




Name of Evaluator:

Darin Farr

Date of Evaluation:




6/14/25



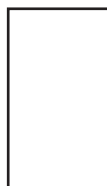


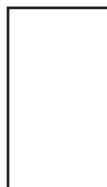








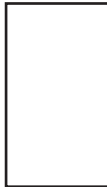



OUTCOME #1 Student Learning & Instruction	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<i>Students are achieving benchmarks for grade level proficiency or targeted growth goals. The Superintendent leads the District by providing best practices in instructional programs and staff professional development.</i>	Chose only one		
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 Provide Evidence for Rating: Regular data updates are given, along with plans for addressing low performance results.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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 Provide Evidence for Rating: The superintendent consistently promotes CTE programs and seeks out new opportunities for students.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.3 District graduation rate meets or exceeds the state's graduation rate Provide Evidence for Rating: This is confirmed by state DOE website.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
1.4 Students with specialized learning needs are provided appropriate modifications and accommodations through individual plans with learning goals and programs	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>


Provide Evidence for Rating: This is self explanatory.			
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: This is presented in various ways to the board throughout the year.			

Comments: (Identify strengths or recommendations for improvement):

Long term goals can be achieved, provided we do not get impatient or attempt to micromanage the strategies 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: This is something I feel the superintendent does very well and consistently.			















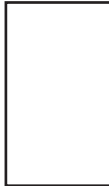
<p>2.2 Provides an annual survey for parents/guardians to communicate experiences and provide feedback about District and school operations</p> <p>Provide Evidence for Rating:</p>			
<p>2.3 Regularly visits schools and visibly engages the school community and the community at large</p> <p>Provide Evidence for Rating: This is done twice a month.</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: Most of the time this is accomplished,</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: I find this is something Mr. Logan does and takes pride in doing so.</p>			
<p>2.7 Models accepted moral and ethical standards in all interactions</p>			

Provide Evidence for Rating:			
<p>2.8 Explores and develops ways to find common ground in dealing with difficult and divisive issues</p> <p>Provide Evidence for Rating:</p> <p>Routinely Mr. Logan does his best to find compromise and workable solutions to challenges.</p>			

Comments: (Identify strengths or recommendations for improvement):










I have no comments at this time.

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>			
<p>3.1 Implements personnel procedures, recruitment, and employee performance programs to hire and retain the best qualified individuals</p> <p>Provide Evidence for Rating:</p> <p>I believe the superintendent has the best people in his cabinet working on ways to get the personnel we need.</p>			

<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: This is self evident.</p>			
<p>3.3 Ensures that federal, state, and local laws and policies are implemented for employees</p> <p>Provide Evidence for Rating: This is also demonstrated on a regular basis.</p>			
<i>The Superintendent is an effective steward of the District's financial resources and ensures the fiscal health of the District.</i>	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: We are in much better financial shape than a majority of our neighboring districts. I believe our district shines, fiscally!</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: Our last audit was perfect.</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: Self Evident.</p>			

Comments: (Identify strengths or recommendations for improvement):







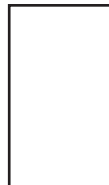








No comments.

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: Have personally witnessed at each board meeting.			
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)

<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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<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>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<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>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<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>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: (Identify strengths or recommendations for improvement):

This is an area where Mr. Logan shines. He is a dedicated professional.

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>			

Provide Evidence for Rating:			
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<p>Comments: (Identify strengths or recommendations for improvement):</p> <p>No concerns in this area at all.</p>
