

## Evaluation of the Superintendent

The superintendent's job performance will be evaluated annually. The evaluation will occur no later than the regularly scheduled Board meeting for the month of May each year, unless the superintendent and the Board agree to postpone the evaluation. The evaluation will be based on the Qualifications of the Superintendent as set forth in Board Policy CBA, any other applicable Board Policy and progress on attaining any goals for the year established by the Superintendent and/or the Board.

To accomplish the evaluation, each member of the Board will be given no later than April 15 of each school year. Each member will complete the forms no later than April 30 each year and then present the forms to the designated Board member to compile the results so that they can be discussed during the evaluation process at the regular May Board Meeting.

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 discussions and conferences with and about the superintendent and his/her performance will be in executive session, unless the superintendent requests an open meeting. However, such 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.

Any time the superintendent's performance is deemed 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), unless the problem presents cause sufficient to justify immediate dismissal. If performance continues to be unsatisfactory, the Board may dismiss the superintendent pursuant to Board policy, the employment contract with the superintendent and any applicable state law and/or rules.

END OF POLICY

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### Legal Reference(s):

[ORS 332.107](#)

ORS 339.240

ORS.339.250

[OAR 581-021-0050 to 0075](#)

[OAR 581-022-1680](#)

Hazelwood School District v. Kuhlmeier, 484 U.S. 260 (1988).

Bethel School District No. 403 v Fraser, 478 U.S. 675 (1986).

Havercamp v. Unified School District No. 380, 689 F Supp. 1055 (D. Kan. 1986); aff'd \_F.2d\_(10<sup>th</sup> Cir. 1987).

Westside Community Board of Education v. Mergens, 496 U.S. 226 (1990).

Equal Access Act, 20 U.S.C. Sections 4071-4074.

Title IX of the Education Amendments of 1972, 20 U.S.C. Sections 1681-1683; 34 CFR Par 106 (2000).