



Lake  
Orion  
Community  
Schools

# LOCS STRATEGIC PLAN YEAR TWO 2023-24

MAY 8, 2024





# GOALS

## FOCUS AREAS

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



# 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 Outcomes

- Maintained financial oversight of the bond program
- Series 2 bond project budget to actual reconciliation is up to date and ongoing
- Bond proceeds investment revenue is meeting expectations

### Year 3 Planning

- Review cash flow and anticipated costs to determine project completion
- Consideration of future bond needs

## Bond Projects

- 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 auxiliary gym)
- 2026
  - CERC
  - Administration Building
  - Moose Tree



# 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 Outcomes

- Election planning occurred on a weekly basis up to the 8/10/23 - 2/26/24
- The communication was weekly and encompassed all stakeholders and sources
- General Fund and Sinking Fund Operating Millage's passed

### Year 3 Planning

- Continue to monitor, utilize, and report sinking fund use

## Alternate Revenue Sources -- Year 2 Planning

- Shared Time Services
  - Increase total FTE by 80 to an estimated 300
- Clarkston 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 Outcomes

- Shared time services were maximized per growth allowed
- Clarkston Road cell tower ongoing
- Florence Road property sale completed
- Stadium Drive cell tower contract renewal

### Year 3 Planning

- Clarkston Road Cell Tower and Shared Time updates
- Sale of current administration building

# 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 Outcomes

- Gap #'s for elementary 2023-2024
  - 1755 for fall, winter/spring
  - 926 for just winter/spring
- Gap #'s for middle school 2023-2024
  - 441 total for fall, winter/spring
  - 260 for just winter/spring

## Year 3 Planning

- Gap numbers will be monitored internally. Goal met and will be removed from strategic plan.

# 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 Outcomes

- Diversified curriculum numbers for 2023-2024 - see attachment
- High school open lab numbers for 2023-2024
- High school in person summer school implemented
- AI summer school opportunity provided 6-12 in partnership with MIT and Stanford

## Year 3 Planning

- Highlight different scheduling/program opportunities throughout the year
- LO-AM announcements
- School newsletters
- Parent University
- Presentation to middle school
- Monitor high school open lab
- Track data for diversified course offerings
- Monitor student progress for in-person high school summer school

# 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

- Sexual education advisory council 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 Outcomes

- Sexual education advisory council public hearings and board presentation prior to the end of June 2024
- Elementary math program selected - Bridges. PD started April 26
- All parent/teacher conference surveys completed
  - No change for middle and high school
    - Middle school is two nights in the fall and spring with each time having one in-person and one virtual night
    - High school is alternate by quarters in-person vs virtual
  - Elementary virtual window was shortened to 1 week along with 2 evenings in-person sessions for fall and spring

## Year 3 Planning

- Sexual education advisory council will continue to meet on a regular basis
- Elementary math PD and implementation
- Pilot Essential Elements curriculum in self-contained classrooms K-12
- Explore potential secondary math pilot options
- Review middle school elective course offerings
- Review middle school capacity
- Review of specialized instructional practices to ensure alignment with general education curriculum

# 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 Outcomes

- Fully implemented process for international travel
- First international travel trip took place over spring break 2024
- Board presentation for high school Puerto Rico trip April 24, 2024
- Abroad trips planned:
  - Dragons Abroad June 19-28, 2024 - London, Paris and Normandy
  - LO Choir and Band March 29-April 5, 2025 - England and Ireland

## Year 3 Planning

- Goal has been met and will be removed from strategic plan



# 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 Outcomes

- Bi-weekly meetings with technology and Teaching and Learning department and Quarterly meetings with Cabinet held throughout the year
- Full implementation of All Covered partnership completed
- Elementary and Middle School Media Productions professional development provided
- AI professional development provided to staff

## Year 3 Planning

- Continue bi-weekly meetings with technology and Teaching and Learning department and Quarterly meetings with Cabinet
- Begin tech bond refresh
- Develop and implement Cyber security and critical response plan
- Identify and create tech action plan for instructional focus areas

# 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 Outcomes

- Classes add this year:
  - Pilates Stretch & Strengthen (23 participants)
  - Cooking classes (103 participants and still taking registrations)
  - Competitive pickle ball (50+ participants – drop in basis)
  - Youth drawing classes (21 participants and still taking registrations)
  - Adaptive programming – yoga & buddy basketball
  - Offered in winter & spring
  - (7 yoga participants and still registering, 18 buddy basketball participants and still registering)
  - Adult beginner tennis (summer registration)

## Year 3 Planning

- Goal has been met and will be removed from the strategic plan
- Create and execute marketing plan to increase offerings, participants, and revenue



# 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 Outcomes

- Held initial meeting with an alumni representative
- Added new members to DCC
- Care Solace partnership initiated January 2024
- Increased partnerships with OAYA, NOCC and Easter Seals

## Year 3 Planning

- Continue with Dragon Community Champions
- Grow relationship with Alumni

# 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 Outcomes

- SAEBERS protocol was implemented by all buildings
- New staff trained in threat assessment
- Added a general ed social worker into elementary summer school

### Year 3 Planning

- Continue SAEBERS and MySAEBERS
- Threat assessment group training
- Analyze SEL data and review SEL programming to ensure student needs are addressed

## 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 Outcomes

- Delivered PD specific to student disabilities
- Newsletter articles on theme for both staff and community i.e. Black History Month

### Year 3 Planning

- Implement plan for 2024-2025 with focus on with low socio economic student population



# 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 Outcomes

- Middle school and high school MTSS process in progress
- EOY presentation to the Board June 2024
- High school student Superintendent advisory council implemented with 5 meetings held
- Middle school summer program revised and implementation to take place July-August 2024

## Year 3 Planning

- Finalize MTSS process for middle school and high school and create MTSS handbook
- BOY, MOY, EOY presentation to Board
- Continue with high school student superintendent advisory

# 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 Outcomes

- Attendance protocol implemented
- NOCC Vape presentation to 5-8 grade students
- Student classroom surveys given, results discussed with administrators

### Year 3 Planning

- Continue with Parent University affective topics along with providing resources for parents
  - Bullying Awareness (presented by gen ed SW)
  - Vaping 101 (partnered with NOCC)
  - Anxiety (partnered with NOCC)
  - Managing Big Feelings (presented by gen ed SW)

## 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 Outcomes

- PD plan completed
- Secured \$936,000 through a 35J grant

### Year 3 Planning

- Implement PD plan for 2024-25 created with district stakeholders
- Provide 35j grant PD
- To identify/ develop and implement explicit, embedded, and ongoing professional learning regarding effective inclusive instructional and school practices and Least Restrictive Environment throughout the year for all general education and special education teachers and staff.
- Provide Administrators PD for IEP compliance and special education requirements.



# LEARNING ENVIRONMENT AND CULTURE

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## 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 Outcomes

- Wellbeing Fair held in coordination with MLK PD
- Quarterly challenges held
- EAP information distributed
- Held regular Wellbeing meetings throughout year
- HR visited all buildings and departments in early winter to show appreciation
- Established an employee exit interview process and documents

## Year 3 Planning

- Wellbeing Fair
- Quarterly challenges
- Survey staff regarding Committee and ways to support staff mental health needs
- Communicate and distribute EAP information to all staff
- Increase staff participation and engagement

# 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 Outcomes

- Currently in negotiations with AFSCME and Child Care
- Approved collective bargaining agreements in place by June 30, 2024

## Year 3 Planning

- LOEA contract negotiations

## Leadership Development -- Year 2 Planning

**Develop Leadership Capacity Building program**

- Explore options to create LOCS Aspiring 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 Aspiring Leadership Program in LO
- Examine teacher-in-charge protocols

## Year 2 Outcomes

- Surveyed staff to gather leadership interest (Teacher leaders, curriculum coaches, building and district level administration)
- Expanded teacher-in-charge protocols at building level
- Created LOCS aspiring administrator cohort
- Held two sessions in winter/spring, 2024

## Year 3 Planning

- Continue LOCS administrator cohort
- Create learning opportunities 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 2 Planning

### Expand Community Recruitment Opportunities

- Job Fair on August 2, 2023
- Continued partnership between Oakland University and LOCS

### Year 2 Outcomes

- Successful job fair
- Created district exit survey
- Created administrative interview process
- Revised interview processes and protocols
- Continued partnership between Oakland University and LOCS

### Year 3 Planning

- Job fair in August 2024
- Continue partnership between Oakland University and LOCS
- Continue recruitment and retention efforts for all staffing needs

## 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 Outcomes

- Successfully implemented Distinguished Dragon program
- Created and distributed Years of Service pin
- Created Ancillary Staff of the Year program
- Shared recognition calendar for all positions as recognized
- First year teacher recognition
- Food service staff recognition

### Year 3 Planning

- Continue recognition programs
- Continue Opening Day recognition activities



Lake  
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Schools

## Mission

Empowering the  
Dragon community to  
achieve excellence



## Vision

Empowered Dragons  
experience joy and  
success