



Lake
Orion
Community
Schools

LOCS STRATEGIC PLAN YEAR FOUR 2025-26

AUGUST 11, 2025



GOALS

FOCUS AREAS

- Academics & Programs
- Communication and Community Engagement
- Finance and Operations
- Learning Environment and Culture
- Personnel and Leadership
- Safety and Security



ACADEMICS & PROGRAMS

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

Scheduling -- Year 4 Plans

Increase the number of flexible scheduling options for high school students

- Continue with communicating out about flexible scheduling
- Continue to monitor course enrollment in virtual courses
- Continue to monitor lab time usage
- Continue to expanded Early Middle College enrollment
- Continue to monitor and expand AP enrollment and testing numbers

Year 4 Progress

Year 4 Expected Outcomes

- More students will utilize the flexible scheduling options at the high school
- Growth in Early Middle College and AP courses/testing will have increased

ACADEMICS & PROGRAMS

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

Curriculum -- Year 4 Plans

Deliver relevant and rigorous curriculum

- Will provide yearly planning regarding sexual education to the Board of Education
- High school math PD will continue to support curriculum implementation
- Continue to support elementary math programming through PD
- Continue to staff EL positions as identified by new MDE guidelines
- Review standards based grading for middle level
- Review Learning Options and PHASES programming

Year 4 Progress

Year 4 Expected Outcomes

- Board of Education will receive updates regarding sexual education.
- High school math will be implemented and monitored throughout the year.
- Time will be give to elementary teachers to continue to support the math implementation.
- EL staffing will be reviewed and monitored with changes made according to the MDE guidelines.
- Standards based grading for middle school will be reviewed and updated as needed.
- Learning Options and PHASES programming will be reviewed and updated as needed.

ACADEMICS & PROGRAMS

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

Technology -- Year 4 Plans

Utilize technology to enhance instruction and student achievement

- Continue to plan and implement tech refresh
- Continue to meet regularly with Tech and T&L department

Year 4 Progress

Year 4 Expected Outcomes

- Implementing the refresh will have been completed.
- Monthly meetings with the Tech and T&L department will have occurred.

COMMUNITY ENGAGEMENT

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

Community Outreach -- Year 4 Plans

Expand community outreach

- Refine Wall of Excellence standards and nominations
- Enhance alumni connections through Facebook page
- Continue Superintendent personal outreach with appearances at community events
- Use ParentSquare community group to offer others opportunity to receive newsletters

Year 4 Progress

- Ideas gained to create a community lesson group
- Superintendent appearances at Cars and Cops, Big Rig Gig

Year 4 Expected Outcomes

- Solicit more legitimate candidates for Wall of Excellence
- Have alumni support for student events
- Create plan for community learning group in 2026-27

COMMUNICATIONS AND MARKETING

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

Communications/Marketing -- Year 4 Plans

- Implement ParentSquare district-wide
- Continue Work-Based Learning Intern program
- Expand business partnerships
- Consistent messaging from schools

Year 4 Progress

- School Messenger contract ended on July 31
- ParentSquare being used as primary communication tool in summer 2025
- Internship partner with EMERGE, through Oakland Schools; 2 week summer intern

Year 4 Expected Outcomes

- Ensure ParentSquare district-wide; eliminate other apps
- Connect with semester-long intern through EMERGE
- Expand business partnerships to create financial support for district

OPERATIONS

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

Managing 2025 Sinking Fund Millage Year 4 Planning

- Finalize purchase of Carpenter property
- Continue monitor, utilize and report sinking fund plans

Year 4 Progress

- Finalizing fiscal year 2024-25 spending
- Project planning is ongoing
- 2 New Minitour buses and 8 Leased buses have been purchased, 8 new buses will be delivered by the fall

Year 4 Expected Outcomes

- Purchase the Carpenter property
- Update project/spending plan after vote on the November bond proposal

Alternate Revenue Sources Year 4 Planning

- Continue to monitor cell tower development
- Pine Tree Center property sale options
- Review advertising opportunities

Year 4 Progress

- Funds for Clarkston Road cell tower lease execution have been received
- Discussions continue on Pine Tree Center sale options

Year 4 Expected Outcomes

- Recognize cell tower revenue according to the lease agreement
- Conclude on the outcome of Pine Tree Center
- Develop advertising guidelines

OPERATIONS

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

Manage 2018 Bond Projects Year 4 Planning

- Monitor spend down and available funds through the completion of projects in the last series
- Sell the remaining bonds in spring of 2026

Year 4 Progress

- Bond meetings for construction and budget continue
- List of projects were identified with the remaining bond proceeds

Year 4 Expected Outcomes

- Sell the last series of bonds
- Manage spend down of the bonds
- Finalize remaining projects with the result of the November 2025 bond election

Bond Projects

- 2025
 - Paint Creek Elementary
 - Renovation
 - STEM
 - Cafeteria
 - Lake Orion High School
 - Auxiliary Gym
- 2026
 - CERC road updates and Phase 1 demo
 - LOHS Team Rooms
 - Paint Creek Elementary playground
 - Moose Tree
 - Roofing and paving at LOHS; Paving at Scripps bus lot
 - Football scoreboard

OPERATIONS

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

2025 Bond Proposal Year 4 Planning

- File the State bond proposal documents for a November 4, 2025 election
- Follow/Implement GMB bond marketing plan through summer into fall

Year 4 Progress

- Preliminary qualification meeting with Treasury was held on July 9, 2025
- Board adopted the PQ application for the Bond Resolution on July 10, 2025
- Bond informational campaign planning is underway and GMB will present this to the Board on August 11, 2025
- Creating an LOCS Ambassadors group to share bond information with the community

Year 4 Expected Outcomes

- Adopt the bond proposition resolution for the November 2025 vote
- Successful bond campaign
- Future planning with results of the November election

OPERATIONS

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

Review of Areas of Operations -- Year 4 Planning

- Implement Operations Hero for the maintenance department and Events Hero for rentals
- Review tax collection options for 2026-27
- Update Transportation employee handbook
- Develop alternate bus routes for inclement weather procedures
- Develop additional bus aide training with the Special Education department

Year 4 Progress

- Operations Hero is being fully utilized across the district
- Events Hero is being implemented
- Discussions and updates to the Transportation employee handbook are being made

Year 4 Expected Outcomes

- Operations Hero and Events Hero will be fully implemented
- Updated Transportation employee handbook
- Develop and communicate alternate bus routes when needed
- Determine the tax collection process for fiscal year 2026-27 at a lower cost
- Hold bus aide training with the Special Education department

FINANCE

Year 4 Plans

- Determine the appropriate indirect cost rate to charge to programs within the district
- Monitor 2025-26 budget with final State funding and known expenditure changes from assumptions to right size the district and increase fund balance
- Develop school funding education

Year 4 Progress

- Finalizing the fiscal year 2024-25 actual revenue and expenses in preparation for the annual audit and budget planning
- Currently we still do NOT have an approved State budget

Year 4 Expected Outcomes

- Conclude on the indirect costs to charge programs, specifically the Community Services Fund
- Develop a budget plan to increase fund balance and continue to right size the district
- Communicate school funding materials to staff and community

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 4 Planning

Implement Social Emotional Learning (SEL)

- Continue with SAEBRS and MySAEBRS assessments next year and reporting to the Board of Education BOY, MOY and EOY
- Continue provide threat assessment training to new group members
- Continue to support all Dragons (academically, emotionally, and based upon individual needs)

Year 4 Progress

Year 4 Expected Outcomes

- SAEBRS screener scores should be consistent or higher than the previous year.
- Threat assessment training will have been provided to all new group members.

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 4 Planning

Provide individualized instruction and monitor student progress for all students

- Implement and monitor MICIP goals along with updates to the Board of Education.
- Continue with BOY, MOY and EOY presentations to the Board of Education.
- Continue to meet with the secondary student Superintendent advisory council
- Continue to monitor the MTSS process at all three levels
- Review and update elementary report cards

Year 4 Progress

Year 4 Expected Outcomes

- MICIP goals set for the 2025-2026 school will have been met and update provided to the Board.
- Academic screener scores and MSTEP/PSAT/SAT scores should be higher or consistent with the previous year.
- Superintendent advisory council will have met, allowing students to provide input on various district topics.
- MTSS process across all three levels will be monitored and adjustments made as needed.
- Elementary report cards will be updated and ready for the 2026-2027 school year.

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 4 Planning

Create a learning environment conducive to meeting students' affective needs

- Continue to have Parent University events
- Monitor the new district cell phone policy

Year 4 Progress

Year 4 Expected Outcomes

- The district will have hosted several Parent University events.
- The new district cell phone policy will be reviewed and updated if needed.

Professional Development -- Year 4 Planning

Enhance employee skills and knowledge through professional development

- Implement 2025-2026 PD plan
- Continue to train staff about LRE and administrators for IEP requirements

Year 4 Progress

Year 4 Expected Outcomes

- The 2025-2026 PD plan will have been followed and completed
- LRE and IEP requirement will be completed

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 4 Planning

Support LOCS staff mental health needs

- Communicate and distribute EAP information to all staff
- Support staff wellbeing throughout five focus areas

Year 4 Progress

- EAP information prepared for distribution to all staff in the fall
- Discuss ideas to support staff wellbeing throughout five focus areas during August leadership meetings

Year 4 Expected Outcomes

- Provide staff support through consistent communication about the EAP
- Staff wellbeing supported across five focus areas throughout the school year
- Evaluate future of Wellbeing Committee

PERSONNEL AND LEADERSHIP

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

Negotiations --Year 4 Planning

Successfully negotiate expiring Bargaining Agreements responsibly

- Ongoing labor management meetings with bargaining units held throughout the school year
- LOSA contract negotiations
- AFSCME Child Care contract negotiations
- Negotiations with LOEA in May

Year 4 Progress

- Initial labor management meetings with bargaining units will be set up for September and continue throughout the school year

Year 4 Expected Outcomes

- It is expected that the LOSA and AFSCME Child Care contracts will be ratified by June 30
- Regular labor management meetings held with bargaining units throughout the school year
- Successful negotiations held with LOEA in May

Leadership Development -- Year 4 Planning

Develop Leadership Capacity Building program

- Begin second LOCS administrator cohort
- Create and support learning and leadership opportunities for aspiring administrators
- Update employee and administrator handbooks

Year 4 Progress

- Discuss committees for updating employee and administrator handbooks at August leadership meetings
- Discuss committee for second LOCS administrator cohort at August leadership meetings

Year 4 Expected Outcomes

- Second LOCS administrator cohort established
- Leadership opportunities identified and provided for aspiring district level administrators and curriculum coaches

PERSONNEL AND LEADERSHIP

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

Recruitment -- Year 4 Planning **Expand Community Recruitment Opportunities**

- Job Fair in August, 2025
- Continue and strengthen partnership with OU
- Continue work with administration regarding interviewing and hiring practices and strategies

Year 4 Progress

- Job Fair held on August 6, 2025
- New Teacher Orientation planned for August 20, 2025
- Established field placements for OU student teachers across the district

Year 4 Expected Outcomes

- Communication and engagement at Job Fair
- Worked with administration regarding interviewing and hiring practices and strategies
- Hosted multiple OU student teachers and field placements across the district

SAFETY AND SECURITY

Goal statement: Provide a safe and secure learning environment for all Dragons

Safety and Security

Provide a safe and secure learning environment for all Dragons

Year 4 Planning

- Update district EOPs
- Adopt new language for standard response protocol
- Update safety flip charts to incorporate new language in accordance with state legislation
- Continue to strengthen partnership with local agencies
- Continue safety discussions and scenarios with leadership
- District representatives attend SEPLA conference

Year 4 Progress

- District EOPs continue to be updated
- Updated cards for safety flip charts ordered to incorporate new language in accordance with state legislation
- Continued work on district reunification plans
- Attendance at SEPLA conference in June, 2025

Year 4 Expected Outcomes

- District EOPs successfully updated
- New language for standard response protocol adopted across the district
- Safety flip charts updated to incorporate new language in accordance with state legislation
- Partnerships with local agencies continue to be strengthened
- Safety discussions and scenarios facilitated during leadership meetings
- District representatives attended SEPLA conference



Lake
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Community
Schools

Mission

Empowering the
Dragon community to
achieve excellence



Vision

Empowered Dragons
experience joy and
success