

**BALTIMORE COUNTY PUBLIC SCHOOLS**

**DATE:** July 13, 2010

**TO:** **BOARD OF EDUCATION**

**FROM:** Dr. Joe A. Hairston, Superintendent

**SUBJECT:** **REPORT ON THE PROPOSED DELETION OF BOARD OF  
EDUCATION POLICY 4235 – STATUS CHANGE, EVALUATION,  
GENERAL**

**ORIGINATOR:** Joe A. Hairston, Superintendent

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

**RECOMMENDATION**

That the Board of Education reviews the proposed deletion of Policy 4235. This is the first reading.

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Attachment I – Policy Analysis  
Attachment II – Policy 4235

**Policy Analysis for  
Board of Education Policy 4235  
Status Change: Evaluation, General**

**Statement of Issues or Questions Addressed**

Board of Education Policy 4235 delegates to the supervisory staff the responsibility of evaluating the effectiveness of all classified personnel. The policy was adopted in 1975 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: Classified

Status Change: Evaluation, General

The Board of Education subscribes to the principle of personnel administration that an employee has a right to know how he/she is progressing in his/her present position. Only then can he/she be recognized for his/her performance or encouraged to improve. Since important personnel actions including promotion, discipline or discharge are contingent upon the quality of prior evaluations, the function of evaluations must produce an accurate reflection of the employee's worth and contribution to the system.

The Board of Education delegated to the supervisory staff the responsibility of evaluating the effectiveness of all classified personnel as a means to insure quality control and apprisement of results to all employees.

Policy

Board of Education of Baltimore County

Adopted: 12/11/75]