

Creswell School District 40

Code: **CBG**
Adopted: 3/13/91
Revised/Readopted: 6/10/98
Orig. Code(s): 2200, 2221, 2222, 2223

Evaluation of the Superintendent

The superintendent's job performance will be evaluated annually by the Board evaluation will be based on district improvement plan objectives and the goals mutually established by the Board and the superintendent.

Additional criteria for 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 in a timely manner 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. However, such an executive session will not include directives about or a general evaluation of any district goal, objective or operation. Results of the evaluation will be written and placed in the superintendent's personnel file.

If the superintendent's performance is deemed to be unsatisfactory, the superintendent will be notified in writing of specific areas to be remedied and will be given an opportunity to correct the problem(s). If performance continues to be unsatisfactory, the Board may either dismiss the superintendent or not renew his/her contract pursuant to Board policy, the employment contract with the superintendent, state law and rules.

The Board shall make a written evaluation and present it to the superintendent no later than March 15 of each year. The Board and superintendent shall jointly determine how the evaluation shall be conducted and the instruments to be used.

The contract renewal and salary offer, or notice of dismissal at the end of the current contract shall be provided the superintendent no later than March 15 of each year.

END OF POLICY

Legal Reference(s):

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

[ORS 332.505](#)

[ORS 342.513](#)

[ORS 342.815](#)

[OAR 581-022-1720](#)

[Hanson v. Culver School District No. 5](#) (FDAB 1975).