



Lake
Orion
Community
Schools

LOCS STRATEGIC PLAN

YEAR ONE 2022-23

TERM 1 PROGRESS -- AUGUST 10, 2022 (DETAILED VERSION)



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 and middle schools

- Will begin when school starts by identifying current enrichment opportunities at each building
- Enrichment Services Supervisor to implement minicamps on some non-school days and half days

Scheduling

Increase the number of flexible scheduling options for high school students

- Will begin when school starts

Partnerships

Increase the number of community partnerships and expand various college and career advisory groups

- Meeting is scheduled to discuss plan



ACADEMICS & PROGRAMS

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

Curriculum

Deliver relevant and rigorous curriculum

Initiatives identified to begin when school starts:

- K-12 ELA program
- K-12 Math program
- K-12 Science program
- Review K-12 sex education
- Review executive functioning and determine what, where, and how to implement
- Middle school representatives participating in Project STAIR regarding algebra and students with disabilities

World Skills

Provide programming and instruction that reflects current world skills

- Ensure career readiness is aligned K-12
- Showcase the leadership and industry skills students can obtain by becoming part of a career and technical student organization
- Will begin at start of school year

Technology

LOCS will utilize technology to enhance instruction and student achievement

- Week of August 29 PD for interactive flat panels and Audio Enhancement for middle schools and Stadium Drive Elementary
- Added two positions and exploring other potential technology providers
- Exploring PD and researching latest assistive technology
- Teacher consultants are training in use of assistive technology through Oakland Schools

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

- Enrichment Services Coordinator to survey community at beginning of school year

Community Connections

Increase community business partnerships

- Held initial meeting
- Defined partnerships
- Created list of partners and supporters
- Planning for future meetings
- Creating committee to understand residential growth
- Pursuing partnership with Flagstar Bank for our special education programs
- Pursuing partnership with Meijer (LO) for our special education programs
- Connected with annual Alumni Facebook representative to establish a connection

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
 - Tentative timelines under development
 - Legal to provide milestone timeline
 - Board passage of authorizing resolution through election
 - LOCS developing communication and campaign plan

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
 - Tentative timelines under development
 - 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

OPERATIONS

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

Alternate Revenue Sources

- Established partnership with School Financial Service (SFS) for growing Shared Time Services program
- Negotiating lease for a new cell tower on Clarkston Road property
- Finalizing the sale of property (40x700 portion of Orion Oaks campus)

Manage District Bond Projects

- Provide oversight of project construction
- Provide financial management of bond projects

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)

- Implemented CASEL framework at the elementary level
- Added General Ed Social Workers
- Enhanced Sources of Strength at LOHS
- Trained 82 staff members in threat assessment and case manager will be implemented when school starts

DEI

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

- Moving to coordinator by level, meeting with coordinators to review the DEI district plan for the year
- Ready for Rigor will be implemented into all instructional staff with individualized development plans for the fall 2022

Mental Health

Support staff mental health needs

- Enhanced the WHIL app for emotional support
- Employee Assistance Program (EAP) reinforcement
- Health Alliance Plan info
- Expanded the Wellbeing committee plans with specific fall activities
 - Move It Monday
 - Top Chef Challenge
 - Focus On Financial

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 established to review data and revise at-risk programming at the elementary level including MTSS
- Academic tutoring programs at each level wrapped up at the end of the year. A new round of academic tutoring will begin fall 2022
- MICIP goals have been established and entered into the system for the district and schools
- ESL endorsement program has been offered to teachers and six teachers have completed or begun the program requirements
- Special Education staff will participate in PD and bus aides will also receive PD on disability awareness and support

Learning Environment

Create a learning environment conducive to meeting students' affective needs

- Data is being gathered and research is being conducted to improve student attendance
- Grandparents have been contacted to gauge their interest, plan is being created, other Parent University topics and dates are being created
- All teachers will be required to give a student survey to gain feedback
- Materials ordered and received for the new mindfulness course at LOHS
- Four buildings attended Positivity Project PD summer 2022, which makes all six elementaries P2 schools
- International travel protocols to be developed and teacher lead has been selected

Professional Development

Enhance employee skills and knowledge through professional development

- Multiple PD offerings this summer, PD plan will be implemented when school starts
- Revisit middle school standards-based grading with middle school administrator selected to lead

PERSONNEL AND LEADERSHIP

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

Recruitment

- Created a commercial advertising hourly positions on Fox 2 streaming channels from July 11 – August 11
- Held a second Job Fair on August 9
- Updated the Employment page (LakeOrionSchools.org/Jobs) to be more informational for prospective employees
- Created and implemented an onboarding survey for new hires to assess their experience throughout the hiring process

Staff Recognition

- Developed committee consisting of the members below, and the committee will begin work in September/October

Rick Arnett
Mark Snyder
Sarah Perry
Jennifer Goethals

Lauren Smith
Lisa Barry
Shannon Lewis

Negotiations

- Successfully negotiated contracts with the AFSCME and AFSCME Childcare units, placing our district in a competitive market in the area of compensation, with a focus on our position as it relates to bordering district

Leadership Development

- Developed committee consisting of the members below, and the committee will begin work in September/October

Rick Arnett
Kerri Anderson
Drew Towlerton

Adam Weldon
Dan Haas
Lauren Smith



Lake
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Community
Schools

Mission

Empowering the
Dragon community to
achieve excellence



Vision

Empowered Dragons
experience joy and
success