



The Board of Directors will view Superintendent performance as being identical to organizational performance. Superintendent job performance will be monitored systematically against superintendent job expectations which are defined as:

- Reasonable progress toward organizational accomplishment of the Board's Ends policies, and
- Organizational operation within the boundaries established in the Board's Executive Limitations.

Accordingly, monitoring determines the degree to which board policies are being met. Information not formally presented as monitoring data and that does not contribute directly to this purpose is not considered monitoring data.

The Board will acquire monitoring data on Ends and Executive Limitations policies by one of three methods:

1. By internal report, in which the Superintendent discloses information and demonstrates compliance to the Board;
2. By external report, in which an external, disinterested third party selected by the Board assesses compliance with Board policies;
3. By direct Board inspection, in which the whole Board formally assesses compliance with the appropriate policy criteria.

The consistent standard for compliance for Executive Limitations policies shall be whether the Superintendent has reasonably interpreted and acted within the scope of the Board policy being monitored. For Ends policies, the standard shall be whether the Superintendent has reasonably interpreted and whether reasonable progress is being made toward achieving the Board's described Ends. The Board will make the final determination as to whether the Superintendent interpretation is reasonable, whether the Superintendent is in compliance, and whether reasonable progress is being made.

Executive Limitations will be monitored through a report presented by the Superintendent at a school board meeting. The Board of Directors may request specific evidence or data related to an Executive Limitation report, but shall do so in a timely manner with respect to the time necessary to prepare and data availability. The Superintendent will notify the Board of any material change to an Executive Limitation report that occurred after the report was submitted to the Board.

The Board of Directors will conduct a formal summative evaluation of the Superintendent according to the timeline, process and scoring specifications outlined in the Superintendent's contract. Board leadership and the Superintendent shall also meet in November and May of each year to ensure that roles and responsibilities are being properly met by each party.

The summative evaluation will be based on data collected during the year from the monitoring of Ends and Executive Limitations.

As the summative evaluation process described above is based on the prior year's evidence and actions, an incoming Superintendent would not have impacted those results, therefore, Board leadership shall have the discretion to develop an evaluation relevant to the first year of service of an incoming Superintendent.

Nothing in this policy is intended to imply the establishment of any personal rights not explicitly established by statute, contract, or Board policy. All employment decisions related to the Superintendent remain the sole discretion of the Board of Directors.

Additional criteria for the evaluation, if any, will be developed at a 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 their 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 district goal, objective, or operation. Results of the evaluation will be written and placed in the Superintendent's personnel file.

The results of the Superintendent's evaluation will be subject to the public records law.



POLICY TYPE: BOARD POLICY

CODE: CBC-BP

TITLE: SUPERVISION & EVALUATION OF THE SUPERINTENDENT

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 Superintendent's employment contract, and state law and rules.

END OF POLICY

REVIEWED: 2/8/2011, 8/8/2023

ADOPTED: 2/13/1996, 1/14/1997, 2/22/2011, 9/27/2016, 9/12/23

POLICY / REGULATION CROSS REFERENCE

GBL-AP: Personnel Records
GB-AP: General Personnel Policies

LEGAL REFERENCE

ORS 192.660 (2)(8) ORS 342.815
ORS 332.505 OAR 581-022-1720
ORS 342.513 Hanson v. Culver School District No 5 (1975)