

**Lake Oswego
School District 7J**

Code: **CBG**
Adopted: 11/16/98; 1/03/83
Revised/Readopted: 6/08/09; 11/03/14; 6/12/17;
8/28/17
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.

At the Board's discretion, it may notify the superintendent in writing of specific areas to be remedied, and the superintendent may be given an opportunity to correct the problem(s). Where the Board provided written notice pursuant to the prior sentence, if the Board determines the superintendent's performance remains unsatisfactory, the Board may dismiss or non-renew the superintendent pursuant to Board policy, the superintendent's employment contract and state law and rules. In those situations where the superintendent's employment contract includes an evaluation, dismissal or non-renewal provision, it shall take precedent over this policy.

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.

Outside of the evaluation documents that fall under public records law, the superintendent and the Board shall mutually agree to any other information which be made public about the results of the evaluation.

END OF POLICY

Legal Reference(s):

[ORS 192.660\(2\), \(8\)](#)
[ORS 332.107](#)
[ORS 332.505](#)

[ORS 342.513](#)
[ORS 342.815](#)

[OAR 581-022-1720](#)

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

Cross Reference(s):

CB - Superintendent
CBA - Qualifications and Duties of the Superintendent