

Oregon City School District

Code: **CBG**
Adopted: 2/01
Readopted: 11/05/07
Orig. Code(s): 2240

Evaluation of the Superintendent

The superintendent's job performance will be evaluated once a year based on performance of the duties listed in Board policy CBA - Qualifications and Duties of the Superintendent. Additional criteria for the evaluation, if any, will be developed at a public Board meeting prior to conducting the evaluation. The superintendent will be notified of the additional criteria prior to the evaluation. In gathering information to use in the evaluation, the Board may ask the superintendent to provide a report of progress in achieving goals set the preceding year or at the beginning of the current year.

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 shall not include directives about or a general evaluation of any agency goal, objective or operation. Results of the evaluation shall be written and placed in the superintendent's personnel file.

Any time 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 the problem(s). 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.

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)

Cross Reference(s):

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