

Administrator Evaluation

Competent and qualified administrative and instructional leadership are essential to a quality educational program, and a sound administrator evaluation program is an essential tool in the improvement of leadership, assessing performance, and making decisions that are in the best interest of the students and district. Under board policy, the board and designated administrators are charged with the responsibility of evaluating the administrative staff in order to assess the performance of individuals in meeting the expectations of their assignments at a given point in time. Evaluation is based upon board policies, Standards of Performance for Oregon Educators, Oregon Revised Statutes, and other district and state procedures and regulations. An evaluation program allows the administrator and the district to measure the administrator's development and growth and provides a tool for supervisors who are responsible for making decisions about promotion, retention, renewal, contract extension, non-extension and non-renewal, dismissal, and discipline.

The evaluation program is designed to provide an opportunity for administrator to set goals and objectives and get the supervisor's response to them; to have their administrative and instructional leadership performance assessed; to receive verbal and written comments and suggestions for improvement from supervisors; and to have clear opportunities to make improvements within specific timelines.

The Accountability for School for the 21st Century Law (ORS 342.845(3)) provides a three-year probationary period to allow the district an opportunity to make judgments regarding an administrator's performance before permanent status is awarded.

END OF POLICY

Legal Reference(s):

[ORS 192.660 \(1\)\(i\)](#)

[ORS 332.505](#)

[ORS 342.513](#)

[ORS 342.815](#)

[OAR 581-022-1720](#)

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