DATE: July 13, 2010

TO: BOARD OF EDUCATION

FROM: Dr. Joe A. Hairston, Superintendent

SUBJECT: REPORT ON THE PROPOSED DELETION OF BOARD OF EDUCATION POLICY 4235 – STATUS CHANGE, EVALUATION, GENERAL

ORIGINATOR: Joe A. Hairston, Superintendent

RESOURCE PERSON(S): Donald Peccia, Assistant Superintendent, Human Resources

RECOMMENDATION

That the Board of Education reviews the proposed deletion of Policy 4235. This is the first reading.

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Attachment I – Policy Analysis
Attachment II – Policy 4235
Policy Analysis for
Board of Education Policy 4235
Status Change: Evaluation, General

Statement of Issues or Questions Addressed
Board of Education Policy 4235 delegates to the supervisory staff the responsibility of evaluating the effectiveness of all classified personnel. The policy was adopted in 1975 and has never been revised. This policy is being recommended for deletion and will be replaced with a proposed policy that will apply to all employees.

Cost Analysis and Fiscal Impact on School System
No fiscal impact is anticipated by the deletion of this policy.

Relationship to Other Board of Education Policies
Board of Education Policy 4117, Administrative and Supervisory Personnel Evaluations
Board of Education Policy 4235, Evaluation, General Purpose
Board of Education Policy 4235.1, Teacher-Aides

Legal Requirements
Annotated Code of Maryland, Education Article §4-205, §4-311, §6-202
COMAR 13A.07.04

Similar Policies Adopted by Other Local School Systems
1. Anne Arundel County, Policy Code 801.08, Letter GBH, Evaluation of Professionally Certificated Personnel
2. Carroll County, Policy GCOA, Evaluation of Teachers

Draft of Proposed Policy
Attached

Other Alternatives Considered by Staff
No other alternatives were considered.

Timelines:
First reading: July 13, 2010
Public Comment: August 10, 2010
Third reading: September 7, 2010
PERSONNEL: Classified

Status Change: Evaluation, General

The Board of Education subscribes to the principle of personnel administration that an employee has a right to know how he/she is progressing in his/her present position. Only then can he/she be recognized for his/her performance or encouraged to improve. Since important personnel actions including promotion, discipline or discharge are contingent upon the quality of prior evaluations, the function of evaluations must produce an accurate reflection of the employee’s worth and contribution to the system.

The Board of Education delegated to the supervisory staff the responsibility of evaluating the effectiveness of all classified personnel as a means to insure quality control and apprisement of results to all employees.

Policy Board of Education of Baltimore County

Adopted: 12/11/75]