

BEND-LA PINE SCHOOLS

Administrative School District No. 1

Deschutes County, Oregon

ADMINISTRATIVE POLICY

Name: Evaluation of the Superintendent

Section: Required Policies

Code: CBC-AP

The superintendent's job performance will be evaluated formally at least annually. The superintendent and/or the Board may base the evaluation on the administrative job description, any applicable standards of performance, examination of the superintendent's portfolio, execution of Board policy, and progress in attaining goals for the year as established.

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 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.

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 References:

ORS 192.660 (2)(8)

ORS 332.505

ORS 342.513

ORS 342.815

OAR 581-022-1720

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

Reviewed: 2/8/11

Approved: 2/13/96, 1/14/97, 2/22/11