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 4117 - ADMINISTRATIVE AND SUPERVISORY PERSONNEL EVALUATIONS

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 4117. This is the first reading.

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Attachment I – Policy Analysis
Attachment II – Policy 4117
Policy Analysis for
Board of Education Policy 4117
Administrative and Supervisory Personnel Evaluations

Statement of Issues or Questions Addressed
Board of Education Policy 4117 directs the Superintendent to develop and implement an appraisal process for all administrative and supervisory personnel. The policy was adopted in 1973 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: Professional

Permanent: Administrative and Supervisory Personnel Evaluations

The Superintendent of Schools shall be responsible for the development and implementation of a system for evaluating all administrative and supervisory personnel.

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


Policy Board of Education of Baltimore County
Adopted: 5/10/73]