

Monument School District 8

Code: CBG
Adopted: 8/16/12
Orig. Code: CBG

Evaluation of the Superintendent

The superintendent's job performance will be evaluated in November and February of each year, 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 evaluations, if any, will be developed at a public Board meeting prior to conducting the evaluation, and 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 agency goal, objective, or operation. Results of the Board's evaluation will be written and placed in the Superintendent's personnel file by the Board Chairman.

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 opportunity to correct these problems within a specified time. If performance continues to be unsatisfactory, the Board may either dismiss the Superintendent or non-renew his/her contract pursuant to Board policy, the employment contract with the Superintendent, state administrative regulations, and state law.

END OF POLICY

Legal Reference(s):

[ORS 192.660\(1\)\(i\)](#)
[ORS 342.513](#)

[ORS 342.815](#)
[ORS 342.835](#)

[ORS 342.850](#)

Cross Reference(s):

CB - Consultants to the Administrative Staff
CBA - Qualifications and Duties of the Superintendent