

South Coast Education Service District

Code: **CBG**
Adopted: 12/12/06
Readopted: 1/17/13
Reviewed: 9/25/17

Evaluation of the Superintendent

The superintendent's job performance will be evaluated formally at least annually. The evaluation shall be customized based on collaborative efforts and include the educational leadership-administrator standards¹ 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.

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.

Evaluations shall attempt to:

7. Strengthen the knowledge, skills, disposition and administrative practices of administrators;
8. 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 schools, districts and the ESD;
9. Allow the administrator to establish a set of administrative practices and student learning objectives that are based on the individual circumstances of the administrator;
10. Establish a formative growth process for each administrator that supports professional learning and collaboration with other administrators; and
11. 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 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. Such an executive session will

¹These standards are aligned with the Interstate School Leaders Licensure Consortium (ISLLC) and the Educational Leadership Constituents Council (ELCC) standards for Education Leadership.

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.

END OF POLICY

Legal Reference(s):

[ORS 192.660\(2\), \(8\)](#)
[ORS 334.225](#)

[ORS 342.513](#)
[ORS 342.815 to- 342.934](#)

[OAR 581-024-0245](#)

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