

**Harney County
School District 3**

Code: **CCCB**
Adopted: 4/13/99
Orig. Code(s): CCCB

Evaluation of Administrative Staff

The superintendent shall implement and supervise an evaluation system for administrative personnel. An annual report will be made to the Board on the performance of all administrators.

The purpose of appraising the performance and effectiveness of administrators is to promote improvement in the administrative function, to recognize exceptional professional performance, and ultimately to bring continued improvement in the teaching-learning process in the district schools. Each administrator's performance and effectiveness will be assessed within the scope of that person's area of responsibility, system-wide goals and objectives, and individual performance objectives. Individual performance objectives will be agreed to by the appraiser and appraisee, and may relate to system-wide goals and objectives, area of responsibility and/or personal growth. Major areas of responsibility in which individuals may be appraised are established in their job descriptions.

Written evaluations of administrative personnel must be signed by the administrator and supervisor and placed in the district personnel file.

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 Sch. Dist. (FDAB 1975)