

Sisters School District 6

Code: CCG
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Orig. Code(s): CCG

Licensed Evaluation – Administrators - Instructional Leaders

An effective evaluation program is essential to a quality educational program. It is an important tool in determining (current level) an administrator's current performance level. As the District strives to create a personalized education for all students, we must ensure that each of our school programs is led by highly trained and motivated Instructional Leaders. Under Board policy, the Superintendent will administer an annual evaluation system and make annual recommendations regarding each administrator's employment and/or salary status.

Evaluation of administrators will be conducted to conform with applicable Oregon Revised Statutes and according to the following guidelines:

1. Based on standards of professional practice, the first step in the evaluation cycle is self-reflection. The Instructional Leader reflects on and assesses his/her professional practice and analyzes the learning and growth of his/her students in preparation for goal setting.
2. The Instructional Leader identifies goals aligned with the standards of professional practice encompassing both practice and impact on student learning.
3. The Instructional Leader and Superintendent, or his/her designee evaluator, shall collect evidence using multiple measures regarding student learning and growth, professional practice, and professional responsibilities to inform progress throughout the process of the evaluation cycle.
4. The Superintendent and Instructional Leaders will review the progress toward student learning and professional growth goals and/or performance against standards using a process that includes analysis of evidence, professional conversations and highlighting professional growth needs.
5. The evaluator assesses the educator's performance against the standards of professional practice, attainment of student learning goals, and attainment of professional practice goals. The summative evaluation is the springboard that leads the Instructional Leader into a new cycle, as well as guiding future goal setting.

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

END OF POLICY

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

Legal Reference(s):

[ORS 192.660\(2\), \(8\)](#)

[ORS 332.505](#)

[ORS 342.513](#)

[ORS 342.815](#)

[OAR 581-022-1720](#)

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