
LICENSED EVALUATION - ADMINISTRATORS

Each administrator will be evaluated as required by law by the Superintendent or his/her designee. The Superintendent will report to the Board prior to the March 15th Board meeting concerning the performance of all Administrators, annually by his/her immediate supervisor.

The purpose of administrator evaluations is to assist administrators to develop and strengthen their professional abilities, to improve the instructional program and to improve the management of the district, school system and for supervisors to make recommendations regarding their employment and/or salary status. The administrator's written goals for the year as well as the continuing duties and responsibilities as defined in the job description for each position will be the basis for the evaluation.

The administrator being evaluated will have the right to attach a memorandum to the written evaluation and right of appeal through established grievance procedures, if applicable. The administrative evaluation system will also include provisions for initiating dismissal, contract non-extension or reassignment procedures if the need for such procedures is indicated.

Administrators' evaluations 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.

Evaluations must 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 school and 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 non-extension or demotion procedures if the need for such procedures is indicated.

END OF POLICY

Legal Reference(s):

ORS 192.660(4)(i) (2) (8)

ORS 332.505

ORS 342.513

ORS 342.815

OAR 581-022-1720

OAR 581-022-1723

OAR 581-022-1725

Hanson v. Culver School District No. 5 (FDAB 1975).

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