

April 6th, 2026

To the LPSD School Board & Superintendent Luke:

When I go to www.lpsd.com and click on the "Vision" tab, our district mission statement, vision statement, and goals pop up. They are so clear, concise, progressive, and rooted in science/data that tells us they are best practices for our students, staff, and communities. I personally find them to be inspiring, a guide for how I approach work and communicate with all stakeholders everyday. I want to thank you for providing that vision for our entire district to embody; that's great leadership.

But I can't find anything on our website that encompasses what happened at last month's board meeting. Don't get me wrong, I support trying to hire as many positions as we can in-district (not in-region; AT OUR SITES), because our schools are one of the largest employers in our communities (the heart of our villages!), and our kids deserve and need human connection. But how it was done last week was not how I've seen you set direction before. Typically meetings are where you come together to disagree (think harder about a problem), compromise on a position (find consensus), set a policy/directive/goal (communicated to all stakeholders), then exit that meeting as a unified front.

Maybe I'm wrong, but does the board currently have a statement that could be added to our website that tells the world (or at least our employees) how we will be hiring from now on? What jobs (specific roles or percentage) can be on/off site? Is anyone grandfathered in, or are all distance employees on the chopping block? Right now we all have more questions than answers...

Please, as you typically do so well, set the vision so that all of us can understand and support it. Your leadership is the foundation that makes LPSD such a special district, and your guidance gives us the security and confidence to do our jobs to the best of our ability every day.

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P.S. On a side note, you will not find anyone better for our kids than Kacy Lou. She invests her heart into every moment she has with them and they all feel/know it. Not to mention, she is the ultimate swiss-army knife of an employee if I've ever seen one.