

Oregon School Boards Association
Selected Sample Policy

Code: CCG ✓
Adopted:

Evaluation of Administrators (Version 2)

Recommend Delete

Each administrator will be evaluated [annually] by his/her immediate supervisor.

The purpose of administrator evaluations is to assist an administrator with developing and strengthening their professional abilities and to improve the instructional program and management of the school system, and for supervisors to make recommendations regarding their employment and/or salary status.

An administrator's evaluation shall be customized and based on collaborative efforts and include the educational leadership-administrator standards¹ adopted by the State Board of Education.

The adopted standards include:

1. Visionary leadership;
2. Instructional improvement;
3. Effective management;
4. Inclusive practice;
5. Ethical leadership; and
6. Socio-political context.

An evaluation must attempt to:

7. Strengthen the knowledge, skills, disposition and administrative practices of the administrator;
8. Refine the support, assistance and professional growth opportunities offered to the administrator, based on the individual needs of the administrator and the needs of the school and the district;
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

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

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 administrative evaluation system will also include provisions for initiating dismissal, contract nonextension [or demotion] procedures if the need for such is indicated.

END OF POLICY

Legal Reference(s):

ORS 192.660(2), (8)
ORS 332.505
ORS 342.513

ORS 342.815
ORS 342.850

OAR 581-022-1720
OAR 581-022-1723
OAR 581-022-1725

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

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