

Dufur School District 29

Code: CCG
Adopted: 9/03/96
Readopted: 12/02/13
Orig. Code(s): CCG

Licensed Evaluation - Administrators

The administrative evaluation process has as its primary focus the exercise of effective instructional leadership in achieving the desired outcomes in student learning.

Through the evaluation process administrators should acquire a better understanding of their own leadership and management strengths, thereby enabling them to become more capable assessors of their own performance and growth needs. The assessment process should be goal oriented and support district/school priorities where appropriate. The process should also contribute to positive communication between each administrator and supervisor through a focus on improving instructional leadership. Engaging in meaningful dialogue about leadership and management practices should strengthen each administrator's commitment toward the profession and toward the success of his or her staff and students.

Each administrative evaluation will be conducted based upon the individual's job description and standards and procedures developed by the superintendent and approved by the Board. These procedures and standards shall be reviewed on a regular basis to ensure that they effectively support the district's goals.

Administrators' evaluations shall be customized based on collaborative efforts and include the educational leadership-administrator standards¹ adopted by the State Board of Education.

The standards include:

1. Visionary leadership;
2. Instructional improvement;
3. Effective management;
4. Inclusive practice;
5. Ethical leadership;
6. Socio-political context.

¹These standards are aligned with the Interstate School Leaders Licensure Consortium (ISLLC) and the Educational Leadership Constituents Council (ELCC) standards for Education Leadership.

Evaluations must attempt to:

1. Strengthen the knowledge, skills, disposition and administrative practices of administrators;
2. Refine the support, assistance and professional growth opportunities offered to an administrator, based on the individual needs of the administrator and the needs of the school and district;
3. Allow the administrator to establish a set of administrative practices and student learning objectives that are based on the individual circumstances of the administrator;
4. Establish a formative growth process for each administrator that supports professional learning and collaboration with other administrators; and
5. Use evaluation methods and professional development, support and other activities that are based on curricular standards and are targeted to the needs of the administrator.

END OF POLICY

Legal Reference(s):

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

[ORS 332.505](#)

[ORS 342.513](#)

[ORS 342.815](#)

[OAR 581-022-1720](#)

[OAR 581-022-1723](#)

[OAR 581-022-1725](#)

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