


Helping Hands

Serving our schools and communities with joy



Clackamas
EDUCATION SERVICE DISTRICT



Happy Hippie Hippo
Emma McCann, 12th grade
Gladstone High School

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Helping hands and caring hearts

Educators know all about change. Their primary purpose is to help students of all ages learn and grow. However, even for those of us used to constant change, the past year brought extraordinary challenges and uncertainties into our schools. Funding for key education services has become less predictable, while the academic and mental health needs of our students continue to rise.

This environment makes the role of schools in our communities more essential than ever. Our schools strive to be safe, welcoming spaces for all children — regardless of their cultural heritage, zip code or learning challenges — to learn and thrive, surrounded by adults who care deeply about their success.

This is the mission of service that lights our way forward at Clackamas Education Service District. Our role in our regional education system is to help Clackamas County's 10 school districts ensure students receive equitable education access. We do this in a number of ways, from providing direct services to pre-K through post-high school students who face complex learning challenges; to improving educators' abilities to support students' academic and holistic needs; to offering reliable, cost-effective technology services that save districts money and keep data safe and secure.

We've forged strong partnerships not only with our 10 diverse regional school districts, but with countless other community and organizational partners that are equally devoted to the mission of serving children and families. It is a distinct privilege to serve our local communities, and we hope the stories in this annual report will give you an illuminating glimpse into the extraordinary work our teams are doing every day to help students soar.

With gratitude,

Larry Didway
Superintendent

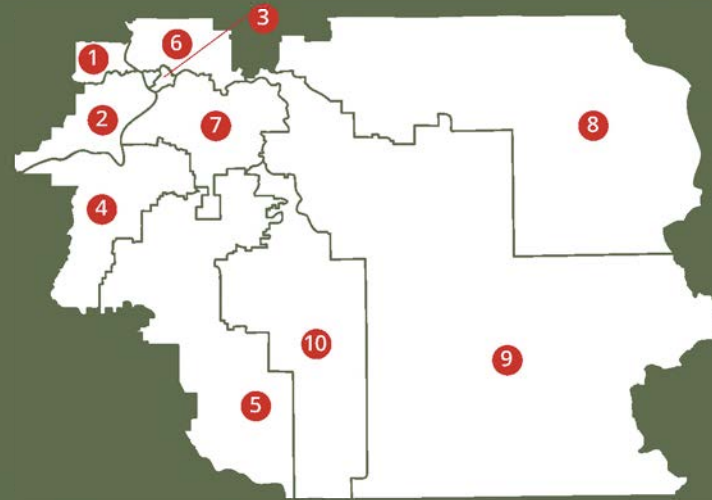
Linda Brown
Chair, Board of Directors

Lead, serve and innovate for learning

Clackamas Education Service District is part of a network of 19 ESDs across Oregon. We partner with all 10 Clackamas County public school districts, expanding their ability to meet the educational needs of students in our region by providing a range of services and supports.

Our commitment to equity and our core values of collaboration, integrity, respect and excellence drive our work. Our services center on expanding educational access and success, and interrupting systems that lead to disproportionate outcomes for children. Key areas of direct service include early learning, special education, technology and teacher/ staff support.

School districts

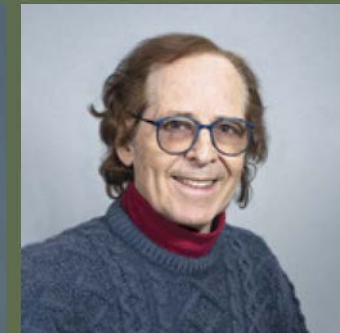


- | | |
|--|------------------------------------|
| 1. Lake Oswego School District | 6. North Clackamas School District |
| 2. West Linn-Wilsonville School District | 7. Oregon City School District |
| 3. Gladstone School District | 8. Oregon Trail School District |
| 4. Canby School District | 9. Estacada School District |
| 5. Molalla River School District | 10. Colton School District |

more than 10%
of Oregon's public K-12 students attend schools in Clackamas County*

Board of Directors

Right: Linda Brown (chair)
Below (left to right):
Jon Eyman (vice chair), Wade Byers, Rick Larson, Len Mills, Heather Ray, Susan Trone



Funding facts

\$115.4M
total budget
(40% state general fund;
60% grants, contracts
and other sources)

\$17.5M
in revenues sent
directly to districts to
spend on ESD services
of their choice

\$16.3M
in core service support
to districts in special
education, teaching and
learning, and technology

\$52.5M
in direct support
to children, families
and districts through
grants and contracts

Fast facts

56,700+
students in
Clackamas County*

88%
of ninth graders
on track to graduate**

91%
five-year
graduation rate*

* Source: Oregon Department of Education
** Source: 2025 "Oregon by the Numbers" report, The Ford Family Foundation

Helping children learn and thrive

Clackamas Education Service District exists to serve children. We support more than 24,000 youth of all ages in Clackamas County — some of them directly, but most of them in partnership with 10 public school districts and countless community organizations.

Our niche is helping students who face extra education obstacles. Our direct services support preschoolers, K-12 students, and youth transitioning to adulthood in need of customized attention. For these youth, we are there with caring and skilled teams to guide their learning and help them achieve their goals.



Program snapshots

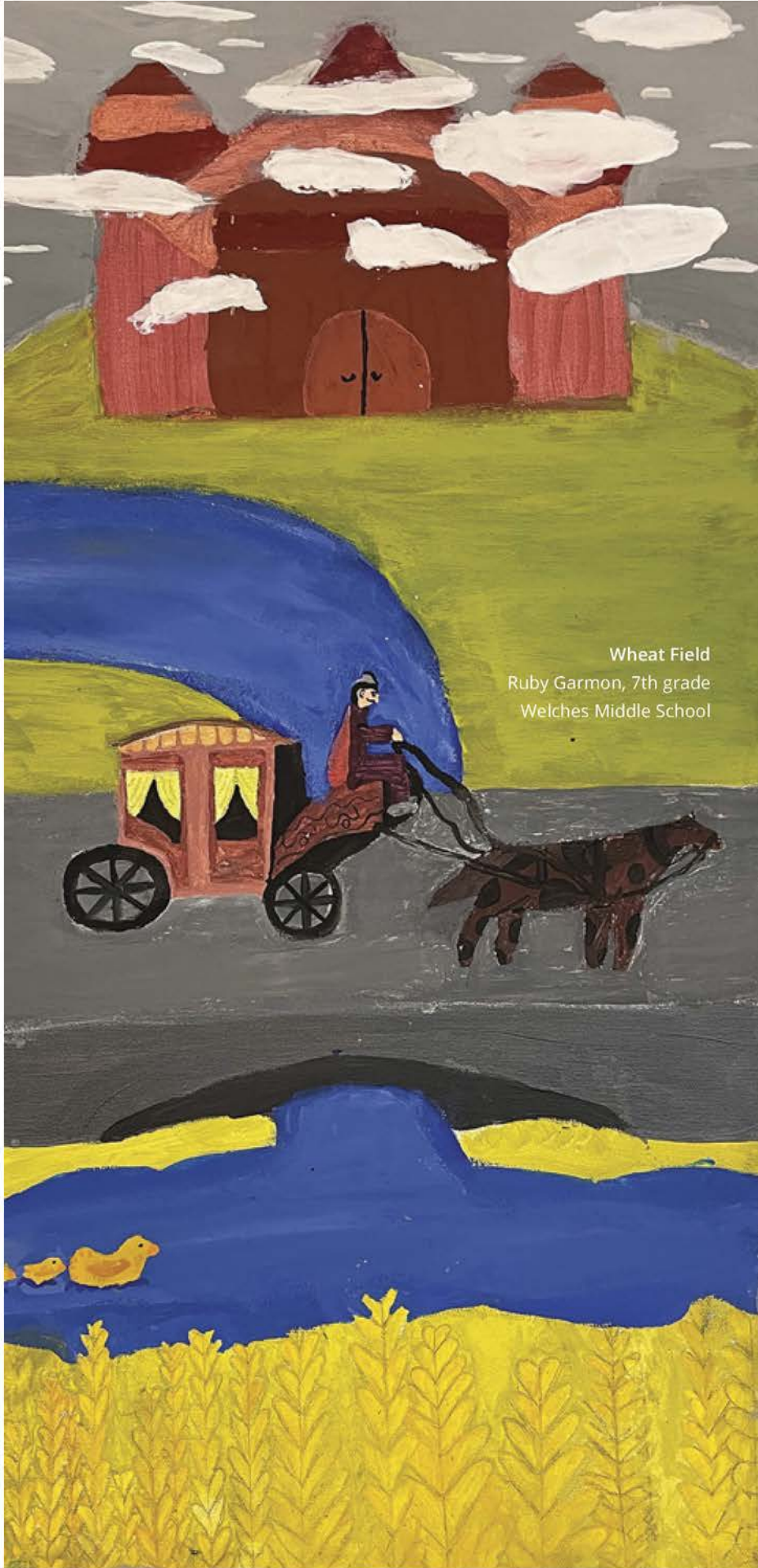
Free preschool programs

More than 200 preschool children are enrolled in our **Head Start to Success** and **Preschool Promise** programs, which serve 3- and 4-year-old children experiencing poverty. Funded by grants, enrollment is free, and the Head Start to Success program offers additional no-cost health and social services focused on supporting the whole child and their family.

"I truly believe our primary goal in Head Start is to help children and families fall in love with school," said Helen Petticord, an education specialist. "We are here to give children and families a positive first experience with school, and to empower families to navigate the school system with confidence."

Our program emphasizes heavy family engagement that includes home visits from our team to build bonds and help make connections to community resources.

"My passion is parent education," said BranDee Trejo, a bilingual home visitor. "I feel strongly about parent voice, educating parents about advocating for their children and how important their role is."



Wheat Field
Ruby Garmon, 7th grade
Welches Middle School

24,000+
youth served directly or through district partnerships

nearly 200
students from all 10 Clackamas County school districts participated in the 2025 Clackamas ESD Regional Art Show

\$100,000+
in potential scholarships and other prizes awarded to student participants in the 2025 Clackamas ESD Regional Art Show

752
evaluations of preschool children conducted in 2024-25

300+
young people made progress toward earning a diploma/GED, completing job training or entering the workforce with one year's support from C-TEC Youth Services

Early childhood assessment, intervention and special education

Clackamas ESD's largest program supports children birth to age 5 who experience delays or disabilities that impact learning. We offer year-round hearing and developmental screenings throughout Clackamas County. We also provide in-home services to children who need developmental and learning support.

"As a home visitor, I can really focus on one family and one child at a time," said Sara Barron, an early childhood education specialist. "I feel like I'm making a difference every time I see them."

We also serve preschoolers who qualify for special education support in classrooms across the county. Our focused assistance

helps children develop social emotional, communication and other skills in inclusive environments with their preschool peers.

"Our goal is to support kids where they're at and ensure they're growing and learning and having a great time doing it," said Ozzy Rodriguez, who coaches and consults in Gladstone Preschool Promise classrooms.

"I always love seeing when kids meet their goals, especially speech goals because words are so powerful," said Lesley Watson, an itinerant educational assistant. "I love watching children experience the world through their own eyes and helping guide them as they navigate it."



"As my son gets ready to transition into kindergarten next year, I wanted to take a moment to express my gratitude for [early childhood special education services], specifically for two speech language pathologists that worked with him. I can tell they really see and understand my son's unique needs and have helped set him up for success for years to come. They have changed the trajectory of his school career in profound ways."

- A LETTER EXCERPT FROM A GRATEFUL PRESCHOOL SPECIAL EDUCATION PARENT



PEER program

Clackamas ESD also operates two low-cost preschool classrooms that model inclusivity — bringing together children with disabilities or delays and their typically developing peers to learn, play and grow side by side. The **PEER program** — which stands for positive engagement, empathy and relationship-building — attracts many children who have been turned away from other preschools or have never spent time away from their parents because of their complex learning needs.



The PEER program wins rave reviews from parents:

"This program proves that with the right support, any child can learn and show progress. The lives of everyone are enriched by having diversity and inclusion."

"[This program] gave us the confidence to keep our daughter in school. She is in a classroom with 27 typical peers, and because of this access and support, we are uncovering her true potential."

"Preschool would not be possible without this opportunity. Inclusive education is a core tenet of our family and as a Clackamas County resident and public educator, it feels like the best use of our family's tax dollars to fund programs such as this!"

K-12+ special education

Clackamas ESD operates distinctive programs for K-12+ students from throughout Clackamas County who experience an array of learning challenges.

Our **Life Enrichment Education Program** serves K-12 students with complex disabilities and communication needs.

"Every student is different, and that's where the work starts," said Alex Soe-Nyun, a behavior coach in a LEEP classroom at Gladstone High School. "We focus on their unique needs and create plans that help them communicate, feel safe and grow."

"I can see where our kids are now and can envision where they can go," said Aimee Daly, a LEEP behavior support specialist. "This is such a critical window of time, and we have a real opportunity to support them and make a meaningful and lasting impact."

"When students are met with compassion, space and support, the results can be truly transformational."

Our **Heron Creek Therapeutic Program** offers scaffolded

educational services and other supports to K-12 youth who experience significant social, emotional, behavioral and academic challenges. Many also experience other barriers to success, such as autism, ADHD, and speech, hearing or vision impairments. Our goal always is to help students transcend their challenges and successfully return to their home school.

"Building rapport is key to helping students process their emotions and de-escalate difficult behaviors," said John Lee, a therapeutic intervention coach. "We want them to know there is so much out there they can do in life. These students are the future of our community."

"We surround our students with unwavering support, therapy, kindness and understanding," said Kim Logsdon, a Heron Creek therapeutic teacher. One of Kim's favorite memories from the 2024-25 school year came when she and her students raised butterflies from caterpillars.

"We nurtured the caterpillars as they transformed into beautiful butterflies," Kim recalled. "When the day came to release them, the children stood together outside, watching the butterflies take flight. It was a tear-jerking moment, a perfect metaphor for the growth and change that happens in our classroom every day."



Migrant Education Program

We coordinate a **Migrant Education Program** in collaboration with eight Clackamas County school districts. From after-school enrichment opportunities to a robust summer school program, we provide year-round educational support to children and young adults whose frequent moves with their families to follow work in agriculture make it more challenging for them to succeed academically.

Our services include bilingual lessons for preschool migrant children delivered in their homes.

"I want my students to feel encouraged and proud of learning and speaking both languages," said Diana Jimenez, a preschool specialist and first-generation Mexican-American who grew up in Molalla. "My job is so special because I'm making these connections with my students, but also their families. I am honored to be welcomed into their homes."

"I know what it's like to be part of a community that works so hard and sacrifices so much for their families. Being able to give back to this community is incredibly important to me."



Clackamas ESD provides "transition network" services to hundreds of post-high school students in eight counties. Our network facilitator tirelessly supports students experiencing disabilities ages 14 to 21 as they shift from school to integrated competitive employment. Our work involves connecting educators to relevant agencies and potential employers to identify and overcome school-to-work barriers for this unique young adult population.

"I wanted to give you an update on how [my son's] first year of high school went. He is doing amazing! He had 100% attendance, no behavior calls, not one refusal to go to school, and he is getting incredible grades! I am just so proud of him! I want to thank you for all you did to help him build the foundational skills to get to this point. I know that you all were critical to him reaching his potential this year. I want to share my sincere gratitude for what you do and how you help children and families!"

- A LETTER EXCERPT FROM A GRATEFUL
HERON CREEK PARENT, WHOSE SON TRANSITIONED
BACK TO HIS HOME HIGH SCHOOL

From setbacks to success: Jonathan's journey with C-TEC Youth Services

Jonathan Cruz always has been drawn to technology. As a kid, he spent hours tinkering with electronics and exploring how computers worked. But just before high school, an unexpected health crisis knocked him off course. While his peers were settling into new routines and forming friendships, Jonathan was sidelined by a difficult recovery. Struggling to keep up, he eventually dropped out of school.

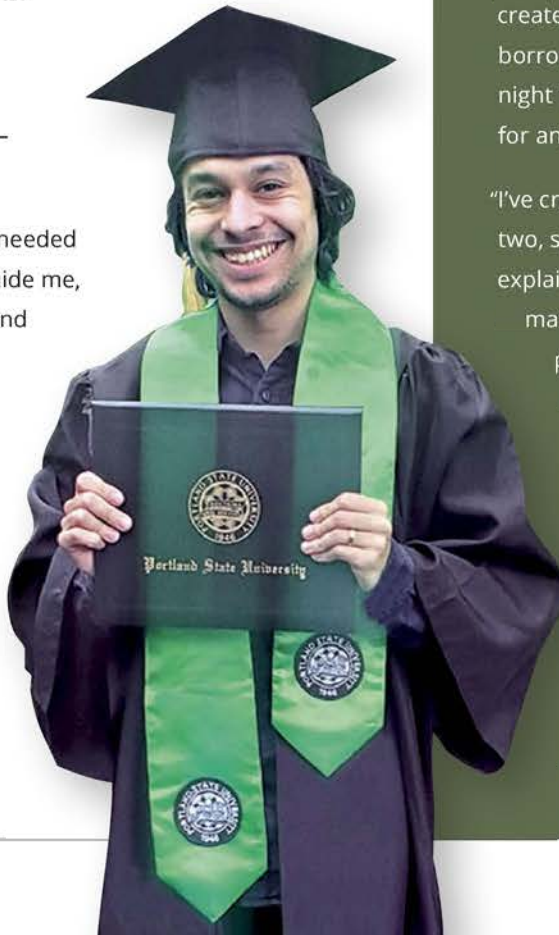
While taking a GED prep course at Clackamas Community College, he learned about C-TEC Youth Services, a program that would change the course of his life.

C-TEC Youth Services, a partnership between Clackamas ESD and Clackamas Community College, supports 14- to 24-year-old youth experiencing barriers to employment or education. With support from a career adviser, Jennie Young (who now manages the program), Jonathan created a goal plan, joined a career development class, and landed an internship aligned with his passion and talents in technology. After completing his GED, he earned an associate's degree from CCC and a bachelor's degree in computer and electrical engineering. He landed a job as a technical marketing engineer at Intel, and in 2025 moved to Austin, Texas, to start the next chapter of his career at National Instruments.

Looking back, Jonathan says all steps on his journey — especially the difficult ones — were crucial.

"Jennie gave me what I really needed at the time — a mentor to guide me, help me take responsibility and move forward," he recalled.

"There have been all sorts of challenges along the way. I've learned to see trials and tribulations as opportunities to grow. If it weren't for those experiences, and for C-TEC Youth Services, I wouldn't be where I am today."



Family math nights: making math fun for the whole family

Clackamas ESD Math Specialist Lori MacKenzie has a lot of ideas for making math accessible, understandable and — dare we say it — fun. And one of her best ideas has been making its way through Clackamas County schools in Molalla, Oregon City, West Linn and Wilsonville over the past two years, as elementary school students and their families, play "Don't Break the Bank," "Guess My Number" and other activities that show how enjoyable using math skills can be.

Lori first came up with the idea of family math nights when she was a teacher on special assignment for a partner school district before coming to Clackamas ESD in 2024. Over the past two years, the elementary school math nights she's helped coordinate have drawn close to 1,900 attendees.

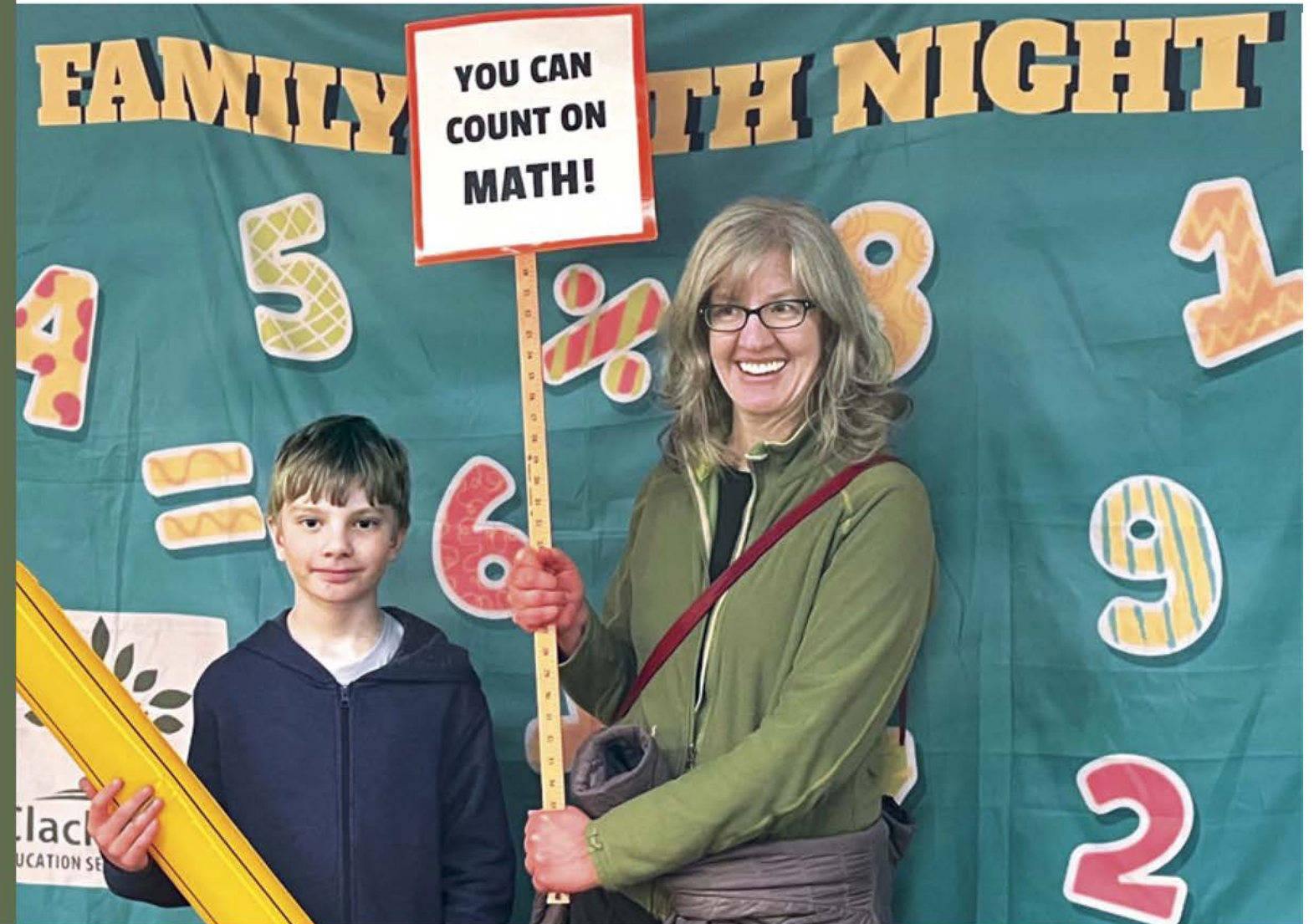
"Coming up with this idea really brought me joy," Lori shared. "I tested out family math nights at a couple of elementary schools, and the events were hugely popular. That got me thinking how I could expand the concept to make it easy for any district to host one of these events."

Lori and her teaching and learning colleagues have created "math night in a box" options that allow districts to borrow all the materials they need to put on a family math night in their schools. She also provides hands-on support for any school taking this event on for the first time.

"I've created lots of group games you can play two versus two, so there's lots of talking and strategizing," Lori explained. "I've worked hard to develop activities using materials families probably have at home, such as playing cards or dice, so they're understandable and replicable. I even provide a QR code people can scan to get a list of other math games people can play with card decks."

District staff have told Lori they love having community-building events that are so easy to coordinate.

"These events can be really simple to set up, and they have immediate and lasting value to kids and families," Lori said.





Summer programs bring learning growth...and joy

Summer is a critical time for continued learning and support for many students. Clackamas ESD provides students across the county with rich opportunities to stay engaged, build skills and connect with others.

Students from migrant families

Summer school can be especially helpful for students from migrant families who move frequently for agricultural work, offering them a steady place to learn, grow and build community. Nearly 40 students from migrant families participated in our Migrant Education Program's four-week summer program that included academic instruction, hands-on STEM activities, outdoor learning experiences and creative art projects.

Students experiencing significant social, emotional, behavioral and academic challenges

At our Heron Creek Therapeutic Program, the extended school year summer session provides more than just academic support — it's a space for growth, connection and joy. Designed for students with significant social, emotional, behavioral and academic challenges, the four-week program combined individualized instruction with themed, hands-on activities that promoted emotional regulation, communication and social development.

Students experiencing complex disabilities and communication needs

Our LEEP summer session provided extended school year support to help students with complex disabilities and communication needs continue making progress toward individualized goals. Through personalized



instruction and engaging activities, kindergarten through post-high school students strengthened their academic and social skills, all while maintaining important routines and relationships.

Young learners exhibiting delays or disabilities

Our community's youngest learners received support from our early intervention and early childhood special education teams in several ways over the summer. Children ages 3 to 5 with developmental delays or disabilities that affect learning benefitted from three weeks of additional instruction, while home visitors continued delivering specialized instruction and consultation directly to families.

New in 2025, parent-child play groups for families of young children who use augmentative and alternative communication devices offered a fun, low-pressure space to play, connect and practice using AAC during the summer break. Held at locations across Clackamas County, the groups also served as a welcoming space for families to connect with other families in their community navigating similar communication journeys.



Honoring culture, empowering students: Introducing the Native American Student Consortium

In fall 2025, Clackamas ESD launched the Native American Student Consortium, a new grant-funded initiative to help Native American and Alaska Native students across Clackamas County stay connected to their cultural heritage while thriving academically. Our goal is to build students' visibility and sense of belonging in school, and create pathways to support more Native American and Alaska Native students in pursuing college.

Among the consortium's first events were a fall family workshop to guide students and caregivers through the college application process, and a lively Indigenous Games Day. Other activities planned for the consortium's first year include creation of an Indigenous foods and native plants garden, and community events, such as "Bingo for Books," which will showcase Native American authors. Traditional beading workshops, graduation regalia making and spring move-up ceremonies also will provide meaningful ways to celebrate culture and achievement.

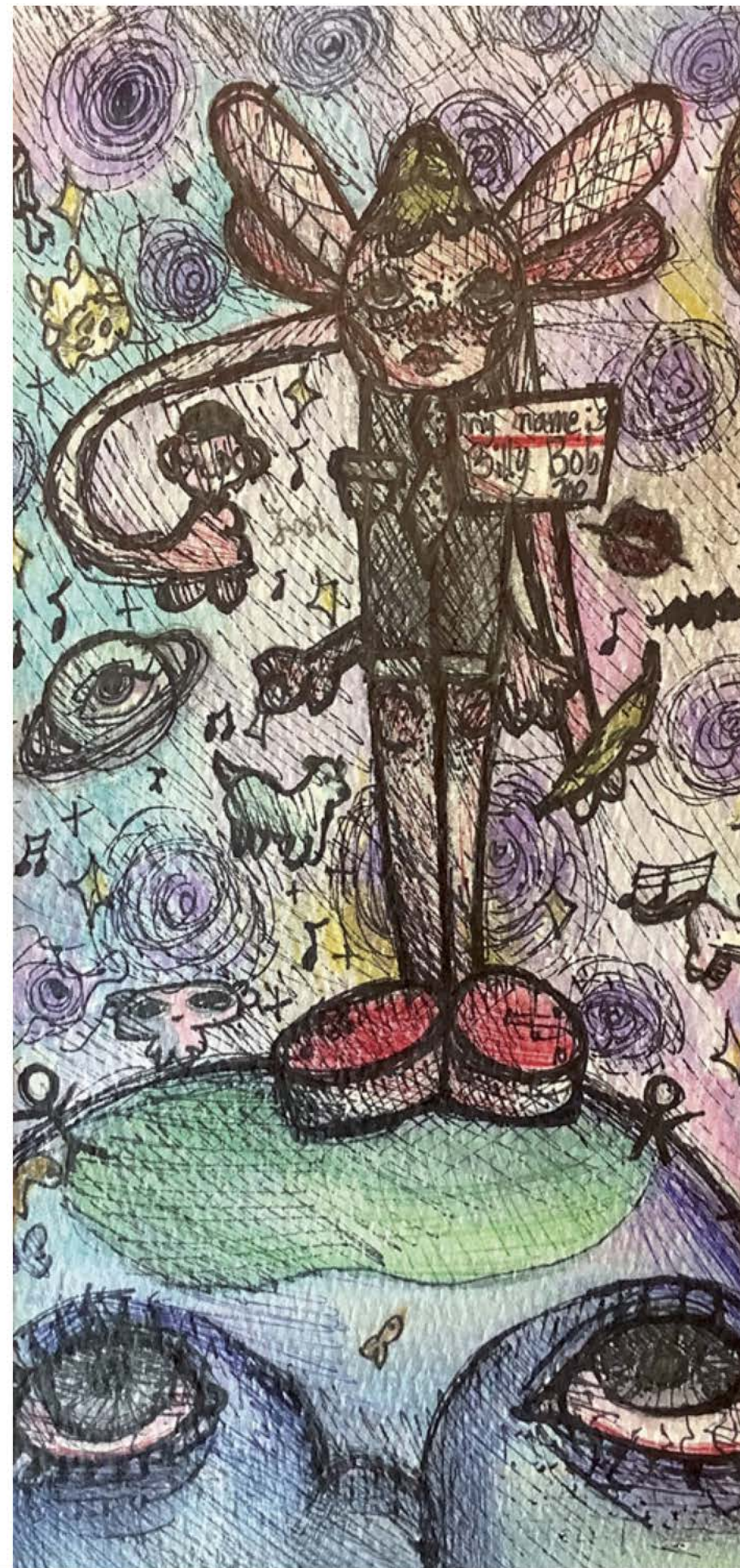


Center: Migrant education field trip to Rainbow Trout Farm. Top left: Play group for children using AAC devices. Top right: Exploring ecosystems in the migrant summer program. Right middle: LEEP student selects a song to express his emotions. Right bottom: Heron Creek student proudly shares his artwork.

Increasing educators' expertise

Students aren't the only learners during a school year. Teachers, administrators and other support professionals always are looking for opportunities to explore new best practices, boost their skillsets and collaborate with colleagues to share great strategies that resonate in the classroom. Thanks to a combination of resources, primarily the state general fund and targeted state and federal grants, Clackamas ESD offers a comprehensive set of educator professional development services, including:

- Relevant **professional learning and coaching** on topics including literacy, math, science, artificial intelligence, multilingual instruction and career technical education, all based on district priorities
- **Student engagement, health and well-being support** that includes training teachers and administrators on topics from suicide prevention to school climate improvement
- Engagement of **school counselors, nurses and other service professionals** in opportunities for collaborative learning and partnership
- Facilitation of the **High School Success Network**, a multi-district collaboration to identify and implement data-driven solutions to increase student achievement
- **Data collection, research and analysis** support to help educators make evidence-based decisions on how to invest resources to improve learning outcomes
- **Curriculum evaluation and implementation support** from subject matter experts
- **Equity training and support**, including coaching for educators on culturally and linguistically responsive teaching



34,000

hours of direct support provided annually to district educators by instruction experts

1,445*

teachers trained in instructional best practices

1,200+*

staff trained in critical student safety topics such as bias incident response and suicide prevention

120*

staff trained in Regional Flight Teams to provide crisis response to schools

90%

of Clackamas ESD training participants rate quality as "very" or "extremely" high

500+

nominations of 300+ teachers received for 2025-26 Regional Teacher of the Year, a record number for Clackamas County, representing more than 40% of the statewide nominations

* Multiple-year data



Focused literacy support helps raise reading achievement in Molalla elementary schools

Reading is the foundation for learning, which is why schools work so hard to build strong literacy skills in the early grades. At Clackamas ESD, we focus heavily on helping our regional educators create structured literacy lessons in their classrooms that will build successful readers. Our initiatives include immersive, week-long summer workshops; a year-long series of professional development seminars featuring experts in best-practices literacy instruction; and one-on-one work with school and district teams to support their unique needs.

One of our biggest regional success stories comes from the Molalla River School District, where we've coached district and elementary school staff on making adjustments to literacy instructional practices.

"Initial results are compelling," said Charlotte Gant, Clackamas ESD's early literacy consultant. "Fifty-six percent of at-risk elementary students ended the school year at or above reading benchmarks — a 22 percentage-point gain — after their teachers received a year of literacy coaching."

Learn more about the partnership that led to this success in our short video about the project:

clackesd.org/literacy-partnership



High School Success Network participants notch school attendance gains

During the 2023-24 school year, Clackamas ESD began convening the High School Success Network, a collaboration with student success teams from the Colton, Estacada, Gladstone, North Clackamas and West Linn-Wilsonville school districts. The group's initial goal: address chronic absenteeism in ninth grade by identifying root causes, experimenting with data-driven solutions and measuring their impact.

Fast forward two years, and these districts are seeing better regular attendance with their ninth grade students — an average 5% gain in regular attenders overall (compared to schools not in the network, where percentage of regular attenders fell an average of 3%).

Educators participating in the network have grown their skills in defining, implementing and measuring interventions that can improve student attendance. Successful strategies include calling caregivers after a student's second consecutive absence, which reduced the percentage of ninth graders on a district's 10-day "at-risk" list by 7% compared to the previous school year, and conducting empathy interviews with students, which led to improved attendance for 60% of those interviewed.



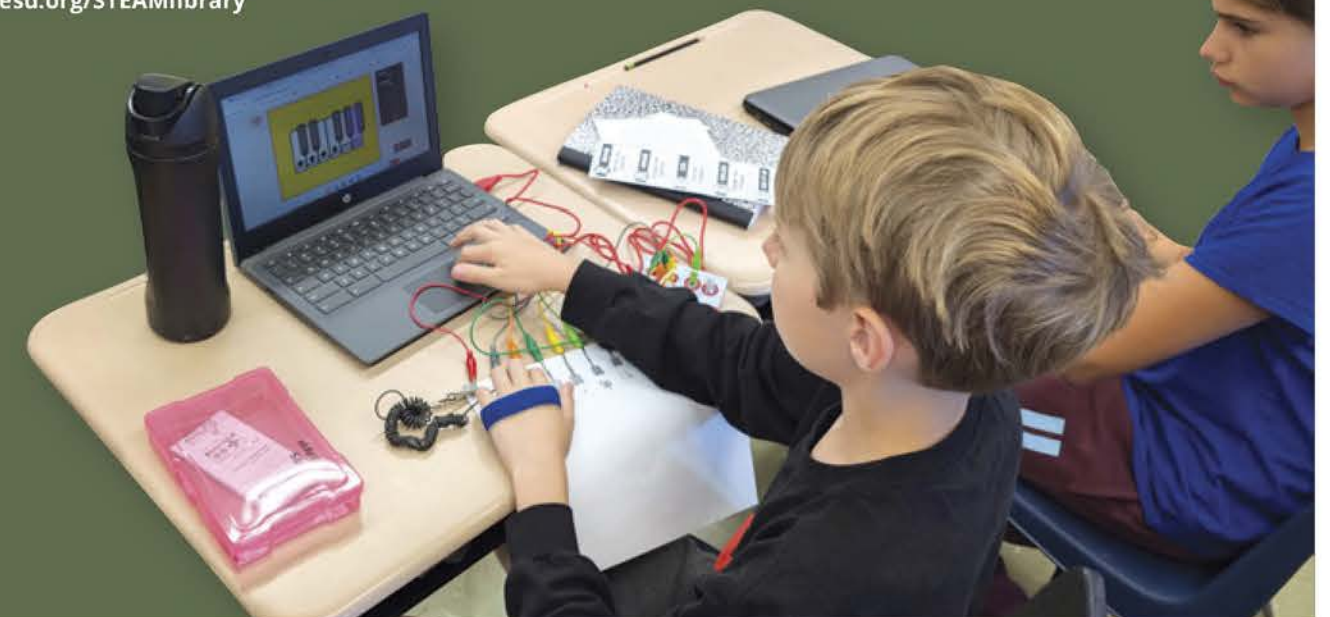
Full STEAM ahead to put more science tools in classrooms

In 2025, Clackamas ESD opened a STEAM Lending Library, a valuable new resource designed to enhance hands-on learning across our region. This curated collection of classroom-ready kits is intended to foster curiosity, creativity and engagement in science, technology, engineering, arts and math. The collection supports a variety of learning experiences, including transforming everyday objects into digital touchpads, engaging students in video game design, experimenting with circuits and sensors, or exploring environmental science through hands-on investigation. Whether educators are introducing early learners to the basics of programming or guiding older students through more advanced engineering or computer science projects, the STEAM Lending Library provides tools and activities to enrich instruction and deepen student learning.

All materials are available to borrow at no cost to K-12 educators in Clackamas County, with free delivery to schools facilitated by Clackamas ESD.

"The STEAM Lending Library is a game-changer," said Angie Arends, Clackamas ESD STEM specialist. "It removes the barrier of cost and access, making it possible for any teacher in the region to bring engaging, hands-on STEAM experiences into their classroom without needing to purchase expensive equipment."

Check out the STEAM Lending Library at clackesd.org/STEAMlibrary



In Molalla River, first graders explore coding with BeeBots and fifth graders learn about circuits with MakeyMakey.



Advancing instructional learning for school and district teams

Throughout the year, Clackamas ESD facilitates hundreds of professional learning opportunities large and small, all focused on helping school and district teams strengthen their skills and drive continuous improvement, leading to stronger outcomes for students.

A few of our large-event highlights from 2024-25:

- In May, educators from across the region gathered for the second annual **AI Empowered EDU conference**, a sold-out event dedicated to exploring the evolving role of artificial intelligence in education. Co-hosted by Clackamas ESD, Multnomah ESD, Northwest Regional ESD and the University of Portland, the conference grew from 300 attendees in 2024 to 350 in 2025, reflecting increasing interest in the conversation around the purpose, promises and pitfalls of AI in education.
- In August, Clackamas ESD hosted a week-long **literacy training workshop** for elementary educators from around the region, immersing them in the science of reading and building their expertise in creating structured literacy lessons in their classrooms.
- In October, more than 100 educators and support staff from around the state gathered at Clackamas ESD for the **Educational Interpreters and Translators of Oregon conference**. Attendees brought varying levels of translation expertise, and gained access to practical tools and strategies to support students and their families as they navigate a new language.

"I was a part of the ASIST [suicide prevention] training you did last week, and I just want to say a huge thank you. The training was so timely for me. I got to put my skills to use two different times last Friday, and felt way more comfortable and prepared for those conversations after having the ASIST training. It made those really difficult conversations a little bit easier because I felt so much more prepared. So THANK YOU!!!"

- SCHOOL PSYCHOLOGIST



Supporting students' mental health and school engagement

A small, grant-funded team at Clackamas ESD provides powerful, year-round support to our partner school districts every year as they seek to ramp up their support of students' physical, social and emotional health, a critical factor in keeping students engaged in school. Two key initiatives:

Saving lives with suicide prevention training

Oregon has one of the highest youth suicide rates in the country, and all districts are required to have student suicide prevention plans in place. We offer multiple forms of suicide prevention and intervention trainings to school and district staff throughout the year that elevate their sensitivity to potential suicide risk and give them successful tools to intervene in compassionate and non-threatening ways. Over a two-year period we've trained nearly 475 people who work with children and youth in suicide prevention strategies. We also train and coordinate Regional Flights Teams — school and district volunteers who provide crisis response support when it's needed. These teams sadly are asked to jump into action about 10 times each year.

Creating welcoming and accepting school climates for students

Students can't learn — and may not even come to school — if they don't feel safe to be themselves around staff and peers. A positive school climate is essential to student engagement and success. It can improve attendance, achievement and graduation rates.

We offer professional learning opportunities to help staff improve school climate from multiple angles. Our equity and inclusion coordinator works with administrators and district equity teams across our region to support planning, policies and practices that address barriers to student wellness and academic success. Over the past two years, we've helped 315 school and district staff learn more about how to identify and interrupt bias incidents, and better create learning environments free of discrimination, harassment and intimidation.

Several school districts also have brought us in to conduct "School Climate Begins in the Front Office" trainings for their front office staff. This four-part workshop helps school staff understand the trauma that many students bring with them to school, and learn skills to help them better connect with youth and make them feel safe and welcome. One of the districts that sent large numbers of staff through our trauma-informed practices training saw a 46% drop in discipline incidents in the following year.

"I am more aware of childhood trauma and the impact it may have on individual students."

"I feel like I have more tools in my pocket and encouragement to deal with difficult situations."

- COMMENTS FROM THOSE WHO HAVE ATTENDED OUR TRAUMA-INFORMED TRAININGS

300+

trainings and other professional development opportunities facilitated by our child care resource and referral team

1,500

children directly served annually through early childhood programs and partnerships

49

local, regional and state clients served by our technology services team

Partnering with families, schools and communities

All of Clackamas ESD's work requires partnerships — with school districts, educators, families, local and state governments, and many community organizations. We are connectors and conveners, always looking to build relationships, enhance systems and leverage existing resources to expand educational opportunities available to children of all ages. Read on for a few highlights of our collaborative work over the past year.

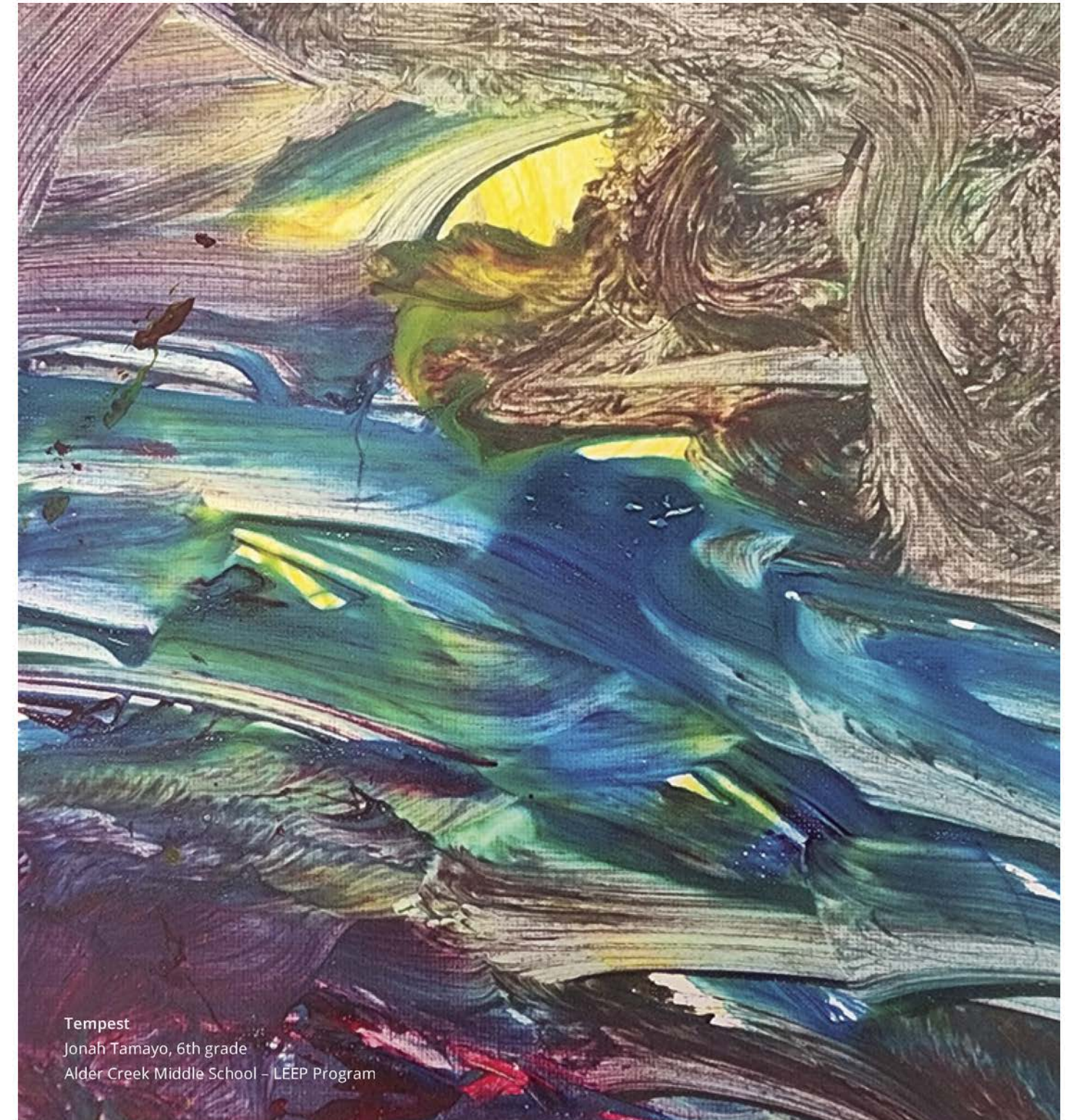
LEEP family nights celebrate culture, community and connection

During the 2024-25 school year, our Life Enrichment Education Program hosted a series of family nights that brought students, families and staff together to celebrate cultural traditions

through food, music, art and entertainment. These joyful events created meaningful moments of connection, helping students build confidence, community and a sense of belonging.

From a cozy fall-themed evening to festive celebrations of the Lunar New Year and winter holidays, each event highlighted the richness of diverse cultures. Highlights included a West African drum and dance performance by Sebé Kan, a Lunar New Year celebration featuring White Lotus Dragon & Lion Dance, and a vibrant Fiesta de Colores with live mariachi music by Panchito Aguirre y su Mariachi Chapala.

These events reflect the dedication of LEEP staff, who consistently go above and beyond to create enriching experiences for students outside the classroom. Their efforts help strengthen school-family connections and ensure students feel seen, valued and supported in every part of their educational journey.



Tempest
Jonah Tamayo, 6th grade
Alder Creek Middle School – LEEP Program



Northwest Connect Career Hub: a new school-to-employer link

School districts eager to expand relationships with area businesses to enhance career technical education programs have a new link through the Northwest Connect Career Hub. Clackamas ESD worked with multiple partners to launch this new online platform in 2025 to give educators better direct access to regional employers to collaborate on CTE initiatives. Through the Northwest Connect Career Hub, schools can reach out to regional employers to explore guest speakers, company tours, job shadowing and internship opportunities, and career fair support. Dozens of regional employers and educators used the tool in its early months, and the hub has now expanded statewide and into southwest Washington.



Clackamas Early Learning Center serves 700+ children in its first year

Clackamas ESD's Clackamas Early Learning Center completed its first year of operation in 2025. About 600 young children were screened and evaluated at the center to determine if they qualify for free early intervention and special education services. The center also houses four preschool classrooms and two infant/toddler classrooms serving more than 115 children, operated through multiple partnerships with the Head Start to Success and Preschool Promise programs, the Clackamas County Children's Commission and the Future Generations Collaborative. The early learning center focuses on providing inclusive and culturally responsive education services to children and families from underserved populations, including those experiencing poverty or disabilities, and families who speak languages other than English.



"It's so important that child care facilities, preschools and other environments that care for and educate young children are true communities of belonging. That's the magic of what we have been able to create here in Clackamas County."

- SARA SNOW



State "caring communities" tour highlights Clackamas ESD early childhood programs

Clackamas ESD's unique set of early childhood support programs, featuring multiple services and plentiful partnerships, were on full display for the spring 2025 "Caring Communities Tour" conducted by leaders of the Oregon Department of Early Learning and Care. The visiting DELC team toured the Gladstone Center for Children and Families, Sunshine Early Learning Childcare Center and Clackamas ESD's own Clackamas Early Learning Center to see first-hand our successes in supporting care and education for children birth to age 5.

"State and federal investments in our early learning programs have allowed us to deliver services to more children, more often, at more locations, and to collaborate with many partners to ensure children with special needs are served in inclusive settings," said Sara Snow, director of early intervention and early childhood special education

programs at Clackamas ESD. "It's so important that child care facilities, preschools and other environments that care for and educate young children are true communities of belonging. That's the magic of what we have been able to create here in Clackamas County."

Clackamas ESD's early childhood programs directly serve about 1,500 children each year. We have agreements with most regional school districts to evaluate preschool children for developmental delays that affect learning. If extra support is needed, we provide those specialized services in children's homes and in preschools across the county; some we run ourselves, like our Head Start to Success classrooms, and many in partnership with other organizations. We also serve thousands of children indirectly through our child care resource and referral service; we provide child care providers with training and other support to deliver high-quality care.



Compass to Connection: A new suicide prevention app to support youth and their families

In fall 2025, Clackamas ESD was excited to launch Compass to Connection, a new suicide prevention app created by and for youth in Clackamas County. This new free digital app is a toolkit to help youth, young adults, parents and caregivers navigate complex mental health challenges, identify risk factors and warning signs, access resources and practice self care. Clackamas ESD partnered with LRIS Mobile Apps and the Youth

and Young Adult Action Team from the Suicide Prevention Coalition of Clackamas County to create this relevant new tool that youth will use and help promote among their peers. Compass to Connection is available for free download in the Apple and Google Play app stores.



Students and school leaders talk education with legislators

For the second consecutive year, Clackamas ESD was honored to collaborate with Clackamas Community College to host a December legislative breakfast on the CCC campus. Just prior to the 2025 Oregon legislative session, more than 80 K-12 and community college students and education leaders had the chance to talk informally with Congresswoman Janelle Bynum and eight other locally elected state legislators and legislative staff

members. Topics included education challenges and opportunities, the day-to-day realities in our schools, and our shared commitment to supporting children and families in as many ways as possible. Clackamas ESD Superintendent Larry Didway and CCC President Tim Cook co-hosted the event, and shared information about state education funding priorities that helped spur enlightening table conversations.

Clackamas ESD hosts children's vaccination clinic

In mid-winter, Clackamas ESD coordinated and hosted a clinic where nearly 90 children received vaccinations they needed to remain in school. Our partners Clackamas Community College, Clackamas County, the Oregon Public Health Division and Clackamas Free Clinic - Volunteers in Medicine made facilitation of this clinic possible. We're especially grateful to the medical specialists from Clackamas County Public Health, student nurses from CCC, nursing instructors from OHSU, English-Spanish translators and staff from the Oregon Health Authority for their incredible support in making this event a success.



Elevating emergency preparedness with regional partners

In May 2025, Clackamas ESD coordinated a day-long event that cemented regional emergency planning partnerships. More than 50 representatives from all 10 Clackamas County school districts, Clackamas Community College, local police and fire departments, and the Oregon Department of Education gathered at the Clackamas County Fairgrounds for a county-wide reunification exercise and workshop — a vital step toward strengthening regional preparedness and ensuring student safety. This workshop was a major milestone in a two-year effort to coordinate and align emergency management practices and protocols across the county. Schools and public safety agencies now will be better prepared to prevent, mitigate and effectively respond to all types of hazards or emergencies.



Our technology support team: tackling big projects with a smile

Some of Clackamas ESD's most important collaborative work goes on behind the scenes — especially in the area of technology. We provide an array of technology services throughout our region — and the entire state — to keep organizations running smoothly and securely.

We tackled a major project in 2025: moving a software tool (Infinite Visions) used by all 10 of our partner school districts

to manage finance and human resources systems to a new location on the "cloud" — a network of remote servers on the internet. This was an important security upgrade, but a complex and stressful transition for districts. Two of our business information software application developers, Joshua Hill and Adam Mann, led this multi-month migration project, on top of their regular responsibilities.

Adam and Joshua consistently ensured that our customers felt supported every step of the way. They invested countless hours meeting with every district, both virtually and onsite, providing guidance, testing and hands-on assistance.

"Their efforts made what could have been an overwhelming experience into a smooth and even pleasant one for district staff on their first day in the new system," said their supervisor, Chris Kolb. "Their ability to listen, adapt and deliver outstanding customer service set a high standard for how we support our partners."

Joshua and Adam are both early in their careers at Clackamas ESD.

Joshua grew up in northern Idaho and joined our organization in 2024, transitioning from

technology support work in the health care industry. Interested in technology since childhood, he has a bachelor's degree in computer science but had not previously worked in education before coming to Clackamas ESD.

"One thing I really appreciate about this organization is the focus on service rather than profit," Joshua commented.

Adam, an Illinois native, spent 10 years as a librarian in the San Francisco Bay Area before spending a year and a half teaching himself to code during the COVID pandemic. Clackamas ESD is the first stop in his three-year-old tech career.

"Clackamas ESD is without a doubt the most positive work environment I've ever been a part of," Adam shared. "In visiting our districts over the summer, I was extremely heartened by how warmly we were welcomed. I've even received a handwritten note and a plate of brownies from someone I recently helped."

"All the people we support are doing crucial work so people can get an education. It gives me a big sense of purpose to help make their lives smoother."

- JOSHUA HILL

Both Adam and Joshua cited the positive relationships they've built with district colleagues as key to their job success and satisfaction. They're also each other's biggest fans.

"Joshua is extremely friendly and empathetic, researching even the smallest issues if it will help a customer," Adam said. "He's better at customer service than anyone I have ever met."

"All the people we support are doing crucial work so people can get an education," Joshua commented. "It gives me a big sense of purpose to help make their lives smoother."

A letter of thanks to Joshua and Adam:

"I want to sincerely thank you both for your incredible support during the Visions migration. Your kindness, patience, and willingness to help made a big difference for our team. You went above and beyond — whether it was answering questions, troubleshooting issues, or simply being available when we needed guidance. Your dedication and teamwork ensured a smooth transition, and I am truly grateful for the extra effort you put in. It was a pleasure working with you on this project, and I deeply appreciate everything you did to make it successful."

- SCHOOL DISTRICT LEADER



Celebrating achievement

There is so much going on in Clackamas County schools to be celebrated. At Clackamas ESD, we take every opportunity we can to honor achievements of students and educators in our region. For those students we serve directly, we work hard to extend the joy of learning and peer connections beyond the classroom.



LEEP and Heron Creek graduations



Head Start to Success carnival

Staff in our Head Start to Success preschool class at Mount Scott Elementary hosted a vibrant, carnival-themed spring event for students and their families. Students, siblings and parents alike jumped in to so many fun activities, from navigating an obstacle course to slime making. Thanks to a partnership with the Environmental Learning Center at Clackamas Community College, each family went home with a free "water wizards" kit packed with everything they need to do several fun, hands-on water-themed learning activities at home.



LEEP track meet

This much-anticipated annual event held in May includes a boisterous opening parade and a day of fun-filled races and field activities for LEEP students. Our 2025 track meet was especially meaningful as we celebrated Karen Morley, our veteran adaptive PE teacher, who has been the driving force of the event since its beginning. Karen retired in June 2025 after a 35-year career with Clackamas ESD.



Karen Morley



Heron Creek holiday bazaar

Heron Creek Therapeutic Program students showcased their artistic skills and festive cheer at a special holiday bazaar in December. Plenty of handmade treasures were offered for sale, from holiday cards and decorations to cookie mixes and 3D-printed soda can covers — each item crafted with care by the students themselves. The students used proceeds from the bazaar to help fund Heron Creek classroom enrichment activities.



Heron Creek carnival

Our Heron Creek Therapeutic Program's annual spring carnival in May 2025 was loads of fun and also a student learning experience. Students built social emotional skills by collaborating to plan the event and create all the carnival games. Their growth as school citizens paid off at carnival time: Students redeemed tickets they earned throughout the year for safe, respectful and responsible behavior to play games, eat snacks and choose awesome prizes. Families were also welcome to join the fun, making it a truly special community event!





Addicted
Sophia Olson, 12th grade
Molalla High School

The Ugly Mermaid
Sydney Collins, 10th grade
Gladstone High School



Clackamas ESD Regional Art Show

Well over \$100,000 in potential scholarships and other prizes were presented to nearly 50 middle and high school student artists at the ninth annual Clackamas ESD Regional Art Show awards ceremony in April 2025.

Wilsonville High School senior Nikolai Kurashov took home "Best in Show" honors for his provocative ink and acrylic paint drawing "We Are Machine."

Oregon City High School senior Kylee Turner was the featured speaker, and gave a moving talk about how she uses art to elevate social justice issues.

The awards ceremony honored the nearly 200 students in all 10 Clackamas County school districts who submitted artworks to this year's show, and was preceded by a reception for student artists and their teachers and families. The generous prizes offered to students were made possible by the sponsorship of Pacific Northwest College of Art, Clackamas Community College, Venvino Art Studios, Lake Oswego Festival of the Arts and the Clackamas River Basin Council.

Pacific Mountain Mist
Chloe Kim, 8th grade
Baker Prairie Middle School
Staff Choice Award



Watching World Domination
Ava Rosier, 12th grade
Adrienne C. Nelson High School

Forgotten in My Eyes, Stored in My Heart
Lily Horn, 12th grade
Estacada High School
Superintendent's Choice Award



We Are Machine
Nikolai Kurashov, 12th grade
Wilsonville High School
Best in Show Award



Regional Teacher of the Year: Margot Peek



The first all-school assembly of the year at Willamette Primary School in West Linn in September 2025 was a special one: We used it to surprise second-grade teacher Margot Peek, naming her our 2025-26 Regional Teacher of the Year for Clackamas County.

West Linn-Wilsonville School District Superintendent Kathy Ludwig, Clackamas ESD Superintendent Larry Didway and other special guests walked in to the early-morning assembly to share the news of Margot's honor, to the delight of the school's students and staff.



"She is the most genuine, enthusiastic and expert teacher I have ever seen. She makes every student feel as if they matter and are capable of success."

- EXCERPT FROM A PARENT LETTER NOMINATING MARGOT PEEK FOR TEACHER OF THE YEAR

Clackamas ESD facilitates the Regional Teacher of the Year nomination and selection process for Clackamas County. Margot was chosen from more than 500 nominations of 300+ teachers in 2025-26.

Margot has spent her entire 17-year career teaching in the West Linn-Wilsonville School District. She received multiple glowing nominations from parents, students and colleagues for the Teacher of the Year award, all citing the culture of belonging she creates in her classroom, and her heartfelt devotion to helping every student learn and grow. One parent, a former teacher himself, said, "She is the most genuine, enthusiastic and expert teacher I have ever seen. She makes every student feel as if they matter and are capable of success."

"Margot is an incredible educator who has done amazing things for students during her time at Willamette," said Superintendent Ludwig. "She embodies the best qualities of a great teacher, elevating student outcomes across all content areas while creating a learning environment that allows students to grow into better people."

"It's rare to find an educator with such an exceptional combination of talent, compassion and dedication to her craft," said Willamette Primary School Principal Nicole Minor. "Margot has an unwavering commitment to supporting each and every one of her learners, tailoring her instruction to meet their diverse needs while fostering independence and confidence. Her empathy, patience and innovative approach ensure that every student feels seen, valued and capable of success — academically, socially and emotionally."

The Teacher of the Year awards program is sponsored by the Oregon Department of Education, in partnership with the Oregon Lottery. Regional winners receive a \$1,000 cash prize.



A tribute to Nadene Duffield Clackamas ESD Board of Directors 1996 – 2025

This year, we celebrate the remarkable contributions of our longest-serving board member, Nadene Duffield, who concluded nearly 30 years of service on June 30, 2025. Nadene joined the Clackamas ESD Board of Directors in 1996, and served the organization through three superintendent transitions, two building moves and significant expansion of ESD services.

Nadene brought decades of experience as an educator to the board, including 21 years as an elementary school teacher in the Oregon City School District. Throughout her board tenure, she was a relentless advocate for children who face the most barriers to learning, promoting expanded ESD services to bring more equity to our education system. A deeply compassionate and reflective leader, she consistently recognized the dedication of our staff and championed the needs of students with special needs. With quiet resolve and unwavering purpose, she has helped ensure that every child receives the support they need to grow and flourish. The impact she has made on our community is beyond measure.



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Long descriptions

Figure on page 7

The image features a smiling graduate standing proudly while holding a diploma. The individual is dressed in a black cap and gown, which is a traditional outfit for graduation ceremonies. Around their neck, they wear green stoles, which may signify academic honors or achievements. The diploma reads 'Portland State University,' indicating the institution from which the graduate has completed their studies. The background is mostly plain, focusing attention on the graduate's expression of joy and accomplishment. This moment captures the significance of graduation, representing the culmination of hard work and dedication in pursuing higher education.

Figure on page 13

The image is divided into two sections. The upper section shows three children on a playground. Two girls are sliding down a blue slide on a grassy hill, while a boy stands at the top, preparing to slide down. The playground is surrounded by a fence and features colorful play equipment. The ground is covered in artificial grass with some fallen leaves scattered around. The lower section depicts two boys engaged in an art activity indoors. They are seated at a table with trays of materials. One boy, wearing a red shirt, is placing leaves onto a paper, while the other boy, dressed in a light-colored shirt, is focused on his artwork. The classroom has colorful decorations and educational materials visible in the background.

Figure on page 16

The image features two men seated at their respective desks in an office setting. On the left, a man with long hair and a beard is dressed in a dark sweater and brown pants, sitting comfortably in a blue office chair. His desk is equipped with two computer monitors displaying code, along with headphones and a green mug. On the right, a man with short hair and a beard is wearing a patterned shirt and jeans, seated in a black office chair. His

workspace includes a single monitor, a coffee mug, and various office supplies. Above them, a globe is placed on a shelf, and there are folders and personal items visible in the background. The overall atmosphere suggests a collaborative and friendly work environment.

Figure on page 19

The image showcases a collection of artworks displayed together. On the left, there is a sculpture resembling a television set with a colorful screen, resting on a textured base. Adjacent to it is a painting of a figure with a fish head, depicted in vibrant colors against a dark background. Next, a watercolor landscape illustrates a serene scene with mountains and pine trees reflected in a lake, showcasing soft blues and greens. To the right, a monochromatic drawing presents a tranquil riverside view with bare trees and a calm water surface. At the bottom, a striking piece features a series of abstract faces with exaggerated features, set against a bold red background, creating a dramatic contrast. Each artwork represents different artistic styles and themes, contributing to a diverse visual experience.

Figure on page 20

The image features Margot Peek, the recipient of Oregon's Teacher of the Year award, standing proudly with a bouquet of flowers. She is flanked by two colleagues, one on her left and one on her right. In front of her, a group of enthusiastic students, both boys and girls, hold a banner that reads 'Margot Peek, Oregon's Teacher of the Year, Regional Winner, Willamette Primary School.' The background displays colorful bulletin boards with various positive messages and behavioral expectations for students. The setting is a school assembly, highlighting the celebration of Margot's achievement.