



North Clackamas School District

Strategic Planning (2018-2022 Strategic Plan)

DATA SOURCES

System Data		
A. School Achievement (State Testing)		
B. Student Demographics		
C. Student Attendance Data		
D. Student Graduation Data		
E. Out of District Transfer Data		
F. Social Needs/Healthy Student/ACEs Data		
G. Social Service Survey		
H. Strategic Partnering Organizations Interviews		
I. Year End Department Reports		
J. Annual Performance Reports		
Input from Staff and Leaders		
Who provided input:	Number of participants	Description:
K. District Office Survey	74	Internet based survey circulated to all staff working within the district office.
L. Organizational Health Inventory	Schools and district office departments	Standardized survey tool used with certified staff in schools and all staff members in participating district office departments and teams. Administered by a third party each Spring.
M. Administrative, OSEA, NCEA, Grant Project Leads	6	Interviews held with OSEA, NCEA and Grant Project leads.
N. District Leadership Team	98	Full group and small group activities focused on eliciting input.
O. Executive Council	14	Full group and small group activities focused on eliciting input.
P. School Board	7	Full group activities focused on eliciting input.
Q. Certified Educator Perception Survey	668	Internet based survey circulated to all certified staff. Administered by Portland State University.

Input from "Customers"		
Tool/Strategy used to gather input:	Number of participants	Description:
R. Parent Survey	1596	<p>Executive Council collaborated to produce an internet based survey for parents. Survey provided in four languages. Paper based surveys made available at school sites and district office.</p> <p>Parent Survey data file also includes Sabin Schellenberg Black and Multiracial Student Recruitment and Retention Study Parent Survey results. Due to minimal participation in district Parent Survey, 10 parents of black and black identified-multiracial students' survey responses from this survey were reviewed. Administered by a third party in Spring of 2017.</p>
S. Student Surveys and Focus Groups	465 survey responses 11 Focus groups	<p>5 separate internet based surveys targeting different groups of students at the middle and high school levels. All surveys had the same questions. Each survey was presented to the target population with the directions to be honest, the results would be compiled by an organization outside of the district, and anonymity was assured.</p> <p>Focus groups held at Elementary, MS and HS. Focus groups were held with students who were familiar with one another in their own classroom setting (approximately 25 students each): 11th grade AVID class at MHS, CHS, NUHS, RPHS, 8th grade AVID class at RCMS, HVMS, RMS, ACMS, 5th grade classes at View Acres, Whitcomb, and Mt. Scott.</p>
T. Parent Focus Groups	45	<p>Three focus groups met to gather input from the Spanish-speaking community, Russian-speaking community and the Vietnamese community of North Clackamas School District. All materials (handouts, posters, surveys) were provided in English and the focus groups' native language. The Community Liaisons participated to provide interpretation services and a welcoming environment. Childcare was also provided. The plan for the parent focus groups is provided below.</p> <ul style="list-style-type: none"> ● All materials will be both in English and the target language. ● Questions and Activities for the Parent Focus Groups: <ol style="list-style-type: none"> 1. What has made the school feel welcoming and safe for your child? What could be done to make it feel more welcoming and safe? 2. How is the communication with the school and teachers? How could it be better? 3. What can be done to better access quality education for your child? 4. Activity: for the 15 features of a school, what is the most important (10 dots) 5. Paper copies of Parent Survey translated

U. Faith Leaders/Business Leaders Input	13	Internet based survey circulated to local Rotary and Faith leaders.
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North Clackamas School District
Student Success Act - Engagement
DATA SOURCES

Tool/Strategy used to gather input:	Number of Participants	Description:
<p>V. Youthtruth Survey (February 2019)</p> <p>We heard from 10,633 North Clackamas Students</p> <p>1. 3,270 Elementary Students 94% response rate</p> <p>2. 3,416 Middle School Students 92% response rate</p> <p>3. 3,947 High School Students 78% response rate</p>	<p>10,633 students</p>	<p>A student survey administered to students grades three through high school. The anonymous survey gave us feedback based on grade level, school and demographics.</p> <p>The focus of this survey was on student perception related to:</p> <ul style="list-style-type: none"> ● Engagement ● Academic Rigor ● Relationships ● Instructional Methods ● Culture <p>North Clackamas School District - High Schools</p> <p>“Overall School Experience” District Report – February 2019</p> <p>On a relative basis, NCSD students gave more favorable feedback on:</p> <ul style="list-style-type: none"> • Culture <p>NCSD students gave typical feedback on:</p> <ul style="list-style-type: none"> • Relationships • Belonging and Peer Collaboration <p>NCSD students gave less favorable feedback on:</p> <ul style="list-style-type: none"> • Engagement • Academic Rigor • College and Career Readiness

		<p>North Clackamas School District - Middle Schools</p> <p>“Overall School Experience” District Report – February 2019</p> <p>On a relative basis, North Clackamas School District students gave less favorable feedback on:</p> <ul style="list-style-type: none"> • Engagement • Academic Rigor • Relationships • Belonging & Peer Collaboration • Culture <p>North Clackamas School District - Elementary Schools</p> <p>“Overall School Experience” District Report – February 2019</p> <p>On a relative basis, North Clackamas School District students gave typical feedback on:</p> <ul style="list-style-type: none"> • Engagement • Relationships • Culture <p>North Clackamas School District students gave less favorable feedback on:</p> <ul style="list-style-type: none"> • Academic Rigor • Instructional Methods
<p>W. Strategic Plan Refresh Engagement - Fall 2019</p>	<p>1,592 participants</p>	<p>NCS D is committed to the success of each student and we are looking to learn where we are doing well and where we can improve on the following five priorities, in accordance with the Student Success Act:</p> <ol style="list-style-type: none"> 1. Reducing Academic Disparities (Is our system supporting each of our students to succeed in reaching their academic potential?) 2. Meeting Students’ Mental and Behavioral Needs (Do we provide a welcoming, safe and caring learning environment?)

%		
2%	(24)	Native American /Alaskan Native
2%	(29)	Black or African American
5%	(69)	Asian
67%	(989)	White
1%	(11)	Native Hawaiian or Pacific Islander
9%	(139)	Latinx/Latino
5%	(69)	Mixed Race/Multiracial
9%	(133)	I choose not to identify

%		
12%	(179)	Student
20%	(302)	Parent of Elementary Student
7%	(108)	Parent of Middle School Student
12%	(170)	Parent of High School Student
8%	(121)	Parent of students at multiple levels
2%	(28)	Community Member
4%	(57)	Classified Staff Member
29%	(432)	Teacher/Certified Staff Member
2%	(22)	Principal/Building Administrator
1%	(15)	Central Office Administrator
3%	(46)	Other

Is there a Kindergarten through 12th grade student currently living in your home who has experienced or identifies with at least one of the following?: Disability, English Language Learner, Food Insecurity, Foster Care, Homelessness

3. Providing Access to Academic Courses (How are we supporting and challenging your student’s academic needs?)









4. Allowing teachers and staff sufficient time to collaborate, review data and develop strategies to support students to stay on track to graduate. (How well do our teachers and staff know and support your student?)

5. Establishing and Strengthening Partnerships (How do you feel we are doing with communicating and engaging families and community?)

To gather your input, we are using a new tool called Thoughtexchange. To begin, click the Participate button below. You will be asked four demographic questions. Once you have completed those, click on the question: **Where are we doing well and where can we improve?**

Survey Window: September 23-October 14

- Focus groups met to gather input from the Spanish-speaking community, Russian-speaking community and the Vietnamese community of North Clackamas School District. All materials were provided in English and the focus groups’ native language. The Community Liaisons participated to provide interpretation services and a welcoming environment.
- Two-hour Public sessions with computers available at eight large apartment complexes during the survey window to provide input on the survey.
- Computers available at all school offices to provide input on survey.
- PTA/PTO/Coffee with the principal and other school events.
- Staff Meetings at schools to engage staff in providing input on the survey.
- Middle School Student focus groups from Alder Creek, Happy Valley, Rock Creek and Rowe to provide input on the survey.
- High School Student focus groups from Clackamas, Milwaukie, New Urban, and Putnam to provide input on the survey.
- Affinity student groups: Black/African American, Latinx/Latino, and Pacific Islander to provide input on the survey - facilitated by NCSD engagement specialists.
- Native American/Alaskan Native Parent Advisory meeting to provide input on the survey.
- Computers and Facilitator at the Wichita Center for Family and Community on two days during the survey window for three hours sessions.

<p>  % <hr/> 17% (254)  Yes 76% (1099)  No 7% (98)  I choose not to answer </p> <p>Is English your primary language at home:</p> <p>  % <hr/> 86% (1252)  Yes 10% (138)  No 4% (64)  I choose not to answer </p>		<ul style="list-style-type: none"> ● P-3 Partners meeting to provide input on the survey. ● Parent and Community Leadership Alliance for North Clackamas Schools meeting to provide input on the survey. ● Milwaukie High School En español with Padres Latinos Mustang Parents meeting to provide input on the survey. ● Clackamas High School En español with Juntos Parents to provide input on the survey. ● Invitation to provide input on the survey was sent out multiple times through schoolmessenger, facebook, and school newsletters in multiple languages (English, Russian, Spanish, Vietnamese) <p>NCS D Thoughtexchange Summary of Results</p>
<p>X. Review of disaggregated data on Student Data Trends:</p> <ul style="list-style-type: none"> ● Academic (ELA & Math) ● Attendance ● Graduation rates ● 9th grade on track 		<p>District Committee reviewed and analyzed data by conducting a focused review of outcomes for each student population that is served. A strengths and opportunities summary was produced.</p> <p>Strengths - Opportunities Summary</p>
<p>Y. NCEA Member Survey</p> <p>Teacher Survey: September 24- November 8, 2019</p> <p>Format: Individual conversations</p>	<p>400+ NCEA Members</p>	<p>NCEA Member Themes (listed by priority)</p> <p>Meetings students' mental and behavioral needs (49%)</p> <p>How?</p> <ul style="list-style-type: none"> ● Reduce Class Size ● Add mental health specialists ● Add behavioral specialists ● Add counselors ● Add nurses <p>Reducing academic disparities (34%)</p> <p>How?</p> <ul style="list-style-type: none"> ● Reduce Class/Caseload Size ● Increase Instructional Support Staff <p>Allowing sufficient time for teachers to collaborate and plan.</p>

		<p>How?</p> <ul style="list-style-type: none"> ● Increase building budgets to allow for substitute days ● Extend the contract year by adding work days
<p>Z. NCEA Parent Forum:</p> <p>20 parents from around the district (families present represented multiple demographic groups including ELL, students with disabilities(both physical and academic), racial diversity)</p> <p>Date: October 15</p> <p>Format: Small and whole group conversations</p>	20 Parents	<p>Parent Forum Themes: (listed by priority)</p> <ul style="list-style-type: none"> ● Health and safety of students ● Class size/caseload reduction ● Increase instructional time
<p>AA. Student Success Act Focus Group Sessions</p> <p>Date: November 19, 2020 and December 5, 2020</p> <p>Format: Small table groups and whole group conversations</p>	<p>64 Participants</p> <p>-</p> <p>Students, Parents, Staff, Community, NCS D School Board, State Legislature, Community College</p>	<p>Most Urgent Priorities Identified:</p> <ul style="list-style-type: none"> ● Increase Mental Health Supports ● Retain/Recruit Diverse Staff ● Lower Class Size/Caseload-Prioritized ● Strengthen Culturally Relevant Practices Throughout System ● Develop Community Partnerships ● Audit Service Models - SPED/ELD ● Increase Proficiency in Literacy (Grades K-3rd) ● Expand Social Services to Students and Families ● Provide Academic/Athletic/Activities – After School