



Lake
Orion
Community
Schools

LOCS STRATEGIC PLAN YEAR FOUR 2025-26

JANUARY 2026



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 expand Early Middle College enrollment
- Continue to monitor and expand AP enrollment and testing numbers

Year 4 Progress

- 150 virtual course enrollment
- Lab time usage and attendance has been reworked to be more purposeful
- Early Middle College has increased this year
- AP enrollment enrollment is being monitored along with testing numbers (which don't happen until spring)

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

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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

- High school math continues with PD to support the new curriculum implementation; January 19 was their last PD for this implementation.
- Elementary was given time on October 3 to continue with math collaboration to support year two of implementation
- Secondary scheduling and resource support review for special education students
- Began program evaluation planning for PHASES
- Middle level standards-based grading committee will meet at beginning of second semester

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

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Technology -- Year 4 Plans

Utilize technology to enhance instruction and student achievement

- Continue to plan and implement technology refresh
- Continue to meet regularly with Technology and T&L Department

Year 4 Progress

- Laptop refresh for high school students and all staff has been completed
- Technology and the T&L department meet bi-weekly
- Start access discussions for students requiring applications, devices, and software due to Section 504, EL, and special education needs

Year 4 Expected Outcomes

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

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

- SAEBRS and MySAEBRS screeners will be given in February. Results will be shared with the Board on February 11
- Threat assessment committee continues to meet
- All buildings have processes in place to support all Dragons based on individual needs

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.

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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 iMTSS process at all three levels
- Review and update elementary report cards

Year 4 Progress

- At leadership MICIP goals are consistently reviewed
- MOY presentation on February 11, 2026 to the Board
- Student Superintendent Advisory Council meets monthly at LOHS
- A committee for elementary report card will meet during second semester

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

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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

- All district PD has been executed as planned
- Some Special Ed and general ed staff attended a workshop sponsored by MAASE
- Special Ed Director and superintendent attended Oakland Schools training regarding LRE and FAPE
- Special Ed and General Ed discipline training for admin from Thrun happened January 16, 2026; Training and updates added to bi-monthly Leadership meetings
- Training for general and special education early childhood staff on inclusive programming for young children with disabilities
- General education elementary social workers received two trainings on Section 504
- Full training for all special education educators for birth through 26 programming on Extended School Year (ESY)

Year 4 Expected Outcomes

- The 2025-2026 PD plan will have been followed and completed
- LRE and IEP requirements will be completed
- SE discipline procedures and documents will be revised
- All GE social workers and counselors will have current training on Section 504

LEARNING ENVIRONMENT AND CULTURE

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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

- There have been several Parent University events since school started; Early Literacy Make and Take, Essay writing for College, and Math game night at Barnes and Noble.
- EasterSeals presentations held in November (Anxiety and Depression and Technology with Intent).
- Special Ed PAC (Parent Advisory Committee) revived.
- Three-year special education department plan developed and district input received.
- Gathered feedback from Student Advisory and staff on cell phone policy.

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.
- Will seek board approval for PAC bylaws and an additional representative.

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 distributed to all staff in the fall
- Continue discussion to support staff wellbeing throughout five focus areas with leadership

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

- Labor management meetings held with bargaining units and will 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

- Employee and administrator handbook committee established and first meeting held in October, 2025
- Leadership development committee for second LOCS administrator cohort established and first meeting held in October, 2025
- Application sent to staff in January, 2026

Year 4 Expected Outcomes

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

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 held on August 20, 2025
- Established field placements for OU student teachers across the district
- District representatives attended OU elementary seminar in December, 2025 for graduating student teachers

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 updated and approved by Board of Education in December
- Updated cards for safety flip charts to incorporate new language in accordance with state legislation distributed and reviewed with staff
- 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

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 community events
- Teaching and Learning partnered with Barnes and Noble on a Parent University for each elementary school and with Easter Seals for other Parent U events
- LOHS partnership with U-M Mott Children's Hospital
- Interaction with partners for staff discounts

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

- ParentSquare being used as primary communication tool as of summer 2025; ParentSquare updates and introduction, tips and professional learning for staff and admin
- Orion Living quarterly magazine
- Inside the Dragons monthly television show
- Dragon Community Champions meetings
- Kindergarten information
- Superintendent Orion Review presence
- Community ParentSquare interaction planning

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 2024 Sinking Fund Millage Year 4 Planning

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

Year 4 Progress

- Finalized fiscal year 2024-25 spending with ending fund balance of \$265,227
- Project planning is ongoing
- 2 new Minitour buses, 8 leased buses, and 8 new buses have been purchased and received
- Carpenter property purchase closed on 10/22/25

Year 4 Expected Outcomes

- Update project/spending plan
- Demolish house on Carpenter property

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
- Purchase agreement was signed for the sale of Pine Tree Center to Orion Township

Year 4 Expected Outcomes

- Recognize cell tower revenue according to the lease agreement
- Finalize land contract sale of the old Administration building
- Close on the sale 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
- Administration Building renovation and move completed

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

- 2026
 - CERC partial demolition and site/road circulation updates
 - CERC secure entry and multi purpose space
 - Paint Creek Elementary playground
 - Roofing and paving at LOHS

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

- Bond did not pass by 65 votes
- Post bond survey completed; summary will be presented at Feb. 11, 2026 Board meeting

Year 4 Expected Outcomes

- Re-evaluate future planning based on the results and post survey of the November 2025 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 and Events Hero are being fully utilized across the district
- Updates have been made to the Transportation employee handbook
- A Transportation supervisor was hired on 10/27/25
- Inclement weather alternate routes will not be implemented this year based on feedback
- Information is being gathered for the 2026-27 tax collections
- Training for bus aides occurred at the beginning of the year and future trainings are being discussed

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

- Fiscal year 2024-25 annual audit is complete
- The State budget was approved 95 days late
- 31aa (mental health and safety) funding was rescinded because of the requirement to waive district privileges
- Amendment 1 of the 2025-26 budget was completed and presented for 1st reading to the board

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



Lake
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Schools

Mission

Empowering the
Dragon community to
achieve excellence



Vision

Empowered Dragons
experience joy and
success