





Name of Evaluator: Tom Hendrix



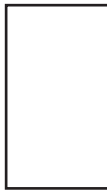
Date of Evaluation: 6/16/25



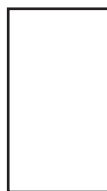


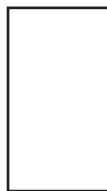








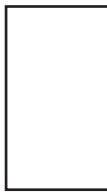



Comments included on attachment




| OUTCOME #1 Student Learning & Instruction | Exceeds Expectations: (5pts) | Meets Expectations: (3pts) | Does Not Meet Expectations: (1pt) |
|---|-------------------------------------|-------------------------------------|-------------------------------------|
| <p><i>Students are achieving benchmarks for grade level proficiency or targeted growth goals. The Superintendent leads the District by providing best practices in instructional programs and staff professional development.</i></p> | Chose only one | | |
| <p>1.1 Student achievement proficiency and growth data in Math and ELA are monitored by the Superintendent and are regularly reported to the Board, including a plan for addressing deficiencies</p> <p>Provide Evidence for Rating:</p> <p>High % of students below grade level.</p> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| <p>1.2 CTE and workplace learning participation are monitored by the Superintendent and are regularly reported to the Board, including a plan for addressing concerns and areas of growth</p> <p>Provide Evidence for Rating:</p> <p>CTE program is strong and improving.</p> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <p>1.3 District graduation rate meets or exceeds the state's graduation rate</p> <p>Provide Evidence for Rating:</p> <p>Graduation rates are high inspite of low student performance.</p> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <p>1.4 Students with specialized learning needs are provided appropriate modifications and accommodations through individual plans with learning goals and programs</p> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

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| Provide Evidence for Rating: | | | |
| <p>1.5 District goals, curriculum, and initiatives are systemically aligned throughout the District using the District Performance Plan and Portrait of a Learner with associated professional development to staff</p> <p>Provide Evidence for Rating:</p> <p>Meets standards set in old DPP. </p> |  |  |  |




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| <p>Comments: (Identify strengths or recommendations for improvement):</p> <p>As shown in the State of the District, a high % of stueents are below grade level, even 2-3 grade levels.</p> <p>New DPP has data driven goals where the old plan did not.</p> <p>Expect great things in the upcoming school year.</p> |
|---|















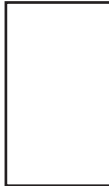
| OUTCOME #2 Communication & Ethics | Exceeds Expectations: (5pts) | Meets Expectations: (3pts) | Does Not Meet Expectations: (1pt) |
|--|--|---|---|
| <i>The Superintendent establishes effective communication with all stakeholders by effectively engaging and responding to the interests and needs that support the success of all students.</i> | | | |
| <p>2.1 Uses effective public information strategies to communicate and promote a positive image of the District with families, community, the media, and state and local officials</p> <p>Provide Evidence for Rating:</p> |  |  |  |

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| <p>2.2 Provides an annual survey for parents/guardians to communicate experiences and provide feedback about District and school operations</p> <p>Provide Evidence for Rating:</p> |  |  |  |
| <p>2.3 Regularly visits schools and visibly engages the school community and the community at large</p> <p>Provide Evidence for Rating:</p> |  |  |  |
| <p>2.4 Reports during the monthly board meeting to help educate stakeholders about important educational issues and updates</p> <p>Provide Evidence for Rating:</p> |  |  |  |
| <p>2.5 Responds to stakeholder and board communications within 2 working days</p> <p>Provide Evidence for Rating:</p> <p>Most of the time responds in indicated time frame.</p> |  |  |  |
| <i>The Superintendent administers district operations in an ethical manner.</i> | Exceeds Expectations: (5pts) | Meets Expectations: (3pts) | Does Not Meet Expectations: (1pt) |
| <p>2.6 Manifests a professional code of ethics and demonstrates personal integrity, including continued professional learning</p> <p>Provide Evidence for Rating:</p> <p>The District offers many options for professional learning.</p> |  |  |  |
| <p>2.7 Models accepted moral and ethical standards in all interactions</p> |  |  |  |

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| Provide Evidence for Rating: | | | |
| 2.8 Explores and develops ways to find common ground in dealing with difficult and divisive issues Provide Evidence for Rating: |  |  |  |










Comments: (Identify strengths or recommendations for improvement):





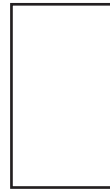


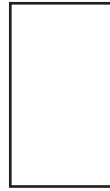



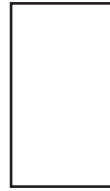


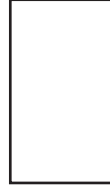

| OUTCOME #3 Human Resources and Finance | Exceeds Expectations: (5pts) | Meets Expectations: (3pts) | Does Not Meet Expectations: (1pt) |
|---|--|---|---|
| <i>The Superintendent demonstrates the knowledge, skills, and ability to effectively manage operations and promotes a positive working environment for staff.</i> | | | |
| 3.1 Implements personnel procedures, recruitment, and employee performance programs to hire and retain the best qualified individuals Provide Evidence for Rating: Most of this falls on site administrators. <div data-bbox="915 1772 938 1793" style="text-align: right;">+</div> |  |  |  |

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| <p>3.2 Effectively works with District bargaining units and actively seeks to improve bargaining outcomes that best serve students and the District</p> <p>Provide Evidence for Rating:</p> |  |  |  |
| <p>3.3 Ensures that federal, state, and local laws and policies are implemented for employees</p> <p>Provide Evidence for Rating:</p> |  |  |  |
| <p><i>The Superintendent is an effective steward of the District's financial resources and ensures the fiscal health of the District.</i></p> | Exceeds Expectations: (5pts) | Meets Expectations: (3pts) | Does Not Meet Expectations: (1pt) |
| <p>3.4 Guides the process of fiscal planning and budget development and makes recommendations based upon the District's current fiscal position and future needs</p> <p>Provide Evidence for Rating:</p> |  |  |  |
| <p>3.5 Implements audit recommendations and works to ensure the annual audit is completed in a timely manner and reflects best practices</p> <p>Provide Evidence for Rating:</p> |  |  |  |
| <p>3.6 Ensures that District expenses and budgeting reflect a positive ending fund balance and bond rating</p> <p>Provide Evidence for Rating:</p> |  |  |  |

Comments: (Identify strengths or recommendations for improvement):

Our Chief Financial Officer has contributed to a strong financial outlook for the District.

| OUTCOME #4 Policy & Board Relations | Exceeds Expectations: (5pts) | Meets Expectations: (3pts) | Does Not Meet Expectations: (1pt) |
|---|--|---|---|
| <i>The Superintendent works effectively with the Board of Trustees to lead and manage the District consistent with Board policies.</i> | | | |
| 4.1 Advises the Board on the need for new and/or revised policies and regulations, with particular attention during legislative sessions Provide Evidence for Rating: |  |  |  |
| 4.2 Creates administrative regulations to ensure the appropriate enforcement of Board policy and compliance with state and federal law Provide Evidence for Rating: |  |  |  |
| 4.3 Legal resources are appropriately used to proactively prevent and respond to possible liabilities Provide Evidence for Rating: |  |  |  |
| <i>The superintendent fosters a relationship of mutual respect and support with board members and exhibits a shared understanding of Board and Superintendent roles.</i> | Exceeds Expectations: (5pts) | Meets Expectations: (3pts) | Does Not Meet Expectations: (1pt) |

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|---|--|---|---|
| <p>4.4 Keeps the Board regularly informed with data, reports, and information which enables them to make effective and timely decisions</p> <p>Provide Evidence for Rating:</p> <p>Needs to present data with all reports.</p> |  |  |  |
| <p>4.5 Works with the Board to develop District Goals that align with the District Performance Plan (DPP)</p> <p>Provide Evidence for Rating:</p> |  |  |  |
| <p>4.6 Attends trustee conferences and workshops as circumstances allow and invites trustees to site visits and events</p> <p>Provide Evidence for Rating:</p> |  |  |  |
| <p>4.7 Makes considerable effort to have a positive working relationship with the Board and attempts to resolve any serious conflicts with Board members</p> <p>Provide Evidence for Rating:</p> |  |  |  |
| <p>4.8 Works proactively with the Board President to plan for meetings, prepare agenda items, and collaborate regarding issues and concerns</p> <p>Provide Evidence for Rating:</p> <p>Policy BDD </p> |  |  |  |







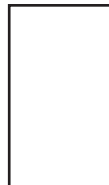








Comments: (Identify strengths or recommendations for improvement):

I have requested that I have access to the agenda well in advance.

I typically receive my copy of a draft a day or sometimes less before approval is required.

Realizing the agenda is a work in progress until a Draft is submitted and in adherence with Board Policy BDD: 'The Board President, along with the superintendent, will prepare an agenda for all regular meetings of the Board.'



| OUTCOME #5 Facilities and Safety | Exceeds Expectations: (5pts) | Meets Expectations: (3pts) | Does Not Meet Expectations: (1pt) |
|--|--|---|---|
| <i>The district is a good steward of capital resources. Students, staff, and community members are physically and psychologically safe in the school.</i> | | | |
| <p>5.1 Ensures the Capital Improvement Plan (CIP), Master Facility Plan, and current facility projects are being updated and presented to the Board</p> <p>Provide Evidence for Rating:</p> |  |  |  |
| <p>5.2 Stays informed of facilities use and needs and makes facility and safety improvement recommendations as needed to the Board</p> <p>Provide Evidence for Rating:</p> |  |  |  |
| <p>5.3 Ensures that each school and the District has a current Emergency Operation Plan (EOP) and applicable safety drills are conducted at each school in conjunction with appropriate first responders</p> <p>Provide Evidence for Rating:</p> |  |  |  |
| <p>5.4 Provides an appropriate Social Emotional Learning (SEL) curriculum and resources to students, staff, and families for mental health wellness</p> <p>Provide Evidence for Rating:</p> |  |  |  |
| <p>5.5 Presents the District progressive restorative discipline plan and safe and respectful learning policy for annual approval and update</p> |  |  |  |

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|------------------------------|--|--|--|
| Provide Evidence for Rating: | | | |
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| <p>Comments: (Identify strengths or recommendations for improvement):</p> <p>I support Superintendent Logan's efforts.</p> <p>Superintendent Logan has a opportunity to show growth in LCSD.</p> <p>This will require a change in culture accross the District that will put LCSD on a path to achieving our DPP goals.</p> <p>I believe he is capably of driving constincency across the District including his cabinet, administrators as well as certified and classified employees by holding them accountable for their responsibilities to</p> |
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Board President Tom Hendrix – Superintendent Logan Evaluation Attachment

Outcome #1 Student Learning & Instruction

1.1 High % of students below grade level. Some 2-3 grade levels below.

1.2 CTE program is strong and improving.

1.3 Graduation rates are high inspite of low student performance.

1.4 Meetes standards set in old DPP. Wait/see on new DPP.

Comments: (Identify strengths or recommendations for improvement): As shown in the State of the District, a high % of stueents are below grade level, even 2-3 grade levels.

New DPP has data driven goals where the old plan did not.

Expect great things in the upcoming school year.

Outcome #2 Communication & Ethics

2.1

2.2

2.3

2.4

2.5 Most of the time responds in indicated time frame.

2.6 The District offers many options for prefessional learning.

2.7

2.8

Comments: (Identify strengths or recommendations for improvement):

Outcome #3 Human Resources & Finance

3.1 Most of this falls on site administrators. Improvement has recently been discussed.

3.2

3.3

3.4

3.5

3.6

Comments: (Identify strengths or recommendations for improvement): Our Chief Financial Officer has contributed to a strong financial outlook for the District.

Outcome #4 Policy & Board Relations

4.1

4.2

4.3

4.4 Needs to present data with all reports.

4.5

4.6

4.7

4.8 Policy BDD. As Board President I have requested changes to Draft agenda prior to publishing that were not honored. The agenda has been published early prior to my approval.

Comments: (Identify strengths or recommendations for improvement): I have requested that I have access to the agenda well in advance. I typically receive my copy of a draft a day or sometimes less before approval is required. Realizing the agenda is a work in progress until a Draft is submitted and in adherence with Board Policy BDD: 'The Board President, along with the superintendent, will prepare an agenda for all regular meetings of the Board.' I expect the Superintendent to involve me in the process at the onset of the creation of the agenda.

Outcome #5 Facilities & Safety

5.1

5.2

5.4

5.5

Comments: (Identify strengths or recommendations for improvement): I support Superintendent Logan's efforts. Superintendent Logan has a opportunity to show growth in LCSD. This will require a change in culture across the District that will put LCSD on a path to achieving our DPP goals. I believe he is capable of driving consistency across the District including his cabinet, administrators as well as certified and classified employees by holding them accountable for their responsibilities to always adhere to the goals of the District.