

BALTIMORE COUNTY PUBLIC SCHOOLS

DATE: September 7, 2010

TO: **BOARD OF EDUCATION**

FROM: Dr. Joe A. Hairston, Superintendent

SUBJECT: **CONSIDERATION OF THE PROPOSED NEW BOARD OF EDUCATION POLICY 4300 - EVALUATIONS**

ORIGINATOR: Joe A. Hairston, Superintendent

RESOURCE PERSON(S): Donald Peccia, Assistant Superintendent, Human Resources

RECOMMENDATION

That the Board of Education reviews the proposed new Policy 4300. This is the third reading.

Attachment I – Policy Analysis
Attachment II – Policy 4300

**Policy Analysis for
New Board of Education Policy 4300
Evaluations**

Statement of Issues or Questions Addressed

This new Board of Education Policy reiterates the Board's focus on the importance of employee evaluations. The new policy replaces Policies 4116, 4117, 4235, and 4235.1.

Cost Analysis and Fiscal Impact on School System

No fiscal impact is anticipated by the addition of this policy.

Relationship to Other Board of Education Policies

None

Legal Requirements

Annotated Code of Maryland, Education Article, §4-205, Powers and Duties of County Superintendent

Annotated Code of Maryland, Education Article §4-311, Personnel

Annotated Code of Maryland, Education Article §6-202, Suspension or Dismissal of Teachers, Principals, and Other Professional Personnel

COMAR 13A.07.04, Evaluation of Professional Certificated Personnel

Similar Policies Adopted by Other Local School Systems

1. Anne Arundel County Public Schools, Policy GBH, *Evaluation and Rating – Teachers*
2. Anne Arundel County Public Schools, Policy GBI, *Evaluation and Rating – Principals*
3. Carroll County Public Schools, Policy GCOA, *Evaluation of Teachers*
4. Montgomery County Public Schools, Policy GJ, *Evaluation, Tenure, Suspension and Dismissal*

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: EVALUATIONS

EVALUATIONS

I. PHILOSOPHY

THE BOARD OF EDUCATION OF BALTIMORE COUNTY (BOARD) REQUIRES THE EVALUATION OF EMPLOYEE JOB PERFORMANCE. EMPLOYEE EVALUATION IS AN IMPORTANT FUNCTION OF ADMINISTRATORS, MANAGERS, AND SUPERVISORS. THESE EVALUATIONS ARE INTEGRAL IN ENSURING THAT BALTIMORE COUNTY PUBLIC SCHOOLS (BCPS) MEETS ITS ORGANIZATIONAL MISSION AND EFFECTIVELY MANAGES ITS WORKFORCE TOWARD CONTINUOUS IMPROVEMENT AND APPROPRIATE PROFESSIONAL DEVELOPMENT.

II. IMPLEMENTATION

THE BOARD DIRECTS THE SUPERINTENDENT TO DEVELOP AND IMPLEMENT A SYSTEMWIDE PROGRAM FOR EVALUATING THE JOB PERFORMANCE OF ALL EMPLOYEES. ABSENT ANY APPLICABLE COLLECTIVE BARGAINING PROVISION(S), ADMINISTRATIVE AND SUPERVISORY STAFF SHOULD BE EVALUATED ANNUALLY.

LEGAL REFERENCES: *ANNOTATED CODE OF MARYLAND, EDUCATION ARTICLE, §4-205, POWERS AND DUTIES OF COUNTY SUPERINTENDENT*
ANNOTATED CODE OF MARYLAND, EDUCATION ARTICLE §4-311, PERSONNEL
ANNOTATED CODE OF MARYLAND, EDUCATION ARTICLE §6-202, SUSPENSION OR DISMISSAL OF TEACHERS, PRINCIPALS, AND OTHER PROFESSIONAL PERSONNEL
COMAR 13A.07.04, EVALUATION OF PROFESSIONAL CERTIFICATED PERSONNEL

POLICY
ADOPTED: _____

BOARD OF EDUCATION OF BALTIMORE COUNTY