
















Name of Evaluator:




Whisler

Date of Evaluation:




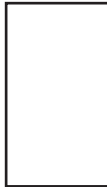
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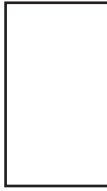
















Comments attached



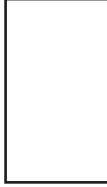
OUTCOME #1 Student Learning & Instruction	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<p><i>Students are achieving benchmarks for grade level proficiency or targeted growth goals. The Superintendent leads the District by providing best practices in instructional 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>A plan was prepared by Mr. Logan and the cabinet and presented to the board. The plan shows growth over the next year or two for our students to grow and graduate. </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:</p> <p>Mr. Logan is updating the board on the progress being made in the CTE and workplace learning. The district looks to be </p>			
<p>1.3 District graduation rate meets or exceeds the state's graduation rate</p> <p>Provide Evidence for Rating:</p> <p>The graduation rate went up in 2024 and I suspect the same for 2025. This is great news and great work by the staff of </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: SPED is taken seriously in LCSD and by Mr. Logan. And improvements are always be sought out.			
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: A plan has been made and provided to the board.			





Comments: (Identify strengths or recommendations for improvement):
















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: Needs to stay on top of the schools and what they are doing with the social media. One concern was brought up and when brought to Mr. Logan's attention he took action to have the problem fixed. 			

<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: I am not aware of this survey as I don't recall seeing any feedback from the parents/guardians. If there is feedback the</p>			
<p>2.3 Regularly visits schools and visibly engages the school community and the community at large</p> <p>Provide Evidence for Rating: I always see emails about school visits. This is good and I look forward to next year when I can do some walk throughs.</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: The reports are there and presents.</p>			
<p>2.5 Responds to stakeholder and board communications within 2 working days</p> <p>Provide Evidence for Rating: I understand that Mr. Logan does get quite busy and he does do his best to get back to each email within a timely manner.</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: I feel that Mr. Logan has a lot of room for growth in this area. To many instances of actions by staff members that are at</p>			
<p>2.7 Models accepted moral and ethical standards in all interactions</p>			






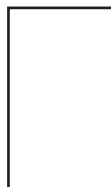




Provide Evidence for Rating: Needs to hold all staff accountable for actions.			
2.8 Explores and develops ways to find common ground in dealing with difficult and divisive issues Provide Evidence for Rating: Mr. Logan is showing open mindedness for handling situations.			



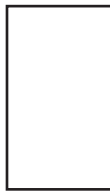

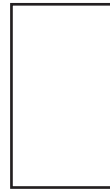


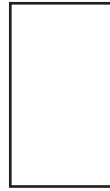



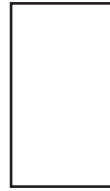

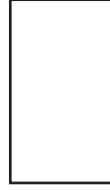
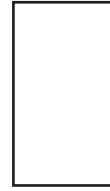
<p>Comments: (Identify strengths or recommendations for improvement):</p> <p>Mr. Logan is kind and very professional with the board member and others around. I know he is a newer superintendent and has much room for growth. I have only been working with him for six months. I have respect for him and believe he is trying is absolute best to help make LCSD the best it can be. My biggest suggestion for improvement (and this is only my opinion based on my observation) is that Mr. Logan has to put any friendships behind him during working hours and remind people he is the superintendent, and they are his employees. He needs to hold all staff accountable for actions that are not within keeping of the LCSD policies and ethics that have been put in place. Mr. Logan has the potential to be the best superintendent this district has had. And I look forward to serving with him to make LCSD the best it can be.</p>
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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: We are critical needs so there is no reason anyone should not be hired so long as they pass the background. Esp if the 			
















<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: The bargaining units seem to be getting what they need.</p>			
<p>3.3 Ensures that federal, state, and local laws and policies are implemented for employees</p> <p>Provide Evidence for Rating: They are implemented.</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: The plans are there and presented to the board. Some of the goals seem to be a bit on the short side. But babysteps.</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):

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>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>This area needs a lot of work. To many policy standards broken and no discipline was handed </p>			
<p>4.3 Legal resources are appropriately used to proactively prevent and respond to possible liabilities</p> <p>Provide Evidence for Rating:</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:</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: DPP was developed and some goals were adjusted to help us improve.</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: He is always inviting the board members to events and sight visits.</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: He does work well with the board, and I know at times the board may make jobs or situations a little tough on him but he</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: Mr. Logan and Mr. Hendrix do work together to accomplish the above.</p>			

Comments: (Identify strengths or recommendations for improvement):

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: This was presented to the board and in depth.</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: there is always room for improvement.</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: Some schools may need to be looked more closely at to improve safety for classrooms.</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>			

TRUSTEE– Superintendent Logan Evaluation Attachment

Outcome #1 Student Learning & Instruction

1.1 A plan was prepared by Mr. Logan and the cabinet and presented to the board. The plan shows growth over the next year or two for our students to grow and graduate.

1.2 Mr. Logan is updating the board on the progress being made in the CTE and workplace learning. The district looks to be moving forward.

1.3 The graduation rate went up in 2024 and I suspect the same for 2025. This is great news and great work by the staff of LCSD and Mr. Logan. As I don't have the rate for 2025. I assume it did go up another percent or two.

1.4 SPED is taken seriously in LCSD and by Mr. Logan. And improvements are always be sought out.

1.5 A plan has been made and provided to the board.

Comments: (Identify strengths or recommendations for improvement):

Outcome #2 Communication & Ethics

2.1 Needs to stay on top of the schools and what they are doing with the social media. One concern was brought up and when brought to Mr. Logan's attention he took action to have the problem fixed.

2.2 I am not aware of this survey as I don't recall seeing any feedback from the parents/guardians. If there is feedback the board needs to see this so we can praise the good and fix the glitches.

2.3 I always see emails about school visits. This is good and I look forward to next year when I can do some walk throughs.

2.4 The reports are there and presents.

2.5 I understand that Mr. Logan does get quite busy and he does do his best to get back to each email within a timely manner.

2.6 I feel that Mr. Logan has a lot of room for growth in this area. To many instances of actions by staff members that are at best questionable by policy and morale standards that get swept under the rug. This practice has to end.

2.7 Needs to hold all staff accountable for actions.

2.8 Mr. Logan is showing open mindedness for handling situations.

Comments: (Identify strengths or recommendations for improvement): Mr. Logan is kind and very professional with the board member and others around. I know he is a newer superintendent and has much room for growth. I have only been working with him for six months. I have respect for him and believe he is trying is absolute best to help make LCSD the best it can be.

My biggest suggestion for improvement (and this is only my opinion based on my observation) is that Mr. Logan has to put any friendships behind him during working hours and remind people he is the superintendent, and they are his employees. He needs to hold all staff accountable for actions that are not within keeping of the LCSD policies and ethics that have been put in place.

Mr. Logan has the potential to be the best superintendent this district has had. And I look forward to serving with him to make LCSD the best it can be.

Outcome #3 Human Resources & Finance

3.1 We are critical needs so there is no reason anyone should not be hired so long as they pass the background. Esp if the applicant used to work in the district and had outstanding evals. This area needs a lot of improvement.

3.2 The bargaining units seem to be getting what they need.

3.3 They are implemented.

3.4 The plans are there and presented to the board. Some of the goals seem to be a bit on the short side. But babysteps.

3.5

3.6

Comments: (Identify strengths or recommendations for improvement):

Outcome #4 Policy & Board Relations

4.1

4.2 This area needs a lot of work. To many policy standards broken and no discipline was handed out.

4.3

4.4

4.5 DPP was developed and some goals were adjusted to help us improve.

4.6 He is always inviting the board members to events and sight visits.

4.7 He does work well with the board, and I know at times the board may make jobs or situations a little tough on him but he does his best to resolve the concerns.

4.8 Mr. Logan and Mr. Hendrix do work together to accomplish the above.

Comments: (Identify strengths or recommendations for improvement)

Outcome #5 Facilities & Safety

5.1 This was presented to the board and in depth.

5.2 there is always room for improvement.

5.3 Some schools may need to be looked more closely at to improve safety for classrooms.

5.4

5.5 I am positive that the board will be given a good brief on the progressive discipline plan.

Comments: (Identify strengths or recommendations for improvement