

**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 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 approves the proposed deletion of Policy 4117. This is the third 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*
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: 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.

Legal ReferenceS: Ann. Code of Pub. Gen. Laws of Md. Art 77 §64 Visiting schools and advising with principals, etc.

Policy  
Adopted: 5/10/73]

Board of Education of Baltimore County