LOCSD Strategic Plan
Year One 2022-23
Term 1 Progress -- August 10, 2022 (Detailed Version)
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**
- 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

**Community Connections**
- Expand opportunities and outreach adult enrichment
  - Enrichment Services Coordinator to survey community at beginning of school year
**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](http://LakeOrionSchools.org/district/sinking-fund)
**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.

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**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.

<table>
<thead>
<tr>
<th>Individualized Instruction</th>
<th>Learning Environment</th>
<th>Professional Development</th>
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<tbody>
<tr>
<td>Provide individualized instruction and monitor student progress for all students</td>
<td>Create a learning environment conducive to meeting students' affective needs</td>
<td>Enhance employee skills and knowledge through professional development</td>
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<tr>
<td>- Student Services Coordinator established to review data and revise at-risk programming at the elementary level including MTSS</td>
<td>- Data is being gathered and research is being conducted to improve student attendance</td>
<td>- Multiple PD offerings this summer, PD plan will be implemented when school starts</td>
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<tr>
<td>- Academic tutoring programs at each level wrapped up at the end of the year. A new round of academic tutoring will begin fall 2022</td>
<td>- Grandparents have been contacted to gauge their interest, plan is being created, other Parent University topics and dates are being created</td>
<td>- Revisit middle school standards-based grading with middle school administrator selected to lead</td>
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<td>- MICIP goals have been established and entered into the system for the district and schools</td>
<td>- All teachers will be required to give a student survey to gain feedback</td>
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<td>- ESL endorsement program has been offered to teachers and six teachers have completed or begun the program requirements</td>
<td>- Materials ordered and received for the new mindfulness course at LOHS</td>
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<td>- Special Education staff will participate in PD and bus aides will also receive PD on disability awareness and support</td>
<td>- Four buildings attended Positivity Project PD summer 2022, which makes all six elementaries P2 schools</td>
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<td>- International travel protocols to be developed and teacher lead has been selected</td>
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# 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](http://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

## 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

## 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

## Leadership Development
- Developed committee consisting of the members below, and the committee will begin work in September/October
  - Rick Arnett
  - Kerri Anderson
  - Drew Towlernt
- Adam Weldon
- Dan Haas
- Lauren Smith
Mission
Empowering the Dragon community to achieve excellence

Vision
Empowered Dragons experience joy and success