29.
- * “Core” refers to Language Arts, Social Studies, Math, and Science.

25-26 HIGH SCHOOL CLASS SIZE

	2019-2020	2020-2021	2021 - 2022	2022 - 2023	2023-2024	2024-2025	2025-2026
Average Core Class Size	27.7	28.3	27.4	28.1	30.2	28.7	28

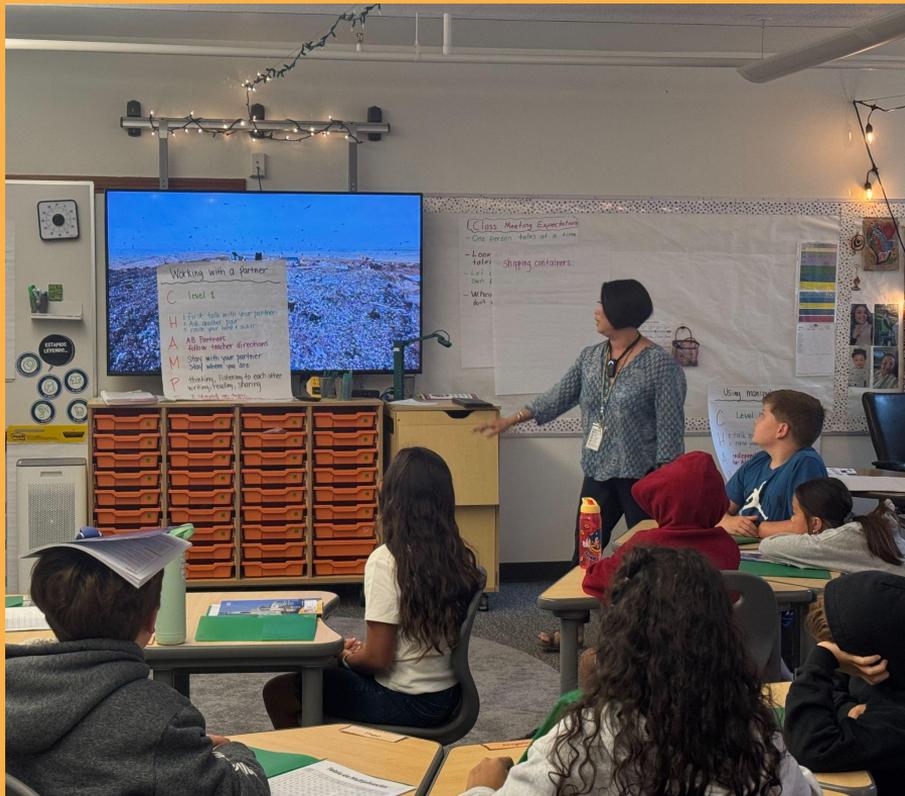
- * Average core class sizes remain below the staffing allocation ratio.
- * “Core” refers to Language Arts, Social Studies, Science, and Math.
- * Core classes range in size; often due to singletons (Advanced Placement, International Baccalaureate, core ELD, etc).

ADULT TO STUDENT RATIOS

Staff to Student Ratio	18-19	24-25	25-26
Elementary	1:13	1:10	1:9
Middle	1:16	1:14	1:13
High	1:15	1:15	1:14



Teachers Are Not Alone



- Teams continue to support assessments
- School leadership teams add expertise and support to identify and address needs
- Behavior Team: specialists support schools by helping with systems, strategies, and training
- Instructional Coaches: model lessons, facilitate professional learning communities, integrate instructional priorities



Thank you! Questions?

11-1=10
10 more go home
in a car than on
a bike

11 13

bike walk car bus

ABCDEFGHIJKLMNO PQRSTUVWXYZ
abcdefghijklmnopqrstuvwxyz



**North Clackamas School District Middle and High School Class Size Averages
By School and Subject Areas 2025-2026**

Middle Schools

	Alder Creek MS	Happy Valley MS	Rock Creek MS	Rowe MS	Average Core MS
Language Arts	27.1	30.7	28.3	26.3	28.1
Math	27.7	30.7	28.3	27.2	28.5
Science	27.7	30.7	28.4	29.4	29.1
Social Studies	24.8	25.4	30.4	27.1	27.0

Neighborhood High Schools

	Adrienne C Nelson HS	Clackamas HS	Milwaukie/MAA HS	Rex Putnam HS	Average Core HS
Language Arts	29.4	28.8	25.8	26.7	27.8
Math	29.7	28.1	25.6	28.0	27.9
Science	27.0	28.3	26.4	27.4	27.3
Social Studies	29.9	31.4	27.0	27.4	28.9

SUPERINTENDENT'S RECOMMENDATION:

This item is for Board information only.

REASON FOR BOARD CONSIDERATION:

Board Request for information and annual update.

BACKGROUND:

Historically, NCSD has offered robust summer learning programs, including credit recovery, Title I summer school, enrichment opportunities, and extended school year programs. These programs support NCSD's equity focus and the strategic points of student experience and success, resources and service, and family and community collaboration.

In May of 2025, the Oregon Department of Education, ODE, awarded NCSD one million dollars in one-time grant funds. ODE directed that programs were focused on addressing lagging literacy levels, credit recovery, and enrichment.

NCSD was able to braid the summer learning grant with other funding sources, including Title I funding, the early literacy grant, and general funds, to offer summer learning opportunities to over 2,100 students. This included:

- A high school credit recovery program and senior session designed to get students on track for on-time graduation, which served 700 students and awarded 736 full credits.
- A work-study program that employed 31 high school students.
- A program designed to support rising 6th-grade students with the transition to middle school that served 133 students.
- A full-day CARE enrichment program that served 496 students, including 85 students who received full scholarships to attend and receive literacy supports.
- A Title I summer school program that served 130 students.

- An extended school year program that served 76 students who received special education services and were identified for high risk of summer learning loss.
- A kindergarten transition program that served 578 incoming kindergarten students.
- Mental health supports for all students, including prevention-based skills groups delivered by mental health clinicians. On-site supports for students in crisis, and referrals for free or low-cost therapy.

ATTACHMENTS

- A. [2025 Summer Learning Presentation Slides](#)

PRESENTER / STAFF CONTACT:

Ivonne Dibblee, Assistant Superintendent of Education
Natalie Whisler, Director, Community Services



Summer Learning

32

Board Report — October 9, 2025

A Vision for Summer Learning

Equity Driven Summer Learning Programs:

- Accessible, equitable, diverse, and inclusive
- Strength-based and enriching
- Well-rounded, integrated, project-based, and hands-on
- Collaborative, interdependent, relational, and culturally grounded critical learners
- Relationship and student-centered
- Exciting, fun, engaging, and attractive programs young people want to attend



*From the Oregon Department of Education Summer Learning Best Practice Guide

Summer Learning- Timeline

- First NCSD 2025 summer planning meeting, December 17, 2024
- Funded programs finalized and jobs posted, March, 2025
- HB2007 establishes Oregon summer learning grant funding, State Summer Learning Allocations Released, April 25th 2025
NCSD placed on a waitlist, priority number 156
- NCSD invited to apply for learning grant funds, May 6
- NCSD summer learning application submitted, May 12
- Programs Launched June 23, 2025



34



Summer Learning Grant Funding

NCSD awarded one million dollars for summer 2025 programs

Oregon Summer Learning Grant 2025 Program Criteria:

- Provide in person services focused on students not yet reading at grade level including literacy focus, credit recovery, enrichment, evidence based strategies
- 80 continuous hours programming per cohort, 30 for kindergarten transition programs
- Work in collaboration with at least one community partner

NCSD Programs and services funded by the 2025 Summer Learning Grant

- High School Summer School
- Rising 6th Grader Summer Program
- CARE (scholarships & literacy support)
- Student Internship program
- Services: Nursing, Mental Health Supports, Adaptive Curriculum Software



35



High School Credit Options

- Opportunities for high school students to recover course credits
- 674 students attended summer school
- 26 students attended and 23 completed senior session
- Students earned 736 full credits
- 64% of attendees were on track to graduate after summer school
- Targeted supports for students learning English and students identified for special education

36

High School Student Work Study

- 31 students enrolled
- Students were paid for their work and eligible to earn credit
- Students received mentoring and workforce skills development
- NEW-Pilot Program: Two students participated as Technology Information Services Student Workers



Rising 6th Grader Summer Program

- Four week long program focused on supporting the transition to middle school
- Morning academic support taught by NCSD middle school teachers
- Afternoon enrichment classes delivered by community partners
- 133 students served



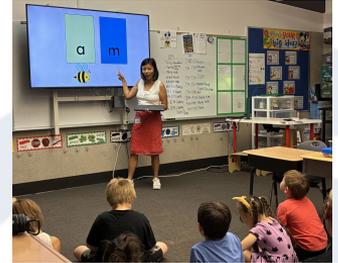
CARE

- Full day, 8 week long enrichment program
- 3 site locations
- 496 elementary students (increase from 419 in 2024)
- 85 students attended on a scholarship supported by the summer learning grant
- Daily art, STEM, literacy, PE, adaptive curriculum, special events



Elementary Title I Summer School

- 130 students from all 8 Title 1 Elementary Schools
- Dual Language Immersion strand included
- Literacy and math focused
- Students demonstrated growth in literacy benchmarks at each grade level
- Transportation, meals, and extended day enrichment option provided with 85 students participating in extended day enrichment activities
- Funded with Title I funds



Extended School Year

- Skill maintenance, learning recovery and transition programs for students experiencing disability and are at risk of skill regression over the summer break
- 76 K-12+ Students participated in Extended School Year (ESY)
- Clackamas ESD served 100 students in the LEEP program at the same location
- Transportation and meals provided
- 100% of students maintained skills identified on their IEP and ESY Goals
- Funded by the general fund

41

Kindergarten Exploration

- Support for the transition to kindergarten
- 578 students served (increase from 552 in 2024)
- All 18 elementary schools hosted classrooms
- Priority to students without preschool experience, bilingual students and students with disabilities
- New this year- Partnered with the NCSD behavior team, added learning specialists on staff, and each classroom received a neurodiversity kit to increase supports for students
- Funded by the Student Investment ⁴² Account



Community Partnerships

- SMART Readers
- Chapel Theater
- OMSI
- Penny's Puppets
- I9 Sports
- Three O'Clock Rock
- Bridge City Music
- Stronger Oregon
- Clackamas Women's Services
- Ledding Library
- Happy Valley Library
- Arts for Learning Northwest
- Clackamas ESD



Highlights - Meeting Basic Needs

- Stronger Oregon- Mental health therapists spent 313 hours providing on site prevention services including small skills based groups, in class presentations, staff coaching and family coaching. Staff were also able to refer students for therapy services.
- 86 dental health screenings at Wichita
- 18,411 meals were served to students



Next Steps

- Wrap up and final reporting for summer 2025
- Initiate planning for summer 2026
- Oregon is in a rules making process for ongoing summer learning grants with a goal of finalizing the summer learning grant process by mid-October.



Questions?



Equity · Relationships · Integrity · Empowerment · Care

DIVISION 22 REPORT

REPORT
Agenda Item #5
October 9, 2025

ORIGINATED BY:

This time is set aside on the agenda for the North Clackamas School District Board of Directors to receive the annual report on school district compliance to the Division 22 standards.

BACKGROUND:

Each year, Oregon's school districts are required to review the Oregon Administrative Rules (OAR), located in Chapter 581, Division 22, related to Oregon's standards for public schools. Each district assesses whether the district was in compliance with those standards for the prior school year.

On or before November 1st of each school year, the school district superintendent (or their designee) provides a report to their local school board regarding the district's standing with respect to all of the Division 22 standards.

Districts are required to post a written report on their district website by November 1. Districts then complete and submit the annual Assurance Form by November 15 to the Oregon Department of Education.

ATTACHMENTS:

Division 22: 2024-2025 Board and Community Report (Slides, 10/9/2025)

PRESENTERS:

Tiffany Shireman, Chief of Staff

Division 22

2024-2025 Board and Community Report

DIVISION 22: 2024-2025 Board and Community Report

- Division 22 are the Oregon Administrative Rules that govern standard practices in public schools
- School Districts are required to publicly report their compliance with the standards each year

DIVISION 22 • 2024-2025 report



DIVISION 22 • 2024-2025 report

- NCSD has reviewed the requirements for compliance for the 2024-2025 school year
- ***NCSD was in compliance with all of the Division 22 standards except for two:***
 - ***581-022-2263 Physical Education Requirements***
 - ***581-022-2045 Substance Use Prevention & Intervention Plan***
- NCSD has formally reported its non-compliance with OAR 581-022-2263, worked with ODE on a plan of action over the past two school years and was in compliance by the first day of the current school year.
- NCSD will submit a corrective action plan regarding OAR 581-022-2045 to ODE and anticipates being in compliance by June 30, 2026.
- As required, NCSD will report publicly on compliance on the district website by November 1 and file its annual report with the Oregon Department of Education by November 15.

