



Lake
Orion
Community
Schools

LOCS STRATEGIC PLAN YEAR TWO 2023-24

NOVEMBER 29, 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 Progress

- 2-8 grade students surveyed
- Working on getting staff to run clubs/events based on student interest from survey by building

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 Progress

- Video created for LO-AM
- Online lab open and use being tracked - currently average of 15-20 students per day. These students are enrolled in Dragon Virtual, Dual Enrollment, EMC or blended
- Parent meeting held to explain various college credit options for high school students
- Credit recovery now offered during school year - 3 students currently

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 Progress

- In-person meeting of the Sexual Education Advisory Council scheduled for December 5
- Sexual Education Advisory Council chair person attending county-wide regular meetings.
- First pilot, Every Day Math is complete. Second pilot has begun, Bridges, and will be complete in January. Third pilot is our current math program, Math Expressions. Pilot expected to conclude and Board presentation in February.
- Gen Ed SW had restorative practices training, educlimber training, and 504 training.
- Parent teacher conference committees have met and sent out a parent survey. The committee will meet again in December.
- Participating LRC teachers have received Math 180 training.

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 for international travel

Year 2 Progress

- Approval of two trips: LOHS Social Studies to London, Paris, and Normandy June 2024 and LOHS Band and Choir to England and Ireland March 25 to April 4, 2025

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 Progress

- Weekly, bi-weekly, meetings with Teaching and Learning and All Covered
- Quarterly meetings with All Covered and cabinet
- Oakland Schools AAC (augmentative assistive communication) consultant did a training with SLP's
- December 8, Alaina Bacalia, will be doing training with middle school self-contained staff on using assistive technology in the classroom

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 Progress

- Parents surveyed-495 responses, 9 responses interested in teaching
 - Top requests:
 - Adult classes: Painting classes in the evening, beading, cooking, knitting, crocheting, ceramics, ASL, cardio drumming
 - Youth classes: art classes, chess, lego classes, mom & me yoga, nature club
 - Special events: Mother/daughter event, Father/son event

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 Progress

- Introductory meeting held with Project Search
- Care Solace Partnership explored and is being implemented for a January launch
- Added Ascension Providence Hospital to Dragon Community Champions

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 Progress

- February 27, 2024 has been established as the election date
- Weekly planning and strategy meetings continue
- Millage related factual communications are ongoing with stakeholders
- Group presentations are being scheduled and provided
- Research conducted on past elections including Nov. 2023

Alternate Revenue Sources -- Year 2 Planning

- Shared Time Services
 - Increase total FTE by 80 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 Progress

- Shared Time Services October FTE count is 344
- Clarkston road cell tower project staged to begin 11/20/2023
- LOHS cell tower contract renegotiation ongoing
- Sale of Blanche Sims parcel #09-01-302-017 scheduled to close December 1, 2023

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 Progress

- Bond program financial oversight ongoing
- Series 2 bond project budget to actual reconciliation process is ongoing
- Bond proceeds investment revenue meeting expectations

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
- 2025
 - Paint Creek Elementary (Renovation/STEM/Cafeteria)
 - Lake Orion High School (Including stadium team room and concessions building)
- 2026
 - CERC
 - 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 Progress

- SAEBERS and MySAEBERS administered and data presented to Board 10/25
- Protocol developed and implemented for SAEBERS

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 Progress

- Staff survey conducted
- Area of focus this year-disabilities

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 superintendent advisory
- Develop middle school summer program

Year 2 Progress

- LOHS provided initial MTSS presentation to staff in October
- Middle school MTSS process in progress of being revamped
- BOY data presentation to Board 10/25
- Compliance training and additional para training has happened
- HS Student Superintendent Advisory plans initiated

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 Progress

- Attendance protocol has been implemented and being monitored
- No Vape November Parent U presentation November 15, Bullying presentation for elementary families was held on October 16
- Student classroom surveys will be administered in January
- Library provided homework support resource to families

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 Progress

- PD is continuing as planned

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 Progress

- Wellbeing Fair planned for MLK Day in conjunction and collaboration with professional development through the Teaching & Learning Department
- Fall Fitness Challenge
- Information shared regarding Employee Assistance Program (EAP)
- Wellbeing Committee meeting monthly

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 Progress

- Contract maintenance meetings held with all employee bargaining groups
- Notified that AFSCME local Council 25 was placed in receivership by its international union

Leadership Development -- Year 2 Planning

Develop Leadership Capacity Building program

- Explore options to create 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 Progress

- Staff and administration surveyed to gauge interest in future leadership positions and opportunities
- Development of initial school administrator leadership cohort
- First cohort will begin late winter/early spring

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 Progress

- Participating in Talent Together initiative as a host site
- Continued partnership between Oakland University and LOCS
- Oakland University's culminating elementary education seminar
- Committee formed to examine district interview protocols and procedures

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 Progress

- Distinguished Dragon program implemented and communicated at all buildings
- Recognition calendar placed on staff portal
- Years of Service pins created
- Development of Ancillary Staff of the Year program
- End of year retirement celebration planning
- Administrative notecards purchased



Lake
Orion
Community
Schools

Mission

Empowering the
Dragon community to
achieve excellence



Vision

Empowered Dragons
experience joy and
success