





















Name of Evaluator: Elmer Bull





Date of Evaluation: 6/11/25



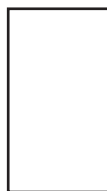


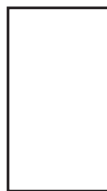








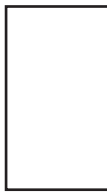



Comments included on attachment






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: At a Board of Trustee workshop in February, trustees were provided with copious amounts of data regarding the Lyon CSD from the Nevada Report Card. The Superintendant </p>			
<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: At the workshop cited above, Executive Cabinet member Jim Gianotti, delivered an informative presentation about the </p>			
<p>1.3 District graduation rate meets or exceeds the state's graduation rate</p> <p>Provide Evidence for Rating: A report provided by LCSD Communications & Public Relations Officer Skyler Tremaine indicates that Lyon County </p>			
<p>1.4 Students with specialized learning needs are provided appropriate modifications and accommodations through individual plans with learning goals and programs</p>			

Provide Evidence for Rating: While I wasn't yet on the Board, a status update was provided to the Board in December and outlined the successes and 			
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 Provide Evidence for Rating: During a Trustee workshop in March, Executive Cabinet members and Trustees worked through the development of 8 			


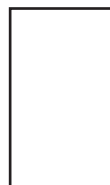


Comments: (Identify strengths or recommendations for improvement): As a five month Board member, I don't feel completely comfortable about contributing to an annual evaluation of the Superintendent - especially since Mr. Logan has only been in his position since July 1, 2025. However, I have been impressed by the openness of our meetings and the valuable information provided by the Superintendent and his Executive Cabinet.



















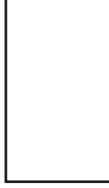
OUTCOME #2 Communication & Ethics	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<i>The Superintendent establishes effective communication with all stakeholders by effectively engaging and responding to the interests and needs that support the success of all students.</i>			
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 Provide Evidence for Rating: In February, the LCSD hired a Communications and Public Relations Director and I feel that there has been outstanding delivery of information and stories that cast a very positive image of our schools and the students that attend them. 			

<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: At a Board workshop in March, the results of the 2024-2025 Parent / Guardian survey were presented.</p>			
<p>2.3 Regularly visits schools and visibly engages the school community and the community at large</p> <p>Provide Evidence for Rating: The Superintendent and his staff schedule biweekly visits to district schools and Trustees are encouraged to join those</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: I feel that the Superintendent's presentations during the Board meetings are very informative and valuable to the public - as</p>			
<p>2.5 Responds to stakeholder and board communications within 2 working days</p> <p>Provide Evidence for Rating: I can't comment on how quickly the Superintendent responds to stakeholders since I don't see those communications;</p>			
<p><i>The Superintendent administers district operations in an ethical manner.</i></p>	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: In my short time on the Board, I've seen nothing but professional behavior and ethics displayed by the</p>			
<p>2.7 Models accepted moral and ethical standards in all interactions</p>			

Provide Evidence for Rating: I have no evidence indicating that the Superintendent has displayed anything other than exemplary moral and ethical 			
2.8 Explores and develops ways to find common ground in dealing with difficult and divisive issues Provide Evidence for Rating: In my time on the Board, the Superintendent has shown the desire, talent, experience and wisdom the effectively deal with 			

Comments: (Identify strengths or recommendations for improvement):
 I don't have recommendations for improvements as I haven't seen any deficiencies in how he communicates with stakeholders, staff and Board members.

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: The District continues to struggle with successfully recruiting enough teachers to fill all vacancies. The Board has received 			

<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>I am not intimately familiar with how well the Superintendent works with the various bargaining units as that process is closed and ongoing as of this writing. Within the next couple </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 have no evidence that he and his administration have not ensured that all of the stated laws have been violated.</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>The Board is routinely updated on current financial activity within the District and budgets are developed based on what </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>An audit of District finances for 2023 - 2024 was completed in November, 2024 with a rating of "unmodified" which meant </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> <p>Based on the financial reports and forecasts provided by the Director of Operations and Chief Financial Officer, the District </p>			




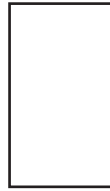







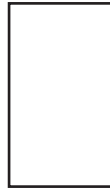


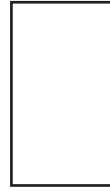
Comments: (Identify strengths or recommendations for improvement):

I highly recommend that the Superintendent work diligently with his Human Resources staff to determine how the District can improve it's success in recruiting new teachers to the District. Concurrent to that process, I beleive it's imperative that the administration and Board do it's best to determine why people don't want to get into the teaching profession. I beleive a good first step in that process has been the implementation of the "suggestion box" by which school personnel have the opportunity to anonymously provide thoughts about various subjects affecting their work within the District. I believe the District should continue to keep that line of communication open with the hope of allaying or solving some of the concerns of current employees and hopefully encourage prospective teachers to explore the field of education.

I feel the Superintendent does a very good job of working with the Director of Operations and Chief












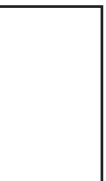









OUTCOME #4 Policy & Board Relations	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<i>The Superintendent works effectively with the Board of Trustees to lead and manage the District consistent with Board policies.</i>			
<p>4.1 Advises the Board on the need for new and/or revised policies and regulations, with particular attention during legislative sessions</p> <p>Provide Evidence for Rating:</p> <p>Over the last several months, the Human Resources Director has been nresenting various</p>			
<p>4.2 Creates administrative regulations to ensure the appropriate enforcement of Board policy and compliance with state and federal law</p> <p>Provide Evidence for Rating:</p> <p>I have seen no evidence of negligence in assuring District compliance with state and federal law</p>			
<p>4.3 Legal resources are appropriately used to proactively prevent and respond to possible liabilities</p> <p>Provide Evidence for Rating:</p> <p>At least one member of the District's legal team is present at every regular Board meeting and also</p>			
<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)

<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: I feel the Superintendent and his staff do a very good job of presenting timely data and reports that help the Board make +</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: The Board held two special workshops in February and March to generate SMARTIE goals that form the core of the District +</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: As previously mentioned, all trustees are invited to join in bi-weekly tours of District schools and the Superintendent +</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: I feel the Superintendent has made great effort to maintain a good working relationship with Board members and, when +</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: Although I'm not involved with all discussions that go on between the Superintendent and Board President, it appears +</p>			

Comments: (Identify strengths or recommendations for improvement):

I feel the Superintendent does a very good job of trying to maintain a good relationship with the Board. I have seen him on numerous occasions make extra effort to assure that Board members are treated fairly and are kept informed about District business. Board members receive frequent updates on things that are going on around the schools or incidents that Board members should be aware of.

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: At the May, 2025 meeting, the Board received an update on the Capital Improvement Plan as well as another update on </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: I feel the Superintendent and his Operations staff have worked diligently to evaluate the District's facilities and to </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: I have not been involved in the development or approval of an EOP but it is my understanding that an EOP was approved by </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: In May 2023, the Board adopted the State mandated Character Strong Curriculum to provide the benefits of Social </p>			
<p>5.5 Presents the District progressive restorative discipline plan and safe and respectful learning policy for annual approval and update</p>			

Provide Evidence for Rating: I just received a copy of the latest version of the District Progressive Restorative Discipline Plan - although I had viewed it a year ago or so. Given the results of a recent mini survey of school staff combined with anecdotal information +			
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Comments: (Identify strengths or recommendations for improvement): As stated above, I encourage the Superintendent to employ all available strategies to strengthen the ability of teaching staff and administrators to maintain control of classroom environment. Data provided by the Human Resources Director has shown that poor student behavior is the number two reason for staff leaving LCSD positions. The number one reason is retirement and relocation which are relatively natural developments - so one could reasonably say that poor student behavior is actually the number one reason. It's pretty reasonable and realistic to connect the dots and come to the conclusion that poor student behavior is affecting teacher retention and recruitment - not to mention morale. In turn, the District is having to employ up to forty five long term substitutes and in spite of their best efforts and intentions, they likely lack the training necessary to provide top instruction to the +

Trustee Elmer Bull – Superintendent Logan Evaluation Attachment

Outcome #1 Student Learning & Instruction

- 1.1 At a Board of Trustee workshop in February, trustees were provided with copious amounts of data regarding the Lyon CSD from the Nevada Report Card. The Superintendent provided an introduction to the presentation and then tasked his executive cabinet with reporting data on student performance in their areas of expertise. While the volume of data was a bit overwhelming, the reports were extremely valuable in helping gain knowledge about the status of our students' progress. I feel the superintendent does a commendable job of assuring the trustees are apprised of the current status of our schools.
- 1.2 At the workshop cited above, Executive Cabinet member Jim Gianotti, delivered an informative presentation about the current status of the CTE program in Lyon County schools and introduced WorkKeys which is administered by ACT and helps assess a student's skills and readiness for various trades after their high school years are over. The superintendent arranges school tours on a biweekly basis which has offered trustees to actually learn about and witness classroom activities including workplace learning programs.
- 1.3 A report provided by LCSD Communications & Public Relations Officer Skyler Tremaine indicates that Lyon County schools had a graduation rate of 87.77% compared to the State rate of 81.6%.
- 1.4 While I wasn't yet on the Board, a status update was provided to the Board in December and outlined the successes and identified areas where improvements can be made in special education programs. Staff was particularly excited about the Able Space program which helps staff track goal attainment by students.
- 1.5 During a Trustee workshop in March, Executive Cabinet members and Trustees worked through the development of 8 SMARTIE goals that will help guide the development of strategies with the overall goal of producing graduates that are prepared to be successful in all aspects of their lives after graduation. While there was some minor disagreement about what constitutes realistic goals, the Trustees ultimately felt good about the SMARTIE goals and those are the core of the District Performance Plan.

Comments: (Identify strengths or recommendations for improvement): As a five month Board member, I don't feel completely comfortable about contributing to an annual evaluation of the Superintendent - especially since Mr. Logan has only been in his position since July 1, 2025. However, I have been impressed by the openness of our meetings and the valuable information provided by the Superintendent and his Executive Cabinet.

Outcome #2 Communication & Ethics

- 2.1 In February, the LCSD hired a Communications and Public Relations Director and I feel that there has been outstanding delivery of information and stories that cast a very positive image of our schools and the students that attend them.
- 2.2 At a Board workshop in March, the results of the 2024-2025 Parent / Guardian survey were presented.

2.3 The Superintendent and his staff schedule biweekly visits to district schools and Trustees are encouraged to join those tours. I've had the privilege of being a part of many of those visits and I think the presence of staff and trustees in the schools has been well received. I've been told by a number of teachers and administrators that they very much enjoy the connection to the administration provided by those visits.

2.4 I feel that the Superintendent's presentations during the Board meetings are very informative and valuable to the public - as well as Board members.

2.5 I can't comment on how quickly the Superintendent responds to stakeholders since I don't see those communications; however, I have been impressed with his responsiveness to questions I have for him. On more than one occasion, the Superintendent has responded to my e-mails and phone messages even though that may be after hours and weekends.

2.6 In my short time on the Board, I've seen nothing but professional behavior and ethics displayed by the Superintendent. As for his continued professional learning, I am not qualified to answer that.

2.7 I have no evidence indicating that the Superintendent has displayed anything other than exemplary moral and ethical character.

2.8 In my time on the Board, the Superintendent has shown the desire, talent, experience and wisdom to effectively deal with difficult issues. I have seen him efficiently and effectively deal with difficult situations with a calm and civil demeanor.

Comments: (Identify strengths or recommendations for improvement): I don't have recommendations for improvements as I haven't seen any deficiencies in how he communicates with stakeholders, staff and Board members.

Outcome #3 Human Resources & Finance

3.1 The District continues to struggle with successfully recruiting enough teachers to fill all vacancies. The Board has received information about the many strategies employed by the Human Resources staff to recruit teachers and I feel those efforts are sound. According to news reports, teacher shortages are very common across the nation so I don't feel fault should be laid at the feet of the Superintendent. I am impressed that the District has initiated the Grow Your Own Program to encourage classified employees to seek the level of education to be certified teachers.

3.2 I am not intimately familiar with how well the Superintendent works with the various bargaining units as that process is closed and ongoing as of this writing. Within the next couple months, the results of the bargaining efforts will be brought before the Board for consideration and decisions.

3.3 I have no evidence that he and his administration have not ensured that all of the stated laws have been violated.

3.4 The Board is routinely updated on current financial activity within the District and budgets are developed based on what will maintain the District's solid fiscal condition. The FY2026 final budget was approved by the Board at the May, 2025 meeting.

3.5 An audit of District finances for 2023 - 2024 was completed in November, 2024 with a rating of "unmodified" which meant that all District financial activity was validated without further need for action.

3.6 Based on the financial reports and forecasts provided by the Director of Operations and Chief Financial Officer, the District finances are in very good shape marked by wise but conservative management of revenues, wise investment of funds and sensible expenditures. At a recent training session hosted by NASB, the Lyon County School District CFO was recognized for his stellar management of District finances.

Comments: (Identify strengths or recommendations for improvement): I highly recommend that the Superintendent work diligently with his Human Resources staff to determine how the District can improve it's success in recruiting new teachers to the District. Concurrent to that process, I believe it's imperative that the administration and Board do it's best to determine why people don't want to get into the teaching profession. I believe a good first step in that process has been the implementation of the "suggestion box" by which school personnel have the opportunity to anonymously provide thoughts about various subjects affecting their work within the District. I believe the District should continue to keep that line of communication open with the hope of allaying or solving some of the concerns of current employees and hopefully encourage prospective teachers to explore the field of education.

I feel the Superintendent does a very good job of working with the Director of Operations and Chief Financial Officer to assure that District finances are in good order.

Outcome #4 Policy & Board Relations

4.1 Over the last several months, the Human Resources Director has been presenting various policies that have been revised to conform to changing laws and regulations and to satisfy the recommendations from POOLPACT and legal counsel. The Board has the opportunity to review and ask questions before approving the policies.

4.2 I have seen no evidence of negligence in assuring District compliance with state and federal law.

4.3 At least one member of the District's legal team is present at every regular Board meeting and also attend any closed sessions that the Board holds to discuss legal matters that can't be shared with the public. On occasions, the Superintendent will confer with legal counsel to determine strategies to avoid legal issues.

4.4 I feel the Superintendent and his staff do a very good job of presenting timely data and reports that help the Board make informed decisions

4.5 The Board held two special workshops in February and March to generate SMARTIE goals that form the core of the District Performance Plan. The Superintendent and his cabinet presented information from the Nevada Report Card and other sources which showed data related to student proficiency and growth. It is fully understood that much improvement is needed and the Board feels that the goals established will lead the District in a positive direction.

4.6 As previously mentioned, all trustees are invited to join in bi-weekly tours of District schools and the Superintendent diligently attends and helps direct workshops.

4.7 I feel the Superintendent has made great effort to maintain a good working relationship with Board members and, when needed, provides effective advice and direction to help resolve minor issues that occasionally develop.

4.8 Although I'm not involved with all discussions that go on between the Superintendent and Board President, it appears that there is a good level of communication between the two and the result has been well managed and effective meetings.

Comments: (Identify strengths or recommendations for improvement): I feel the Superintendent does a very good job of trying to maintain a good relationship with the Board. I have seen him on numerous occasions make extra effort to assure that Board members are treated fairly and are kept informed about District business. Board members receive frequent updates on things that are going on around the schools or incidents that Board members should be aware of.

Outcome #5 Facilities & Safety

5.1 At the May, 2025 meeting, the Board received an update on the Capital Improvement Plan as well as another update on the update of the Master Facility Plan. I feel the Superintendent and his Director of Operations do an outstanding job of keeping the Board informed of activities related to these subjects.

5.2 I feel the Superintendent and his Operations staff have worked diligently to evaluate the District's facilities and to develop strategies and plans for addressing the needs going forward.

5.3 I have not been involved in the development or approval of an EOP but it is my understanding that an EOP was approved by the Board of Trustees in June, 2024.

5.4 In May 2023, the Board adopted the State mandated Character Strong Curriculum to provide the benefits of Social Emotional Learning.

5.5 I just received a copy of the latest version of the District Progressive Restorative Discipline Plan - although I had viewed it a year ago or so. Given the results of a recent mini survey of school staff combined with anecdotal information learned while traveling around schools, I believe the Board will be spending a considerable amount of time studying the plan and learning how to better address poor student behavior.

Comments: (Identify strengths or recommendations for improvement): As stated above, I encourage the Superintendent to employ all available strategies to strengthen the ability of teaching staff and administrators to maintain control of classroom environment. Data provided by the Human Resources Director has shown that poor student behavior is the number two reason for staff leaving LCSD positions. The number one reason is retirement and relocation, which are relatively natural developments - so one could reasonably say that poor student behavior is actually the number one reason. It's pretty reasonable and realistic to connect the dots and come to the conclusion that poor student behavior is affecting teacher retention and recruitment - not to mention morale. In turn, the District is having to employ up to forty five long term substitutes and in spite of their best efforts and intentions, they likely lack the training

necessary to provide top instruction to the students - especially if they are having to deal with misbehaving students.