

Licensed Evaluation – Administrators

Each High Desert ESD (ESD) administrator will be evaluated 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 ESD.

Administrators' evaluations shall be customized based on collaborative efforts and include the educational leadership-administrator standards 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 shall 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 needs of the administrator and the needs of the schools, districts and the ESD;
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
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, and contract nonextension procedures if the need for such procedures is indicated.

END OF POLICY

Legal Reference(s):

[ORS 192.660\(2\), \(8\)](#)
[ORS 334.125\(7\)](#)
[ORS 342.513](#)
[ORS 342.815 to- 342.934](#)

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