

**Lake Oswego  
School District 7J**

Code: **CBG**  
Adopted: 11/16/98; 1/03/83  
Readopted: 6/08/09  
Orig. Code(s): 1114; 2240

### **Evaluation of the Superintendent**

The superintendent's job performance will be evaluated by the Board at least annually. The evaluation will be based on the administrative job description, any applicable standards of performance, Board policy 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, but the Board's discussions and conferences with and about the superintendent and his/her performance will be in executive session, unless the superintendent requests that it be done in open session. Such an executive session will not include 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 services are deemed to be unsatisfactory, the superintendent shall be notified in writing of the specific areas to be remedied and shall be given an opportunity to correct these problems. If performance continues to be unsatisfactory, the Board may dismiss the superintendent pursuant to Board policy, the employment contract with the superintendent and state law and rules.

In gathering information to use in evaluating the superintendent, the Board may ask the superintendent to provide a written report of progress made toward objectives mutually determined in the prior year and may discuss new objectives for the subsequent year.

The superintendent and the Board shall mutually agree to any information which is made public about the results of the evaluation.

END OF POLICY

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**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)

**Cross Reference(s):**

CBA - Qualifications and Duties of the Superintendent