

North Santiam School District

Code: **CBG**
Adopted: 7/01/96
Readopted: 8/21/97, 7/19/07

Evaluation of the Superintendent

The Superintendent's job performance will be evaluated yearly based on a combination of the adopted Superintendent Qualifications, the job description, any applicable standards of performance, Board Policy, and/or progress in attaining any goals for the year established previously by the Superintendent and/or the Board.

Any additional goals for the evaluation must be developed at a public Board meeting. Any such goals will be shared with the Superintendent and appropriate indicators of accomplishment mutually identified. Timelines for the evaluation of said goals will also be identified.

The Superintendent's evaluation/assessment of 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, signed by the Board chairman and Superintendent, 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 these problems. If performance continues to be unsatisfactory, the Board may either dismiss the Superintendent or non-renew the 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\(2\), \(8\)](#)

[ORS 332.505](#)

[ORS 342.513](#)

[ORS 342.815](#)

[OAR 581-022-1720](#)

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