LOCS STRATEGIC PLAN
YEAR ONE 2022-23
TERM 2 PROGRESS -- NOVEMBER 30, 2022
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
- Increase the number of enrichment opportunities for elementary/middle schools
- Surveyed Grades 3-8 students
- Surveyed parents
- Planning to offer activities starting in January specific to building and student interest
- Mini School Daze camp dates established; flyer published
- **MEASURABLE:** Increase number of students participating in enrichment activities

### Scheduling
- Increase the number of flexible scheduling options for high school students
- Reviewed options
- Options allow flexibility
- Options and flexibility need to be communicated
- Flyer created
- Presentation to take place during middle school/high school scheduling via video and newsletters
- Looking to create a room in LC for student drop-in lab to work online during day
- **MEASURABLE:** Number of students participating in each option

### Partnerships
- Increase the number of community partnerships and expand various college/career advisory groups
- Began conversations regarding partnership with OCC and CREST
- Attended (with team of educators/admin) EMC Getting Started Workshop in Lansing to understand CTE EMC and EMC programs
- Began conversations with Rochester University to learn more
- Met with U-M Flint DEEP reps and LOCS counselors to work on 2023-24 Early Middle College/Dual Enrollment
- Emerge invited to CTE dept. head meeting to discuss connecting students to local businesses
- **MEASURABLE:** Increased number of community and college partnerships
## Curriculum

Deliver relevant and rigorous curriculum

- Created plan to support new teachers (1-3 years) with coaching in ELA/Math/Science
- K teachers learning about Science of Reading
- New electives for high school ELA/Math
- Media Productions at elementary/middle being relaunched w/new equipment/furniture/software
- Forming steering committee to review and update K-12 sex education
- Multiple staff/admins attending Executive Functioning PD
- HS LRC Math teachers attending OS Secondary Math Interventions

**MEASURABLES:**
- Tracking coaching sessions with new teachers
- Media productions, course implementation
- K-12 sex education meeting dates, Board approval of updated curriculum

## World Skills

Provide programming and instruction that reflects current world skills

- Aligning auto curriculum to Perkins V and NATEF
- Business/Finance teachers attended business workshop for Perkins V alignment
- CTE teachers attending meeting hosted by OS, county wide collaboration
- CTE teachers host CTE Advisory Board meeting, looking for WBL opportunities
- Continue to work on EDPs with Grades K-12 students
- **MEASURABLE:** Number of started EDPs across grade levels

## Technology

Utilize technology to enhance instruction and student achievement

- Professional development for SMART board training continued
- Added two technology positions, staff started in LO in September. LOCS moving from OS to All Covered for tech service for 2023-24 school year.
- Special Ed TCs are attending PD around assistive technology

**MEASURABLE:** Provide training and support to increase instructional capacity

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

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

**Partnerships**
- Expand opportunities and outreach adult enrichment
  - Survey sent/received in September. Winter classes added: family fitness night, mommy and me sports, part/child painting, pilates, photography, cookie decorating
  - MEASURABLE: Offer programming based on current community interest and number of participants for each offering.

**Community Connections**
- Increase community business partnerships
  - Superintendent and Career Technical Education Supervisor met with GM to learn more about the career opportunities that are available to our students and community. This partnership is continuing to develop.
  - Added a manufacturing day with Delta Technologies on November 10.
  - LOHS planning to host community businesses for Career Readiness meeting in early December.
  - Superintendent and Career Technical Education Supervisor met with Oakland Community College to discuss the Police and Fire Academies.
  - The district partnered with community businesses to create an employment event called Orion Opportunities. This is anticipated to occur four times during the school year at the high school.
  - The district partnered with the Townships of Orion and Oakland to discuss the proposed, planned, and ongoing residential plans that may impact enrollment.
  - MEASURABLE: Add three or more new partnerships or engagement opportunities for students or staff.
**Goal Statement:** Lake Orion Community Schools will maintain and enhance operations and facilities.

### General Fund Operating Millage

Plan for non-homestead Operating Millage renewal:

- Current millage expires June 30, 2025
  - Last levy is July 1, 2024
- We are expecting no Headlee decrease to our operating millage for FY2024 levy
  - 100% levy would be made July 1, 2023
- Developing the GF operating “replacement millage” election timelines
  - Continued work of identifying best date for replacement election
  - Legal to provide milestone timeline
  - Board passage of authorizing resolution through election
  - LOCS developing communication and campaign plan

**MEASURABLES:**

- Establishment of the election timeline plan.
- Plan in place for Board action (Board resolution) certifying the Operating millage replacement proposal.

### Sinking Fund Millage

Plan for Sinking Fund Millage renewal:

- Current millage expires June 30, 2026
  - Last levy is July 1, 2025
- Developing the SF “renewal millage” election timelines
  - Continued work of identifying best date for replacement election
  - Legal counsel to provide milestone timeline
  - Board passage of authorizing resolution through election
  - LOCS to develop communication and campaign plan
- Current Sinking Fund Updates: [LakeOrionSchools.org/district/sinking-fund](http://LakeOrionSchools.org/district/sinking-fund)

**MEASURABLES:**

- Establishment of the election timeline plan.
- Plan in place for Board action (Boards resolution) certifying the Operating Millage replacement proposal.
**Operations**

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

### Alternate Revenue Sources
- Grew Shared Time program, expecting gross revenue of $1.9 million and profit of $610,000 in FY2023. October FTE count is 215, increase of 60 FTE.
  - **MEASURABLE:** 40+ increase in October FTE count
- Clarkston Road property cell tower lease signed
  - **MEASURABLE:** Executed lease agreement
- Orion Oaks property sale closed Sept. 13, sale value $67,500
  - **MEASURABLE:** Successful property sale closing

### Manage District Bond Projects
- Provide oversight of project construction
- Provide financial management of bond projects
- **MEASURABLES:**
  - Projects complete according to project timeline
  - Execute effective cash flow/investment management plan
  - Execute appropriate available proceeds reconciliations

### Future Bond Projects
- **2023**
  - Oakview Middle School Remodel and Sitework
  - Waldon Middle School Remodel and Sitework
  - Blanche Sims Elementary Furniture
- **2024**
  - 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.

<table>
<thead>
<tr>
<th>SEL</th>
<th>DEI</th>
<th>Mental Health</th>
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</table>
| Implement Social Emotional Learning (SEL)  
- Train gen ed social workers on the SERA project Oct. 1  
- SEL data reviewed and presented to Board  
- Middle level exploring implementation of Positivity Project  
- HS: Develop SEL plan and train additional staff on Sources of Strength  
- 3 district trainers and new hires trained on assessment and case manager. Case manager implemented district wide.  
- **MEASURABLES:**  
  - K-9 SAEBRS data  
  - Case manager analytics | Implementation and review of current Diversity, Equity and Inclusion (DEI) framework, structures, and leadership  
- Coordinator and district admin met to discuss DEI plan and plan for PD  
- DEI focus of elementary and middle PD  
- Monthly "Thoughtful Thursdays" are shared and assist teachers with IDP goal  
- Monthly staff and community newsletter regarding DEI topics  
- **MEASURABLE:** Number of staff who have a DEI IDP goal | Support staff mental health needs  
- Committee met in late October  
- Top Chef Challenge shared with staff for October and November  
- Terminated WHIL app due to lack of utilization  
- **MEASURABLE:** Number of participants in quarterly challenges |
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**
Provide individualized instruction and monitor student progress for all students
- Student Services coordinator meeting with elementary interventionists to discuss caseload based on screener data
- Admins/elementary staff trained on MTSS
- Middle level beginning MTSS process
- HS discuss combining student achievement/MTSS
- Academic tutoring being submitted
- Monitoring progress for MICIP goals
- Secondary LRC ELA teacher and teacher consultant participating in continued education IEP coach training and SE Community of Practice from OS
- Procedure documents bring reviewed
- Paras receiving weekly PD videos with written reflection
- Admin and ancillary staff received special ed PD on discipline and 504
- MEASURABLE: Number of students receiving services (BOY-EOY, beginning of term to end)

**Learning Environment**
Create a learning environment conducive to meeting students’ affective needs
- Restorative Practice training held for elementary staff associates
- Attendance committee gathered data, shared in community newsletter and contacted students absent more than 2X in first 20 days, students surveyed, SOC parents surveyed for bus stop
- Working on grandparent group; Parent University topics/dates established
- ECC staff attending live OTPL early childhood classes as speaker, resource
- Easter Seals partnership to begin at Paint Creek/HS
- Teacher feedback survey in January
- Mindfulness course ran, survey conducted
- P2 kicked off at 4 elementary schools
- Surrounding district info gathered and reviewed to decide about international travel
- MEASURABLES:
  - Attendance -- reduce number of chronic absences
  - Parent University -- number of parents who attend or view videos
  - P2 -- survey staff/students/community

**Professional Development**
Enhance employee skills and knowledge through professional development
- Coaches created a plan for new teacher labs and after school optional PD
- SIOP info shared with staff
- NGSx training for first grade teachers created with 2 cohorts, 13 first-grade teachers
- MEASURABLES:
  - PD will be number of teachers trained
  - SIOP training will be number of teachers attending
**PERSONNEL AND LEADERSHIP**

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

<table>
<thead>
<tr>
<th>Recruitment</th>
<th>Negotiations</th>
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<tbody>
<tr>
<td>Expand Community Recruitment Opportunities</td>
<td>Successfully negotiate expiring Bargaining Agreements with responsibility</td>
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<tr>
<td>• Updated recruitment signs placed at all buildings</td>
<td>• Communicate in preparation for bargaining</td>
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<tr>
<td>• Increased referral stipend for all support staff positions</td>
<td>• C5 -- LOEA bargaining - first meeting held November 15</td>
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<tr>
<td>• MEASURABLE: An increase in applicants</td>
<td>• LOSA- secretaries - initial conversation about scheduling dates was completed</td>
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<td>• MEASURABLE: Continuous positive movement towards mutual satisfactory agreements</td>
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<tr>
<th>Staff Recognition</th>
<th>Leadership Development</th>
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<tbody>
<tr>
<td>Establish comprehensive district-wide staff recognition</td>
<td>Develop Leadership Capacity Building program</td>
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<tr>
<td>• Committee met in late September 2022</td>
<td>• Committee met in early October to create a plan</td>
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<tr>
<td>• Plan presented to Leadership group in October 2022</td>
<td>• Plan presented to Leadership in late October</td>
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<tr>
<td>• Admins received 100 cards to send out positive recognition</td>
<td>• Admin took survey on November 8</td>
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<tr>
<td>• MEASURABLE: Number of administrators utilizing the recognition material</td>
<td>• Staff survey in late November in newsletter</td>
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<td>• MEASURABLES: Review of survey responses; Number of staff members interested in leadership</td>
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Mission
Empowering the Dragon community to achieve excellence

Vision
Empowered Dragons experience joy and success