



Lake
Orion
Community
Schools

LOCS STRATEGIC PLAN

YEAR TWO 2023-24

AUGUST 9, 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 -- Year 2 Plans

Increase the number of enrichment opportunities for elementary/middle schools

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

Year 2 Outcomes

- Gap numbers for elementary level
- Gap numbers for middle level

May-August Progress

No changes since May

ACADEMICS & PROGRAMS

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

Scheduling -- Year 2 Plans

Increase the number of flexible scheduling options for high school students

- Highlight different scheduling/program opportunities throughout the year
 - LO-AM announcements
 - Parent University
- Open and monitor online lab
- Track data for diversified course offerings
- Research potential of in-person summer school for high school
- Consider providing high school credit recovery during school year

Year 2 Outcomes

- Diversified Curriculum Numbers from 2023-2024
- Evaluate Parent University data
- Research findings of in-person high school summer school and credit recovery during school year

May-August Progress

No changes since May

ACADEMICS & PROGRAMS

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

Curriculum -- Year 2 Plans

Deliver relevant and rigorous curriculum

- Sex education committee work to update curriculum
- Elementary math committee pilot programs
- Continue to adapt FSC/General Education social workers role to meet student needs
- Research potential of modernizing parent/teacher conferences
- Implement Math 180 at middle school LRC

Year 2 Outcomes

- Updated sex education curriculum
- Elementary math program selection
- Student achievement data on Math 180

May-August Progress

No changes since May

ACADEMICS & PROGRAMS

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

World Skills -- Year 2 Plans

Provide programming and instruction that reflects current world skills

- Implement policy and guidelines

Year 2 Outcomes

- Approval of international travel trips
- Students participate on international travel trips

May-August Progress

- International travel approved in June

ACADEMICS & PROGRAMS

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

Technology -- Year 2 Plans

Utilize technology to enhance instruction and student achievement

- Quarterly meetings with All Covered Leadership Team
- Embed All Covered in district for daily support
- Identify and create tech action plan for focus areas
- Assistive technology being implemented

Year 2 Outcomes

- Technology provider transition
- Satisfaction rating

May-August Progress

- Technology provider transition adjustments continuing
- LOCS Technology director position created

COMMUNICATION AND COMMUNITY ENGAGEMENT

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

Adult Enrichment -- Year 2 Plans

Expand opportunities and outreach adult enrichment

- Conduct community survey
- Offer courses based on community interest

Year 2 Outcomes

- Number of participants in programs

May-August Progress

No changes since May

COMMUNICATION AND COMMUNITY ENGAGEMENT

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

Community Connections -- Year 2 Plans Increase community business partnerships

- Continuing/expanding work with community partners
- Consider alumni connections
- Continue discussions with OCC regarding trades courses
- Planning with fire department connection with high school

Year 2 Outcomes

- Create three community engagement opportunities

May-August Progress

- Dragon Community Champions schedule created
- Initial Alumni connection made
- Meijer and GMB beautification projects at schools

OPERATIONS

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

General Fund/Sinking Fund Operating Millage -- Year 2 Planning

- Finalize election planning strategy
- Finalize a working meeting schedule
- Develop campaign and communication plan
- Execute campaign and communication plan Fall 2023.

Year 2 Outcomes

- Successfully execute millage communication plan

May-August Progress

- Continued planning towards millage

Alternate Revenue Sources -- Year 2 Planning

- Shared Time Services
 - Increase total FTE by 85 to an estimated 300
- Adams Road 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

Year 2 Outcomes

- Generate additional revenue

May-August Progress

- Added three additional schools to the Shared Time Services Program

OPERATIONS

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

Manage District Bond Projects Year 2 Planning

Financial and Construction oversight

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

Year 2 Outcomes

- Completion of identified bond projects
- Continued design planning for future bond projects
- Ongoing management of financial resources

May-August Progress

- Continued bond meetings, continued construction
- Demolition of original Blanche Sims building
- Site plan of ongoing projects

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 room and concessions building)
- 2026
 - 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 -- Year 2 Planning

Implement Social Emotional Learning (SEL)

- Continue SAEBERS and MySAEBERS
- Threat assessment group training
- Analyze SEL data and review SEL programming to ensure student needs are addressed
- Research need for SEL-focused summer school

Year 2 Outcomes

- SAEBERS data
- Identified staff trained in threat assessment protocol

May-August Progress

- Met with Navigate 360 regarding additional threat assessment training for target group and all staff
- EOY SAEBERS data presented to Board in June

DEI -- Year 2 Planning

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

- Implement plan for 2023-24
- Staff survey and feedback
- Staff training

Year 2 Outcomes

- Staff survey results
- Instructional Staff evaluations contain an IDP goal

May-August Progress

- Met with library to discuss joint program regarding MLK holiday

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 -- Year 2 Planning

Provide individualized instruction and monitor student progress for all students

- Revise middle school and create high school MTSS process
- BOY, MOY, EOY presentation to Board
- Offer targeted academic tutoring
- Continue compliance training for all staff
- Additional para trainings will be added
- Create high school student advisory group
- Develop middle school summer program

Year 2 Outcomes

- Number of students receiving services for BOY to EOY
- Implementation of MTSS process
- Data presentations to Board
- Establish high school student advisory group

May-August Progress

- Met with new Special Education director regarding trainings
- Completed MTSS team at high school

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 -- Year 2 Planning

Create a learning environment conducive to meeting students' affective needs

- 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

Year 2 Outcomes

- Attendance data
- Parent University participation numbers
- Teacher survey implemented
- Number of library participation

May-August Progress

- Selected book for parent resource
- Met with Orion Township Public Library

Professional Development -- Year 2 Planning

Enhance employee skills and knowledge through professional development

- Implement PD plan for 2023-24 created with district stakeholders

Year 2 Outcomes

- Executed PD plan for 2023-24

May-August Progress

- Schedule created for 2023-24 PD

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 -- Year 2 Planning

Support LOCS staff mental health needs

- Quarterly challenges creation
- Wellbeing Fair will be held
- Committee members sharing information about the Employee Assistance Program (EAP)
- Wellbeing representatives collaboration

Year 2 Outcomes

- Provided staff supports through regular, consistent communication about the EAP
- Wellbeing Committee provided opportunities for staff within the five focus areas for the committee

May-August Progress

- Wellbeing committee meeting set for September 26

PERSONNEL AND LEADERSHIP

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

Negotiations --Year 2 Planning

Successfully negotiate expiring Bargaining Agreements responsibly

- AFSCME contract negotiations
- Child Care contract negotiations

Year 2 Outcomes

- It is expected that the AFSCME and Child Care contract negotiations will be ratified by June 30

May-August Progress

- Initial meetings with bargaining groups

Leadership Development -- Year 2 Planning

Develop Leadership Capacity Building program

- Explore options to create a LOCS Inspiring Leadership groups
- Survey current administrators to see who is interested in learning about central office positions
- Survey staff to see if they would like to be part of an Inspiring Leadership Program in LO
- Examine teacher-in-charge protocols

Year 2 Outcomes

- Leadership data from staff

May-August Progress

- Planning for discussion regarding leadership capacity at August Leadership meeting

PERSONNEL AND LEADERSHIP

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

Recruitment -- Year 2 Planning

Expand Community Recruitment Opportunities

- Job Fair on August 2, 2023
- Continued partnership between Oakland University and LOCS

Year 2 Outcomes

- Communication and engagement at Job Fair
- Hosted multiple OU student teachers and field placements across district

May-August Progress

- Recruiting strategies and preparing for Job Fair
- Established field placements for OU students across district

Staff Recognition -- Year 2 Planning

Establish comprehensive district-wide staff recognition

- Execute a "Distinguished Dragon" program
- Consider a "Years of Service" recognition program
- Consider an Ancillary Staff of the Year program
- Share a recognition calendar for all positions that have a recognition day associated with them

Year 2 Outcomes

- Celebrated recognition days throughout school year
- Retirement banquet

May-August Progress

- New Assistant Superintendent of Human Resources continuing committee work
- Retirement banquet held in June



Lake
Orion
Community
Schools

Mission

Empowering the
Dragon community to
achieve excellence



Vision

Empowered Dragons
experience joy and
success