

Willamette Education Service District

Code: **CBG**
Adopted: 7/8/03
Readopted: 5/11/05; 8/10/10
Orig. Code(s): None

Evaluation of the Superintendent

The Superintendent's job performance will be evaluated formally at least annually. The evaluation will be based on the administrative job description, any applicable standards of performance, Board policy, and progress in attaining any goals for the year established by the Superintendent and/or the Board.

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.

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 a general evaluation of any ESD goal, objective, or operation. Results of the evaluation will be written and placed in the Superintendent's personnel file. The Superintendent's evaluation is a public record.

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 nonrenew or 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 334.225](#)

[ORS 342.513](#)

[ORS 342.815](#)

[OAR 581-024-0245](#)

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

Cross Reference(s):

BDC - Executive Sessions

CB - Superintendent

CBA - Qualifications and Duties of the Superintendent