

**North Santiam
School District**

Code: **CBG**
Adopted: 7/01/96
Readopted: 8/21/97; 7/19/07; 12/14/17
Orig. Code(s): CBG

Evaluation of the Superintendent

The Board will formally evaluate the superintendent's job performance 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.

Additional criteria for the evaluation, if any, must be developed at a public board meeting. Any such criteria will be shared with the superintendent, and appropriate indicators of accomplishment will be mutually identified prior to the evaluation. Timelines for the evaluation of said criteria will also be identified.

The superintendent's evaluation/assessment of performance will be in executive session, unless the superintendent requests an open session. 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 chair and superintendent, 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.

END OF POLICY

Legal Reference(s):

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

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

[OAR 581-022-2405](#)

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

Cross Reference(s):

BDC - Executive Sessions
CB - Superintendent
CBA - Qualifications and Duties of the Superintendent