

PERSONNEL: Professional

Temporary and Part-Time: Alternative Programs Instructors

1. Minimum Criteria for Eligibility for Alternative Programs Instructor
 - A. To be eligible for a teaching assignment, an applicant must hold a valid teacher's certificate.
 - B. Must be rated "Satisfactory" or better on last evaluation.
 - C. Preference will be given qualified applicants who have at least two (2) years' instructional experience in areas of positions being sought and are presently employed by Baltimore County Public Schools.
 - D. Preference will be given applicants who are certified in the field of requested employment.
 - E. Degree status will be considered when evaluating qualifications.
2. Additionally, each alternative program will determine particular criteria when hiring its instructors. This criteria may include but may not be limited to one or more of the following:

Interviews	Tenure Status
References	Certification
Sample Lesson Plans	Prior Evaluations
Awareness of the Unique Characteristics of the Students in Alternative Programs	Degree(s)
Successful Teaching Experience in Alternative Programs	
3. Selection Procedure
 - a. The applicant must be rated as qualified or not qualified by the alternative program's supervisors and principal as well as the applicant's day school supervisors and principals.
 - b. The applicant may request a particular assignment and a particular school, but the authority to assign rests with the Alternative Program's supervisors or administrators.

- c. All qualified applicants will be placed on a prospective instructors' list. This list will be developed for each alternative program.
 - d. Alternative instructors, when possible, shall be notified of their potential employment two (2) weeks in advance of their first class. All classes are dependent on sufficient enrollment to warrant the running of the class.
4. Evaluation of Alternative Program Instructors
- a. Alternative Program instructors shall be observed using the standards set out in the same model as the Baltimore County Public Schools uses with teachers.
 - b. Instructors will receive written reports on all observations.

Rule
Approved: 12/10/70
Revised: 10/27/77
Revised: 9/7/99]

Superintendent of Schools