

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 4235.1 – STATUS CHANGE, EVALUATION, TEACHER-AIDES**

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 4235.1. This is the third reading.

Attachment I – Policy Analysis
Attachment II – Policy 4235.1

**Policy Analysis for
Board of Education Policy 4235.1
Status Change: Evaluation, Teacher Aides**

Statement of Issues or Questions Addressed

Board of Education Policy 4235.1 provides general guidelines for the evaluation of paraeducators, formerly referred to as teacher aides. The policy was adopted in 1972 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. Additionally, language in this policy is obsolete.

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: Classified

Status Change: Evaluation, Teacher Aides

An appraisal of teacher aides in relation to the service they perform should be made with the same philosophy held for evaluating teachers. This evaluation should be made on appropriate forms at least once a year by the school administrator. Aides assigned to more than one (1) school will be evaluated by at least the home school principal.

Each aide shall be given his/her evaluation and shall have the opportunity to discuss such a report with the evaluators. Any unusual circumstances or conditions which may have an effect on the aide's performance shall be recorded on the evaluation report.

Policy
Adopted: 5/11/72]

Board of Education of Baltimore County