

Name of Evaluator: Kallie Day

Date of Evaluation: 6/12/26





















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: During my time on the board, I have seen multiple presentations on student Math and ELA scores and Superintendent Logan and staff have never been shv of +</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input 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: Again, I have enjoyed the many presentations about CTE. I have been consistently impressed with LCSD's focus on CTE.</p>	<input type="checkbox"/>	<input checked="" 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: I believe LCSD rate in 2025 was 85.7% and the state was at 85.4%.</p>	<input type="checkbox"/>	<input checked="" 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"/>




Provide Evidence for Rating: I believe Superintendent Logan and team are good at making accommodations- especially as the needs of students 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: I have seen a lot of consistency with goals and initiatives across the county. I believe these goals are closely aligned	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Comments: (Identify strengths or recommendations for improvement):

While I believe the district is doing great things, I would like to see a more consistent reporting method that occurs to the board on a quarterly basis. Just a simple report maybe that address accommodations made, student scores, any new CTE developments- just a high level overview called "student learning and instruction report." While we do get these in chunks, it would be more easily digestible if done in smaller bits more frequently.




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: LCSD's social media presence is a positive one.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

<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 have not yet experienced this. It may have occurred or is to be set in motion but because I have not seen it occur, I have </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 think Superintendent Logan does an excellent job at this. He also is very actively engaged and present when these occur.</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: Superintendent Logan does provide information every meeting and does loop in the correct team members to assist.</p>			
<p>2.5 Responds to stakeholder and board communications within 2 working days</p> <p>Provide Evidence for Rating: I have had no issues with Superintendent Logan's communication.</p>			
<p><i>The Superintendent administers district operations in an ethical manner.</i></p>	<p>Exceeds Expectations: (5pts)</p>	<p>Meets Expectations: (3pts)</p>	<p>Does Not Meet Expectations: (1pt)</p>
<p>2.6 Manifests a professional code of ethics and demonstrates personal integrity, including continued professional learning</p> <p>Provide Evidence for Rating: I believe that Superintendent Logan represents LCSD very well. I have been impressed with his reputation both in the </p>			
<p>2.7 Models accepted moral and ethical standards in all interactions</p>			

Provide Evidence for Rating: Superintendent Logan excels in this.			
2.8 Explores and develops ways to find common ground in dealing with difficult and divisive issues Provide Evidence for Rating: I believe that Superintendent Logan is able to place the students and staff first in dealing with issues. I have found him			

Comments: (Identify strengths or recommendations for improvement):

I believe that Superintendent Logan excels in communication and maintaining an ethical standard. I have been very impressed with his ability to take criticism, handle disagreements, and be an open source of communication. When he is able to tour schools he is engaged and active in the process. He maintains a calm and consistent open dialogue demeanor that I think lends well to the oversight of many different areas and personalities. With regards to social media, I would like to see the district be a little more proactive or just active in general. I would love to see a parent survey and then the results.



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: While I believe Superintendent Logan meets these standards, there is always room for improvement. Recruitment and			

<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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>3.3 Ensures that federal, state, and local laws and policies are implemented for employees</p> <p>Provide Evidence for Rating: The board often sees revised policies in relation to HR in order to keep the district up to date.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p><i>The Superintendent is an effective steward of the District's financial resources and ensures the fiscal health of the District.</i></p>	<p>Exceeds Expectations: (5pts)</p>	<p>Meets Expectations: (3pts)</p>	<p>Does Not Meet Expectations: (1pt)</p>
<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 district's financial position and future needs are taken into consideration. I think it is balanced well.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<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: The most recent LCSD audit only had one finding, which is wonderful for an entity of its size. The finding was minimal and</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>3.6 Ensures that District expenses and budgeting reflect a positive ending fund balance and bond rating</p> <p>Provide Evidence for Rating: The fact that the district is in such good fiscal health in comparison to other local districts.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Comments: (Identify strengths or recommendations for improvement):

I believe that the district and Superintendent Logan excel in balancing the fiscal health and future needs of the district. I have been impressed with this process and the outcome. I would like to see a yearly dialogue regarding recruitment and retention efforts though. Not that I think anything is wrong, but that it is an ever changing topic. If this is already happening, I am just not aware.

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: We are constantly being presented new/revised policies +	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4.2 Creates administrative regulations to ensure the appropriate enforcement of Board policy and compliance with state and federal law Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4.3 Legal resources are appropriately used to proactively prevent and respond to possible liabilities Provide Evidence for Rating: I have enjoyed having the legal guidance that I feel is top notch. +	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<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: When something is presented to the board, we are often given supplemental documentation to support the topic- which is </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: I specifically enjoyed the special goal session and the way that was approached.</p>	<input checked="" type="checkbox"/>	<input 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: I am consistently being invited to site visits and events. It is much appreciated.</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: As a new board member I have been impressed with the effort made by Superintendent Logan to both educate me on what is </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: To the best of my knowledge, the two have a good working relationship and have multiple meetings per month.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Comments: (Identify strengths or recommendations for improvement):

I feel that Superintendent Logan excels in how available, open, and communicative he is with board members. I think he does well balancing the multiple personalities and needs that each board member has. With regard to policies brought forth, I think they are well thought out and vetted appropriately.

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: We just saw this last board meeting.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<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: When this topic arises, I feel very informed.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<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: My son has experienced this personally and I do believe our schools and staff have knowledge of plans and perform drills.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<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: After meeting with staff, I am so impressed by LCSD's emphasis on making sure students are receiving SEL</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>5.5 Presents the District progressive restorative discipline plan and safe and respectful learning policy for annual approval and update</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Provide Evidence for Rating: I have seen this.			
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Comments: (Identify strengths or recommendations for improvement):
I appreciate Superintendent Logan and Staff for their ability to be flexible in how they approach and think about whole-student health and wellness.

Trustee Kallie Day- Superintendent Evaluation Comments

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. During my time on the board, I have seen multiple presentations on student Math and ELA scores and Superintendent Logan and staff have never been shy of discussing both deficiencies and progress.

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. Again, I have enjoyed the many presentations about CTE. I have been consistently impressed with LCSD's focus on CTE.

1.3 District graduation rate meets or exceeds the state's graduation rate. I believe LCSD rate in 2025 was 85.7% and the state was at 85.4%.

1.4 Students with specialized learning needs are provided appropriate modifications and accommodations through individual plans with learning goals and programs. I believe Superintendent Logan and team are good at making accommodations- especially as the needs of students and families are ever changing.

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. I have seen a lot of consistency with goals and initiatives across the county. I believe these goals are closely aligned with Portrait of a Learner.

Section 1 Comments: (Identify strengths or recommendations for improvement): While I believe the district is doing great things, I would like to see a more consistent reporting method that occurs to the board on a quarterly basis. Just a simple report maybe that address accommodations made, student scores, any new CTE developments- just a high level overview called "student learning and instruction report." While we do get these in chunks, it would be more easily digestible if done in smaller bits more frequently.

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. LCSD's social media presence is a positive one.

2.2 Provides an annual survey for parents/guardians to communicate experiences and provide feedback about District and school operations. I have not yet experienced this. It may have occurred or is to be set in motion but because I have not seen it occur, I have to rate it lower.

2.3 Regularly visits schools and visibly engages the school community and the community at large. I think Superintendent Logan does an excellent job at this. He also is very actively engaged and present when these occur.

2.4 Reports during the monthly board meeting to help educate stakeholders about important educational issues and updates. Superintendent Logan does provide information every meeting and does loop in the correct team members to assist.

2.5 Responds to stakeholder and board communications within 2 working days. I have had no issues with Superintendent Logan's communication.

2.6 Manifests a professional code of ethics and demonstrates personal integrity, including continued professional learning. I believe that Superintendent Logan represents LCSD very well. I have been impressed with his reputation both in the district and outside of it.

2.7 Models accepted moral and ethical standards in all interactions. Superintendent Logan excels in this.

2.8 Explores and develops ways to find common ground in dealing with difficult and divisive issues. I believe that Superintendent Logan is able to place the students and staff first in dealing with issues. I have found him very calm and centered in his method of dealing with difficult situations.

Section 2 Comments: (Identify strengths or recommendations for improvement):

I believe that Superintendent Logan excels in communication and maintaining an ethical standard. I have been very impressed with his ability to take criticism, handle disagreements, and be an open source of communication. When he is able to tour schools he is engaged and active in the process. He maintains a calm and consistent open dialogue demeanor that I think lends well to the oversight of many different areas and personalities. With regards to social media, I would like to see the district be a little more proactive or just active in general. I would love to see a parent survey and then the results.

3.1 Implements personnel procedures, recruitment, and employee performance programs to hire and retain the best qualified individuals. While I believe Superintendent Logan meets these standards, there is always room for improvement. Recruitment and retainment processes should be evaluated yearly as it is not a perfect science and priorities change.

3.2

3.3 Ensures that federal, state, and local laws and policies are implemented for employees. The board often sees revised policies in relation to HR in order to keep the district up to date.

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. The district's financial position and future needs are taken into consideration. I think it is balanced well.

3.5 Implements audit recommendations and works to ensure the annual audit is completed in a timely manner and reflects best practices. The most recent LCSD audit only had one finding, which is wonderful for an entity of its size. The finding was minimal and was addressed shortly after.

3.6 Ensures that District expenses and budgeting reflect a positive ending fund balance and bond rating. [The fact that the district is in such good fiscal health in comparison to other local districts.](#)

Section 3 Comments: (Identify strengths or recommendations for improvement): [I believe that the district and Superintendent Logan excel in balancing the fiscal health and future needs of the district. I have been impressed with this process and the outcome. I would like to see a yearly dialogue regarding recruitment and retention efforts though. Not that I think anything is wrong, but that it is an ever changing topic. If this is already happening, I am just not aware.](#)

4.1 Advises the Board on the need for new and/or revised policies and regulations, with particular attention during legislative sessions. [We are constantly being presented new/revised policies.](#)

4.2 Creates administrative regulations to ensure the appropriate enforcement of Board policy and compliance with state and federal law.

4.3 Legal resources are appropriately used to proactively prevent and respond to possible liabilities. [I have enjoyed having the legal guidance that I feel is top notch.](#)

4.4 Keeps the Board regularly informed with data, reports, and information which enables them to make effective and timely decisions. [When something is presented to the board, we are often given supplemental documentation to support the topic- which is very appreciated.](#)

4.5 Works with the Board to develop District Goals that align with the District Performance Plan (DPP). [I specifically enjoyed the special goal session and the way that was approached.](#)

4.6 Attends trustee conferences and workshops as circumstances allow and invites trustees to site visits and events. [I am consistently being invited to site visits and events. It is much appreciated.](#)

4.7 Makes considerable effort to have a positive working relationship with the Board and attempts to resolve any serious conflicts with Board members. [As a new board member I have been impressed with the effort made by Superintendent Logan to both educate me on what is occurring as well as answer any question I have had.](#)

4.8 Works proactively with the Board President to plan for meetings, prepare agenda items, and collaborate regarding issues and concerns. [To the best of my knowledge, the two have a good working relationship and have multiple meetings per month.](#)

Section 4 Comments: (Identify strengths or recommendations for improvement): [I feel that Superintendent Logan excels in how available, open, and communicative he is with board members. I think he does well balancing the multiple personalities and needs that each](#)

board member has. With regard to policies brought forth, I think they are well thought out and vetted appropriately.

5.1 Ensures the Capital Improvement Plan (CIP), Master Facility Plan, and current facility projects are being updated and presented to the Board. *We just saw this last board meeting.*

5.2 Stays informed of facilities use and needs and makes facility and safety improvement recommendations as needed to the Board. *When this topic arises, I feel very informed.*

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. *My son has experienced this personally and I do believe our schools and staff have knowledge of plans and perform drills.*

5.4 Provides an appropriate Social Emotional Learning (SEL) curriculum and resources to students, staff, and families for mental health wellness. *After meeting with staff, I am so impressed by LCSD's emphasis on making sure students are receiving SEL curriculum in multiple ways.*

5.5 Presents the District progressive restorative discipline plan and safe and respectful learning policy for annual approval and update. *I have seen this.*

Section 5 Comments: (Identify strengths or recommendations for improvement): *I appreciate Superintendent Logan and Staff for their ability to be flexible in how they approach and think about whole-student health and wellness.*