

Lane Education Service District Policy

Code: **CBG**
Adopted: 7/27/93
Readopted: 1/22/02
Orig. Code(s): CBG

Evaluation of the Superintendent

The superintendent's job performance will be evaluated formally, at least annually. The evaluation will be based on the superintendent's position description, any applicable standards of performance, Board policy, organization of staff 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. 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) so long as such performance consists of inadequate performance, inefficiency or neglect of duty. 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.

END OF POLICY

Legal Reference(s):

ORS 192.660 (2), (8)
ORS 334.225
ORS 342.513
ORS 342.815

OAR 581-024-0245 (3)

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

Cross Reference(s):

BDC - Executive Sessions