



Lake
Orion
Community
Schools

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

ACADEMICS & PROGRAMS

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

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

COMMUNICATION AND COMMUNITY ENGAGEMENT

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

Partnerships



Adult Enrichment

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.

OPERATIONS

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
- **MEASURABLES:**
 - Establishment of the election timeline plan.
 - Plan in place form the 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.

SEL

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

DEI

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

Mental Health

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 being 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.

Recruitment

Expand Community
Recruitment Opportunities

- Updated recruitment signs placed at all buildings
- Increased referral stipend for all support staff positions
- **MEASURABLE:** An increase in applicants

Negotiations

Successfully negotiate expiring Bargaining
Agreements with responsibility

- Communicate in preparation for bargaining
- C5 -- LOEA bargaining - first meeting held November 15
- LOSA- secretaries - initial conversation about scheduling dates was completed
- **MEASURABLE:** Continuous positive movement towards mutual satisfactory agreements

Staff Recognition

Establish comprehensive district-wide staff
recognition

- Committee met in late September 2022
- Plan presented to Leadership group in October 2022
- Admins received 100 cards to send out positive recognition
- **MEASURABLE:** Number of administrators utilizing the recognition material

Leadership Development

Develop Leadership Capacity Building program

- Committee met in early October to create a plan
- Plan presented to Leadership in late October
- Admin took survey on November 8
- Staff survey in late November in newsletter
- **MEASURABLES:** Review of survey responses; Number of staff members interested in leadership



Lake
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Community
Schools

Mission

Empowering the
Dragon community to
achieve excellence



Vision

Empowered Dragons
experience joy and
success