DATE: March 9, 2010

TO: BOARD OF EDUCATION

FROM: Dr. Joe A. Hairston, Superintendent

SUBJECT: CONSIDERATION OF THE PROPOSED NEW BOARD OF EDUCATION POLICY 8501 – SUPERINTENDENT EVALUATION

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

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

RECOMMENDATION

That the Board of Education approves the proposed new Policy 8501. This is the third 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

Draft of Proposed Policy
Attached

Other Alternatives Considered by the Board
Board members did not discuss any alternatives.
Timeline
First Reading – January 26, 2010
Public Comment – 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: __________