

Evaluation of the Superintendent

No later than the last day in February, the Board will devote an executive session to an evaluation of the superintendent's performance. The purpose of this evaluation is to determine to what extent the superintendent has performed his/her responsibilities, as well as to make recommendations for improvement of the superintendent's effectiveness.

The superintendent will also be expected to report on his/her evaluation of the district administrative staff.

Following this evaluation, it would be appropriate to take action in regard to the terms of the superintendent's contract. Such action could include an extension of the current contract or revisions.

Decision on the contract's extension or revision will be made on or before the first regular meeting of the Board in March of each 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 will not include directives about or 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.

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 nonrenew his/her contract pursuant to Board policy, the employment contract with the superintendent and state law and rules.

END OF POLICY

Legal Reference(s):

[ORS 192.660 \(1\) \(i\)](#)
[ORS 332.505](#)
[ORS 342.513](#)
[ORS 342.815](#)

Hanson v. Culver School District No. 5 (FDAB 1975)

Cross References:

BDC – Executive Sessions
CBA – Qualifications of the Superintendent