

BALTIMORE COUNTY PUBLIC SCHOOLS

DATE: January 26, 2010

TO: **BOARD OF EDUCATION**

FROM: Dr. Joe A. Hairston, Superintendent

SUBJECT: **REPORT ON THE PROPOSED NEW BOARD OF EDUCATION
POLICY 8501 – SUPERINTENDENT EVALUATION**

ORIGINATOR: Margaret-Ann F. Howie, Esq., General Counsel

RESOURCE PERSON(S): Edward J. Novak, Esq., Manager

RECOMMENDATION

That the Board of Education reviews the proposed new Policy 8501.
This is the first reading.

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Attachment I – Policy Analysis
Attachment II – Policy 8501

**Policy Analysis for
(New) Board of Education Policy 8501
Superintendent Evaluation**

Statement of Issues or Questions Addressed

The Board of Education of Baltimore County (Board) is devoted to continuous improvement to reach the goals it sets and to achieve its mission of providing a quality education to the students of Baltimore County. The Board believes that it is responsible to the public it serves to evaluate its primary staff member to determine his/her efficacy and efficiency.

By contract, the Board evaluates the performance of the Superintendent. It is the Board's desire to include this evaluative element in policy so that its significance is retained for future boards of education.

Cost Analysis and Fiscal Impact on School System

No fiscal impact is anticipated by addition of this policy.

Relationship to Other Board of Education Policies

Policy 8120, *Purpose, Role, and Responsibilities of the Board of Education*
Policy 2111, *Superintendent*

Legal Requirements

Annotated Code of Maryland, Education Article

§4-101, Control and Promotion of Education

§4-102, County Superintendent

§4-204, Administration of the Office of County Superintendent

§4-205, Powers and Duties of County Superintendent

Similar Policies Adopted by Other Local School Systems

1. Anne Arundel County Board of Education, Policy Code BI/207, *Evaluation*
2. Prince George's County Board of Education, Policy 8265, *Evaluating the Superintendent of Schools*
3. Washington County Board of Education, Policy BAA, *Evaluation of School Board/Board Self-Evaluation*
4. Gardner School District (Gardner, Massachusetts), NEPN Code BAA, (2001) *Evaluation of Board/Self-Evaluation*
5. Farmington Public Schools (Farmington, Michigan), NEPN Code CBI, (2004) *Evaluation, Superintendent*
6. Harrison County School District #2 (Colorado Springs, Colorado), NEPN Code BAA (2000) *Evaluation of School Board/Self Evaluation*
7. Wisconsin Association of School Boards, NEPN Code BA, (2004) *Governing Style*
8. Texas Association of School Boards, *Planning and Decision Making Process*, NEPN Code AEA (2005)

Draft of Proposed Policy

Attached

Other Alternatives Considered by the Board members

Board members did not discuss any alternatives.

Timeline

First Reading – January 26, 2010

Second Reading – February 9, 2010

Third Reading/Vote – March 9, 2010

INTERNAL BOARD POLICIES: EVALUATION

SUPERINTENDENT EVALUATION

- I. THE BOARD SHALL CONDUCT AN ANNUAL REVIEW OF THE SUPERINTENDENT IN ACCORDANCE WITH THE BOARD'S APPROVED SUPERINTENDENT'S EVALUATION INSTRUMENT AND RELATED ANNUAL EVALUATION PROCESS PACKET.

LEGAL REFERENCE: *ANNOTATED CODE OF MARYLAND, EDUCATION ARTICLE*
§4-101, CONTROL AND PROMOTION OF EDUCATION
§4-102, COUNTY SUPERINTENDENT
§4-204, ADMINISTRATION OF THE OFFICE OF COUNTY SUPERINTENDENT
§4-205, POWERS AND DUTIES OF COUNTY SUPERINTENDENT

RELATED POLICIES: BOARD OF EDUCATION POLICY 8120, *PURPOSE, ROLE, AND RESPONSIBILITIES OF THE BOARD OF EDUCATION*
BOARD OF EDUCATION POLICY, 2111, *SUPERINTENDENT*

POLICY
ADOPTED: _____

BOARD OF EDUCATION OF BALTIMORE COUNTY