

Beaverton School District Superintendent Evaluation Process

The Superintendent is charged with leading and operating the district according to the priorities and policies adopted by the School Board. The School Board annually evaluates the Superintendent in order to assess how the Superintendent is advancing District priorities and implementing District policies to improve student achievement. The evaluation process provides the public with transparent information about the Superintendent's performance and is intended to serve as a constructive guide for the Superintendent to facilitate continual improvement.

Evaluation Overview

The Beaverton School Board has developed a three-part tool for evaluating our Superintendent.

Part 1 is based on the Educational Leadership Policy Standards: ISLLC 2008 and is informed by the Performance Standards established jointly by the American Association of School Administrators and the National School Boards Association.

Part 2 evaluates progress towards the goals established by the Board and Superintendent at the beginning of the evaluation cycle. Each year, the Board and Superintendent develop a clear set of goals for the Superintendent who then prepares an action plan defining the means to be used to achieve the goals. These goals and the action plan serve as the basis for Part 2 of the evaluation process.

Part 3 consists of a 360-degree evaluation of the Superintendent by members of the community and staff. It is designed to receive feedback leading to professional development and an understanding of staff and community perspectives and concerns that might not otherwise surface in Parts 1 or 2.

<i>Evaluation Timeline</i>	<i>Action</i>
Summer work session (October 2013 work session)	Annually, the Superintendent and School Board establish goals designed to advance the District Strategic Plan. The Board and Superintendent review the Superintendent evaluation process, forms and timelines.
Winter work session (February 3, 2014)	Superintendent reports interim progress on goals to the Board.
Spring work session (April 7, 2014)	Superintendent delivers self-assessment using forms from Evaluation Parts 1 and 2 to the School Board and recommends individuals to participate in 360-degree evaluation process.
April	Board members complete Parts 1 and 2 of the Superintendent Evaluation Form.
April	The Board arranges to anonymously obtain 360-degree evaluation information from the individuals the Superintendent recommends as well as other staff and community members. The Board Chair compiles evaluation results.
April (April 29, 2014)	Board members meet in Executive Session without the Superintendent to discuss their evaluation findings. Using those findings, the Board Chair prepares the draft written evaluation.
May (May 19, 2014)	Board members meet in Executive Session without the Superintendent to provide feedback on the board's official written evaluation that will be shared with the Superintendent. The Board Chair finalizes the evaluation document.
June (June 2, 2014)	The School Board and Superintendent meet in Executive Session to present the completed evaluation. A copy of the final written evaluation form is placed in the Superintendent's personnel folder.
June (June 2, 2014)	The School Board shares results of the evaluation and progress on district goals with the community.