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.

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**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

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**Year 2 Outcomes**

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

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**May-August Progress**

No changes since May
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
**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
**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

**May-August Progress**
- International travel approved in June

**Year 2 Outcomes**

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

<table>
<thead>
<tr>
<th>Community Connections -- Year 2 Plans</th>
<th>Year 2 Outcomes</th>
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</thead>
<tbody>
<tr>
<td>Increase community business partnerships</td>
<td>Create three community engagement opportunities</td>
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<tr>
<td>• Continuing/expanding work with community partners</td>
<td></td>
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<tr>
<td>• Consider alumni connections</td>
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<td>• Continue discussions with OCC regarding trades courses</td>
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<td>• Planning with fire department connection with high school</td>
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<table>
<thead>
<tr>
<th>May-August Progress</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Dragon Community Champions schedule created</td>
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<tr>
<td>• Initial Alumni connection made</td>
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<tr>
<td>• Meijer and GMB beautification projects at schools</td>
</tr>
</tbody>
</table>
**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
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
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
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
Mission
Empowering the Dragon community to achieve excellence

Vision
Empowered Dragons experience joy and success