

# Clackamas Education Service District

Code: **CBG**  
Adopted: 05/20/09

## Evaluation of the Superintendent

The superintendent's job performance will be evaluated formally at least annually. The evaluation will be based on the administrative 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.

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's discussion and conferences with and about the superintendent and his/her performance will be in executive session, unless the superintendent requests an open session. Such an executive session will not include a general evaluation of any CESD goal, objective, or operation. Results of the evaluation will be written and placed in the superintendent's personnel file.

END OF POLICY

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### Legal Reference(s):

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

[ORS 334.225](#)

[ORS 342.513](#)

[ORS 342.815](#)

[OAR 581-024-0245](#)

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

### Cross Reference(s):

BDC - Executive Sessions

CBA - Qualifications and Duties of the Superintendent