

**MINUTES OF MEETING  
BOARD OF EDUCATION OF THE LOGAN CITY SCHOOL DISTRICT  
CACHE COUNTY, UTAH**

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The Board of Education of the Logan City School District, Cache County, Utah, held a Work Session on **Wednesday January 19, 2022 at 3:30pm** in the training room of the District Office at 101 West Center St., Logan, Utah, 84321.

**Attendance:**

Board President Larry Williams  
Board Member Ann Geary  
Board Member Kristie Cooley  
Board Member Gregg Miller  
Business Administrator Jeff Barben  
Superintendent Frank Schofield  
Executive Assistant Rachel Behm  
District Communications Specialist Shana Longhurst

**Excused:**

Board Vice President Frank Stewart

**1. Work Session**

**A. Cicero Group Community Perception Survey Report**

Superintendent Schofield initiated the discussion by providing some background about the survey regarding community perception. He then detailed the results report sent to him by Cicero Group.

Board Member Gregg Miller asked about what courses the County is offering that the District does not. He also asked about the statement that Logan City School District is underfunded compared to the County. The Superintendent first spoke about the courses offered at Logan High. He stated that their course list is quite strong and comparable with other high schools in the valley – with the exception of FFA courses (which Logan High hasn't historically offered).

The Superintendent then spoke to the District's funding and what the District has done to address some of that perception. Superintendent Schofield said that the adjustments to the salary schedule cut the number of teachers leaving the District by half.

There was some discussion regarding the Gallup survey in terms of employee satisfaction. The theory is that satisfied teachers and employees would greatly impact some of the other areas of concern from the community.

Board Member Gregg Miller inquired about the efficacy of the Flagship Plan and its non-negotiables as they relate to teachers and their overall job satisfaction. The Superintendent spoke about some of the pushback the District has received in terms of the non-negotiables, PLCs, and what expectations are seen as reasonable and not. He then talked about how variability from school to school factors into the overall efficacy of the Flagship plan and job satisfaction. He talked about how each school has their focus – or what they deem as highest priority. He stated that if the Flagship Plan was being utilized exactly as intended across all schools and all teachers, then that would give a more accurate understanding of its overall efficacy. Without that level of consistency in usage, it's hard to determine if the variability in efficacy and job satisfaction is because of the Flagship Plan itself or some other factor.

The Superintendent then guided the conversation toward what the District should do in response to the results of the community perception survey. Board President Williams asked about the possibility of sharing the District's growth in academics with the community.

There was some discussion about the issue with attendance and its effect on student achievement outcomes.

Board President asked if they could take a moment to review page 22 of the survey and asked how do we develop a plan of action to address the three main areas of emphasis identified by parents: quality of education, quality of teachers and administrators, and quality of the leadership of the school and district. After some review, board members and the superintendent agreed that the best approach will be to continue emphasizing the district's current non-negotiables and our efforts to promote an engaging workplace for employees. As the district prioritizes those elements, many of the negative perceptions reflected in the community survey will be addressed.

Following the close of the work session, a motion was made to enter into a closed session.

**Move to exit the work session and enter into a closed session to discuss the purchase, exchange, or lease of real property and the character, professional competence, or physical or mental health of an individual.**

Motion: Board Member Gregg Miller

Second: Board Member Kristie Cooley

Vote:

Board President Larry Williams – Yes

Board Member Kristie Cooley – Yes

Board Member Gregg Miller – Yes

*(Due to unforeseen circumstances, Board Member Geary was excused from the meeting prior to the vote to enter into a closed session).*

**Adjourned at 4:50pm**

