

Ashland School District 5

Code: **CBG**
Adopted: 3/08/10
Readopted: 5/08/17
Orig. Code(s): CBG/CBH

Evaluation of the Superintendent

The Board will:

1. Establish procedures for evaluating the superintendent's performance in a constructive manner, focusing on any accomplishments as well as any inadequacies, and making clear expectations for performance based on:
 - a. Job description and responsibilities;
 - b. Progress made toward accomplishing annual Board objectives;
 - c. Effective district operation in accordance with district policies and legal requirements.
2. Evaluate the superintendent by no later than the June board meeting. If deficiencies in performance are noted during the evaluation, those specific deficiencies will be discussed again prior to November 1 of that year;
3. The Board will evaluate the superintendent in his/her presence. If at any time, in the opinion of the majority of Board membership, the superintendent's services are deemed to be unsatisfactory, he/she will be notified in writing of the deficiencies or conditions that need to be corrected.

Provisions for termination of the superintendent's employment either by the Board or the superintendent will be set forth in the superintendent's employment contract.

END OF POLICY

Legal Reference(s):

[ORS 192.660\(2\), \(8\)](#)
[ORS 332.107](#)
[ORS 332.505](#)

[ORS 342.513](#)
[ORS 342.815](#)

[OAR 581-022-1720](#)

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

Cross Reference(s):

BDC - Executive Sessions
CB - Superintendent
CBA - Qualifications and Duties of the Superintendent