



Lake  
Orion  
Community  
Schools

# LOCS STRATEGIC PLAN

## YEAR ONE 2022-23

THIRD PRESENTATION -- MAY 10, 2023



# GOALS

## FOCUS AREAS

- Academics & Programs
- Communication and Community Engagement
- Operations
- Learning Environment and Culture
- Personnel and Leadership



# ACADEMICS & PROGRAMS

**Goal Statement:** Lake Orion Community Schools will increase opportunities and flexibility for all Dragons.

## Enrichment -- Term 4 progress/Year 1 Review

Increase the number of enrichment opportunities for elementary/middle schools

- Collected previous enrollment numbers in GAP programming from each school and tracking enrollment this year
- GAP coordinators have been informally trained on Local Level payment system
- GAP coordinators have shared programming ideas to increase participation and offer new classes at all schools
- Continue to meet monthly

## Year 1 Outcomes

- Gap #'s for elementary (2022-23)
  - Blanche Sims Elementary (Fall 184, Winter/Spring 304)
  - Carpenter Elementary (Fall 196, Winter/Spring 309)
  - Orion Oaks Elementary (Winter 48, Spring 73)
  - Paint Creek Elementary (Fall 148, Winter/Spring 84)
  - Stadium Drive Elementary (Fall 49, Winter/Spring 169)
  - Webber Elementary (Fall 85, Winter/Spring 167)
- Gap #'s for middle
  - Oakview Middle School (Fall 56, Winter/Spring 79)
  - Waldon Middle School (Fall 62, Winter/Spring 158)
  - Scripps Middle School (Fall 66, Winter/Spring 193)

## Year 2 Planning

- Will continue to conduct student interest survey at the beginning of the year
- Offer and promote activities, collect data

## Year 2 Outcomes

- Gap #'s for elementary
- Gap #'s for middle

# ACADEMICS & PROGRAMS

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## Scheduling -- Term 4 progress/Year 1 Review

Increase the number of flexible scheduling options for high school students

- Created a video and flyer detailing instructional options for students, this was presented at scheduling events for all secondary students
- Create open lab for 2023-24 where students can remain in building and take online classes

## Year 1 Outcomes

- Diversified Curriculum numbers from 2022-2023
- Survey students

## Year 2 Planning

- Highlight different scheduling/program opportunities throughout the year
  - LO-AM announcements
  - Parent University
- Open and monitor online lab
- Track data for diversified course offerings

## Year 2 Outcomes

- Diversified Curriculum Numbers from 2023-2024

# ACADEMICS & PROGRAMS

**Goal Statement:** Lake Orion Community Schools will increase opportunities and flexibility for all Dragons.

## Curriculum -- Term 4 progress/Year 1 Review

Deliver relevant and rigorous curriculum

- Committee developed for K-12 sex education
- K-5 math pilot committee formed and met in May (math programming has not been updated for 10 years)
- Final group of FSC/General SW/teachers trained on Feb 4 for executive functioning
- End of year meeting with FSC/General Ed Social workers to review year
- Two middle school LRC program staffers are attending training and piloting Math 180, an intensive math program

## Year 1 Outcomes

- Committee in place for K-12 sex education and will meet before end of school year
- Committee finalized and will meet to discuss math programs to pilot before end of year
- Math 180 is being implemented, teachers receiving coaching from Math 180, continuing to review student achievement data to determine if a full implementation will happen in 2023-2024

## Year 2 Planning

- Sex education committee work to update curriculum
- Elementary math committee pilot programs
- Continue to adapt FSC/Gen Ed social workers role to meet student needs

## Year 2 Outcomes

- Updated sex education curriculum
- Math program selected

# ACADEMICS & PROGRAMS

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## World Skills -- Term 4 progress/Year 1 Review

Provide programming and instruction that reflects current world skills

- Policy and guidelines completed for International Travel
- Student spring break trip to Puerto Rico in 2023-24 approved
- Wendy Baeckeroot trip coming to Board of Education for approval in June

## Year 1 Outcomes

- Policy and guidelines developed and implemented

## Year 2 Planning

- Implement policy and guidelines

## Year 2 Outcomes

- Approval of international travel trips

# ACADEMICS & PROGRAMS

**Goal Statement:** Lake Orion Community Schools will increase opportunities and flexibility for all Dragons.

## Technology -- Term 4 progress/Year 1 Review

Utilize technology to enhance instruction and student achievement

- All Covered transition meetings will continue and expected to be complete by July 1, 2023
- Teacher consultants will have completed all 4 assistive technology trainings by the end of the school year. Resources are shared with whole department and located on the staff portal

## Year 1 Outcomes

- Transition progressing slightly ahead of schedule. All Covered transition final on July 1, 2023

## Year 2 Planning

- Embed All Covered in district
- Create tech action plan for focus areas

## Year 2 Outcomes

- Tech transition

# COMMUNICATION AND COMMUNITY ENGAGEMENT

**Goal Statement:** Lake Orion Community Schools will enhance district communications and increase community engagement in schools.

## Adult Enrichment -- Term 4 progress/Year 1 Review

Expand opportunities and outreach adult enrichment

- Implement new programs based on survey
  - Mommy & me sport; Parent & child painting; Pilates; Photography; Cookie Decorating; Country Western Couples Dance; Weekend pickleball and more evening pickleball

## Year 1 Outcomes

- Number of participants
  - Mommy & me sport; Parent & child painting; Pilates; Photography; Cookie Decorating; Country Western Couples Dance; Weekend pickleball and more evening pickleball

## Year 2 Planning

- Conduct survey
- Offer courses based on community interest

## Year 2 Outcomes

- Number of participants

# COMMUNICATION AND COMMUNITY ENGAGEMENT

**Goal Statement:** Lake Orion Community Schools will enhance district communications and increase community engagement in schools.

## Community Connections -- Term 4 progress/Year 1 Review

### Increase community business partnerships

- A Dragon Community Champions group was initiated and met
- The fourth Orion Opportunities event was held
- A traditional College Fair (military, community college, and trade schools included) was held at LOHS (First since 2019)
- Conversations with OCC to bring a Dual Enrollment or Early Middle College HVAC program to LOHS for the 2024-25 school year
- Second round of 8th grade students from all three middle schools will be visiting OCC to learn about their CREST and EMIT programs
- Rosa Everitt is working with Chief Pender from the Lake Orion Fire Department to discuss an after-school Fire Academy Program/Club for students interested in going into Fire Science
- In the 2023-24 school year, Lake Orion High School Career and Technical Education Department will be introducing HOSA (Future Health Professionals Organization)
- The Rochester University EMC or LOSEC (Lake Orion Community Schools Early College) is underway
- Multiple partners attended the Safety Summit

### Year 1 Outcomes

- Connection with GM Orion Plant
- Delta Technologies manufacturing day
- Orion Opportunities at LOHS
- Residential Development discussions with Village & Townships
- Flagstar Bank supporting Special Education Programs
- Dragon Community Champions development
- Champions of Hope and Leadership podcast

### Year 2 Planning

- Continuing/expanding work with community partners
- Consider alumni connections

# OPERATIONS

**Goal Statement:** Lake Orion Community Schools will maintain and enhance operations and facilities.

## General Fund/Sinking Fund Operating Millage -- Term 4 progress/Year 1 Review

- Continued communications with legal counsel on election timelines
- Continued updating of Finance Subcommittee
- Engaged BB&C for election support

## Year 2 Planning

- Establish election planning strategy
- Establish a working meetings schedule
- Develop campaign and communication plan
- Execute campaign and communication plan – June – September 2023.

## Alternate Revenue Sources -- Term 4 progress/Year 1 Review

- Shared Time Services
  - FY2023 STS FTE exceeded planned 40 FTE – actual 60 FTE increase
  - Continued client recruitment
  - De La Salle High School in pipeline
- New cell tower development
  - TowerCo – Verizon continue their due diligence process.
- Property sales/closures
  - No update

## Year 2 Planning

- Shared Time Services
  - Increase total FTE by 85 to an estimated 300
- New cell tower development
  - Completion of Due Diligence and Township approval process
  - Prepayment of first term rent
- Property sales/closures
  - Sale of Blanche Sims parcel #09-01-302-017 to McLaren
  - To be executed in Fall of 2023

# OPERATIONS

**Goal Statement:** Lake Orion Community Schools will maintain and enhance operations and facilities.

## Manage District Bond Projects -- Term 4 progress/Year 1 Review

- Financial & Construction oversight
  - Cash supply balanced with demand
  - Maximized (arbitrated) investment revenue

## Year 2 Planning

- Financial & Construction oversight
  - Rebalance cash flow to anticipated needs
  - Maximize investment revenue
  - Project budget to actual cost experience and timeline on target

## Future Bond Projects

- 2023
  - Oakview Middle School Secure Entrance
  - Waldon Middle School Secure Entrance
  - Pine Tree Center Secure Entrance
  - Blanche Sims Elementary Furniture
- 2024
  - Oakview Middle School Remodel and Sitework
  - Waldon Middle School Remodel and Sitework
  - Paint Creek Elementary (Renovation/STEM/Cafeteria)
- 2025
  - CERC
  - Lake Orion High School (Including stadium team and concessions)
- 2026 (If funds available)
  - Administration Building
  - Moose Tree

# LEARNING ENVIRONMENT AND CULTURE

**Goal statement:** Lake Orion Community Schools will provide a learning environment where all students and staff feel safe, supported, honored and respected.

## SEL -- Term 4 progress/Year 1 Review

Implement Social Emotional Learning (SEL)

- Students in 9-12 completed MySAEBRS in February
- EOY SAEBERS May 1-12 all levels
- A district wide SAEBERS protocol has been developed
- Staff training on threat assessment continues as new staff are hired
- Threat assessment updates and resources are shared with all trained staff
- Continuing to pursue further threat assessment training for the trained staff

## Year 1 Outcomes

- SAEBERS data
- Staff trained in threat assessment protocol

## Year 2 Planning

- Continue SAEBERS, MySAEBERS
- Threat assessment group training
- Analyze SEL data and review SEL programming to ensure student needs being addressed

## Year 2 Outcomes

- SAEBERS data
- Staff trained in threat assessment protocol

## DEI -- Term 4 progress/Year 1 Review

Implementation and review of current Diversity, Equity and Inclusion (DEI) framework, structures, and leadership

- Embedded DEI strategies into instructional practices by sharing Thoughtful Thursday, monthly Canvas, DEI 5 at monthly staff meetings and updated DEI padlet
- All staff reflection on DEI IDP
- Conduct a DEI staff survey. Review staff survey results and work with DEI coordinators to create a plan for 2023-2024

## Year 1 Outcomes

- Staff survey results
- Staff evaluation with IDP goal

## Year 2 Planning

- Implement plan for 2023-24

## Year 2 Outcomes

- Staff survey results
- Staff evaluation with IDP goal
- Staff training

# LEARNING ENVIRONMENT AND CULTURE

**Goal statement:** Lake Orion Community Schools will provide a learning environment where all students and staff feel safe, supported, honored and respected.

## Individualized Instruction -- Term 4 progress/Year 1 Review

Provide individualized instruction and monitor student progress for all students

- Board presentation on MOY testing scores Feb. 8
- Elementary MTSS process implemented, reviewed and revised accordingly
- Student Services coordinator is meeting with each middle level building to gather information on their MTSS process
- Academic tutoring is still in progress and on going.
- MICIP data is continuing to being collected
- 5 additional special ed PD days scheduled and 6 additional staff attended IEP Coach training at Oakland Schools
- Special Ed new website is now live and contains mission, collective commitments and all policies and procedures
- Special ed staff continues to train all new staff in executive functioning

## Year 1 Outcomes

- Number of students receiving services for BOY (417) to EOY (287)

## Year 2 Planning

- Middle School and High School MTSS process implementation
- BOY, MOY, EOY presentation to Board
- Offer targeted academic tutoring
- Continue compliance training for all staff
- Additional para trainings will be added

## Year 2 Outcomes

- Number of students receiving services for BOY to EOY

# LEARNING ENVIRONMENT AND CULTURE

**Goal statement:** Lake Orion Community Schools will provide a learning environment where all students and staff feel safe, supported, honored and respected.

## Learning Environment -- Term 4 progress/Year 1 Review

Create a learning environment conducive to meeting students' affective needs

- Jason Larsen has completed 2 Restorative Practices presentations at MASSP, 3 family conference/mediations, 2 staff mediations and 2 PDs
- Attendance committee has created a consistent cadence of letters for specific numbers of days absent, letters have been revised, handbook verbiage updated and a flow chart has been created to make sure there is consistency among all buildings
- Navigating your child's feelings Parent University/NOCC event was held February 16 with over 100 parents attending.
- Administrator surveys will be administered and reviewed in evaluation meeting
- Special ed added an additional playgroup to provide additional modeling and resources for our parents. Special ed evening programs are being provided based on parent feedback

## Year 1 Outcomes

- Parent University attendance numbers
- Reduce number of chronic absences
- P2 survey (staff, students, community)

## Year 2 Planning

- Implement attendance protocol
- Add affective topics to Parent University along with parenting resources
- Teacher surveys will be administered
- Continue to increase parent involvement by partnering with Orion Township library to offer parent education
- Staff PD regarding conflict management
- Parent University regarding conflict management

## Professional Development/ Year 1 Review

Enhance employee skills and knowledge through professional development

- Professional development continues as planned
- New hire teachers offered and attended a variety of PD both during school hours and after school
- SIOE (EL) training completed

## Year 1 Outcomes

- Number of teachers trained (470)
- Number of teachers attended SIOE training
- 40 teachers/support staff completed S.I.O.P.
- 3 Gen Ed teachers added NS endorsement
- 5 teachers (4 Gen Ed/1 LSS) current pursuing endorsement (3 have passed MTTC test so are close to officially adding endorsement)

## Year 2 Planning

- Implement PD plan for 2023-24

## Year 2 Outcomes

- PD plan for 2023-24

# LEARNING ENVIRONMENT AND CULTURE

**Goal statement:** Lake Orion Community Schools will provide a learning environment where all students and staff feel safe, supported, honored and respected.

## **Mental Health -- Term 4 progress/Year 1 Review**

Support staff mental health needs

- Frugal February Challenge (Financial Wellbeing)
- Spring Cleaning Bingo (Social Emotional Wellbeing)
- Finalize planning for the Wellbeing Fair May 25
- Committee members participated in CPR training

## **Year 1 Outcomes**

- Quarterly Challenges were resurrected
- Wellbeing Fair to be held May 25, 2023
- Committee members have been instrumental in sharing information about the Employee Assistance Program (EAP)
- Wellbeing representatives collaborated and shared ideas.

## **Year 2 Planning**

- Committee is scheduled to meet on May 31 to debrief on the Wellbeing Fair and begin planning for the 2023-2024 school year

# PERSONNEL AND LEADERSHIP

**Goal statement:** Lake Orion Community Schools will attract, retain, and value exceptional staff.

## Negotiations --

### Term 4 progress/Year 1 Review

Successfully negotiate expiring Bargaining Agreements with responsibility

- C5 bargaining is in progress
- LOSA bargaining is in progress

### Year 1 Outcomes

- It is expected that the LOEA and LOSA contracts will be ratified prior to June 30

### Year 2 Planning

- AFSCME contract negotiations

## Leadership Development -- Term 4 progress/Year 1 Review

Develop Leadership Capacity Building program

- Task building principals to follow up with staff who expressed interest through the survey about ways to support those staff with their leadership capacity
- Re-open survey for building principals to follow up with staff (during eval meetings) who have not completed the survey but have leadership capacity and ask the staff to complete the survey to build a bigger pool of potential leaders - share with admin at May 9 leadership meeting

### Year 1 Outcomes

- The committee gathered leadership interest from staff and have promoted and supported those in building their leadership capacity

### Year 2 Planning

- Explore options to create a LOCS Inspiring Leadership groups
- Survey current administrators to see if anyone is interested in forming a group who would like to move into central office positions
- Ask current staff who completed the leadership interest survey to see if they would like to be part of an Inspiring Leadership program in LO
- Explore teacher-in-charge protocols

# PERSONNEL AND LEADERSHIP

**Goal statement:** Lake Orion Community Schools will attract, retain, and value exceptional staff.

## Recruitment -- Term 4 progress/Year 1 Review

Expand Community Recruitment Opportunities

- Consider job engagement opportunities
- Evaluate recruitment efforts
- Completed year 1 partnership with OU and Carpenter for field placement and student teachers
- Staffing needs were identified early allowing for postings, interviews and job offers for the 2023-2024 school year to be made sooner than what traditionally would have occurred

## Year 1 Outcomes

- HR Webpage updated
- Job Fair held August 9, 2022
- Increased referral stipend
- Created recruitment signs
- Entered into partnership with Oakland University for field placement of student teachers

## Year 2 Planning

- Committee will meet in June to plan recruiting strategies for the next year.

## Staff Recognition -- Term 4 progress/Year 1 Review

Establish comprehensive district-wide staff recognition

- Committee met April 26
- Recognition programs were researched and a plan for 2023-2024 was developed

## Year 1 Outcomes

- Positive recognition cards were utilized by administrators and supervisors
- Research and evaluation of programs was conducted and a plan for 2023-24 school year was developed
- Plaques will be purchased for the recognition of Teacher of the Year and Support Staff of the Year winners and will be displayed in the board room

## Year 2 Planning

- Develop a "Distinguished Dragon" program
- Develop a "Years of Service" recognition program
- Create an Ancillary Staff of the Year program
- Create and share a recognition calendar for all positions that have a recognition day associated with them



Lake  
Orion  
Community  
Schools

## Mission

Empowering the  
Dragon community to  
achieve excellence



## Vision

Empowered Dragons  
experience joy and  
success