

BALTIMORE COUNTY PUBLIC SCHOOLS

DATE: September 7, 2010

TO: **BOARD OF EDUCATION**

FROM: Dr. Joe A. Hairston, Superintendent

SUBJECT: **CONSIDERATION OF 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 approves the proposed deletion of Policy 4116. This is the third reading.

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