



Prepared for: North Bend School District Board of Directors
Prepared by: Tim Crider, Assistant Superintendent
Meeting Date: December 11, 2025

OSBA Implementation of Full Superintendent Evaluation Cycle Support

ACTION REQUIRED

Background

At the July 1, 2025, Regular School Board Meeting, the Board agreed to invite the Oregon School Boards Association (OSBA) to facilitate a Board Work Session on July 10, 2025. During this session, Jennifer Nelson from OSBA provided training on the superintendent evaluation process and discussed how OSBA can support the Board throughout this work. The objective was to build a shared understanding of the evaluation process and to promote a collaborative, transparent structure aligned with the *COSA-OSBA Superintendent Evaluation Workbook*.

One item of interest and discussed at the August 7, 2025 School Board Meeting was to have OSBA assist the Board and Superintendent in a full superintendent evaluation cycle beginning in January 2026.

The attached proposal includes an optional targeted feedback survey, which is not being considered as a part of this action item.

Action Requested

Authorization to accept the quote from OSBA for implementation of full superintendent evaluation cycle support to begin in February 2026.

Motion Requested

"I move to accept the attached Superintendent Evaluation Facilitation Plan cost proposal for 2025–26."