

REEDSPORT SCHOOL DISTRICT

POLICY: EVALUATION OF ADMINISTRATIVE STAFF

CODE: GCNA

Contract and probationary administrators will be evaluated at least annually. Data gained through observations in combination with other input determined appropriate by the Board and supervising administrator will be considered in development of the evaluation.

The administrator evaluation procedures should be available to the administrative staff and shall be reviewed with them by the superintendent at the beginning of each school year. Each year as a matter of standard practice, the Board will receive a report from the superintendent regarding probationary administrative staff.

The Board believes that administrative evaluation should be directed towards the administrator making continual professional growth and to determine the administrator's performance. As the process and procedures to implement this policy are developed, the following areas shall be major factors:

1. Develop and implement administrative training options that will assure the skills for attaining the district's goals;
2. Implement plans of improvement that focus both on the needs of the administrator and quality means for remediation of areas not meeting standards;
3. Initiate adequate observation, conferencing and documentation at all phases of the evaluation cycle;
4. Implement a supervision process for administrators that will encourage continued professional growth and job satisfaction;
5. Focus on probationary administrative staff to assure that only those who meet or exceed standards are accorded contract status.

END OF POLICY

Legal Reference: ORS 342.850
 OAR 581-22-22-715

Adopted: 7/18/01

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