

**BALTIMORE COUNTY PUBLIC SCHOOLS**

**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 4116 – TEACHER EVALUATION**

**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 4116. This is the first reading.

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Attachment I – Policy Analysis  
Attachment II – Policy 4116

**Policy Analysis for  
Board of Education Policy 4116  
Teacher Evaluation**

**Statement of Issues or Questions Addressed**

Board of Education Policy 4116 outlines the purposes for teacher evaluations. This policy was adopted in 1968 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*
3. Montgomery County, Policy GJB-RA, *Evaluation of Professional Personnel*

**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: Professional

Permanent: Teacher Evaluation

The Board of Education recognizes that the teaching process is an extremely complex one and that the appraisal of this process is a difficult and technical function. Nevertheless, because it is universally accepted that good teaching is the most important element in a sound educational program, provision shall be made to conduct appraisals of teacher performance.

Appraisal of teaching service should serve three purposes:

1. To raise the quality of instruction and educational service to the children of our community
2. To raise the standards of the teaching profession as a whole
3. To aid the individual teacher to grow professionally

Evaluation of teacher performance must be a cooperative continuing process designed to improve the quality of instruction. All professional employees are involved in the evaluation process. Teachers share with those who work with them the responsibility for the development and maintenance of professional standards and attitudes regarding the evaluation process.

Therefore, the Board of Education delegates to the professional staff the responsibility of developing, organizing, and implementing a system-wide program for evaluating the instructional process as one means to insure quality control of instruction.

Also see Master Agreement with Teachers Association of Baltimore County, Maryland, Inc.

Legal Reference: Ann. Code of Pub. Gen. Laws of Md. Art. 77  
#63 Professional improvement of teachers  
#64 Visiting schools and advising with principals

Policy  
Adopted: 8/29/68]

Board of Education of Baltimore County