

Vernonia School District 47J

Code: **CCG**
Adopted: 2/10/00
Revised/Readopted: 3/14/13
Orig. Code(s): CCG

Licensed Evaluation - Administrators

The superintendent shall implement and supervise an evaluation system for administrative personnel.

Each administrator will be evaluated annually. The superintendent will report the evaluation results of all administrators to the Board and make recommendations regarding their employment and/or salary status.

The purpose of administrator evaluations is to assist administrators to develop and strengthen their professional abilities, to improve the instructional program and to improve the management of the school system.

The administrator being evaluated will have the right to attach a memorandum to the written evaluation and right of appeal through established grievance procedures if applicable.

Administrators' evaluations shall be customized based on collaborative efforts and include the education leadership-administrator standards adopted by the State Board of Education.

The standards include:

1. Visionary leadership;
2. Instructional improvement;
3. Effective management;
4. Inclusive practice;
5. Ethical leadership;
6. Socio-Political context.

Evaluations must attempt to:

1. Strengthen the knowledge, skills disposition and administrative practices of administrators;
2. Refine the support, assistance and professional growth opportunities offered to an administrator, based on the individual needs of the administrator and the needs of the school and district;
3. Allow the administrator to establish a set of administrative practices and student learning objectives that are based on the individual circumstances of the administrator;

4. Establish a formative growth process for each administrator that supports professional learning and collaboration with other administrators; and
5. Use evaluation methods and professional development, support and other activities that are based on curricular standards and are targeted to the needs of the administrator.

The administrative evaluation system will also include provisions for initiating dismissal, contract nonextension or demotion procedures if the need for such procedures is indicated.

END OF POLICY

Legal Reference(s):

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

[ORS 332.505](#)

[ORS 342.513](#)

[ORS 342.815](#)

[OAR 581-022-1720](#)

[OAR 581-022-1723](#)

[OAR 581-022-1725](#)

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