
Evaluation of the Superintendent

The board will formally evaluate the superintendent's job performance at least once each year. The evaluation will be based on ~~achievement measured against district performance standards and~~ the superintendent's job description, any applicable standards of performance, board policy and progress in attaining any goals for the year established by the superintendent and/or the board. ~~The evaluation process provides the public with transparent information about the superintendent's performance and serves as a constructive guide for the superintendent to continually improve his or her performance.~~

Additional criteria for the evaluation, if any, will be developed at a public board meeting prior to conducting the evaluation. The superintendent will be notified of the additional criteria prior to the evaluation.

~~The board chair shall solicit individual board member input in determining the attainment of the goals and measuring performance. Board members will gather feedback from district stakeholders to inform their evaluation. Results of the evaluation will be written, shared with the superintendent by the board chair and may be discussed. The board's discussion and conferences with and about the superintendent and their performance will be conducted~~ in an executive session, unless the superintendent requests a session open to the public.¹ Such an executive session will not include a general evaluation of any district goal, objective or operation, or of any directive to personnel concerning district goals, objectives, operations or programs. Results of the evaluation will be written and placed in the superintendent's personnel file.

At the board's discretion, it may ~~Any time the superintendent's performance is deemed to be unsatisfactory, the board will~~ notify the superintendent in writing of specific areas to be remedied, and the superintendent may be given an opportunity to correct the problem(s). Where the board provided written notice pursuant to the prior sentence, if the board determines the superintendent's performance ~~continues to be~~ remains unsatisfactory, the board may dismiss or non-renew the superintendent pursuant to board policy, the superintendent's employment contract ~~with the superintendent,~~ and state law and rules. In those situations where the superintendent's employment contract includes an evaluation, dismissal or non-renewal provision, it shall take precedence over this policy.

END OF POLICY

Legal Reference(s):

ORS 192.660 ~~(2), (8)~~

ORS 332.107

¹ Notice must be provided to the superintendent in accordance with OAR 199-0040-0030. The superintendent must receive written notice of the meeting no less than one business day or 24 hours, whichever is greater, in advance of the meeting.

[ORS 332.505](#)

~~[ORS 342.513](#)~~

~~[ORS 342.815](#)~~

[OAR 581-022](#)-2405

[OAR 199-040-0027](#)

[OAR 199-040-0030](#)

Hanson v. Culver Sch. Dist. (FDAB 1975).

Cross Reference(s):

BDC - Executive Sessions

CB - Superintendent

CBA - Qualifications and Duties of the Superintendent