



PERSONNEL: General

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

- A. The Superintendent shall develop and implement a systemwide program for evaluating the job performance of all regular employees appointed at .1 or greater full-time equivalency (FTE). Absent any applicable collective bargaining provision(s) or Maryland State law(s) or regulation(s) to the contrary, all regular employees should be evaluated annually.
- B. The Board directs the Superintendent to implement this policy.

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 Professionally Certificated Personnel*

Related Policies: Board of Education Policy 0100, *Equity*  
Board of Education Policy 0200, *Precepts, Beliefs, and Values of The Baltimore County Public Schools*  
Board of Education Policy 4002, *Obligations of Employees of the Board of Education of Baltimore County*  
Board of Education Policy 4011, *Professional Learning*

Board of Education Policy 4100, *Employee Conduct and Responsibilities*  
Board of Education Policy 4402, *Termination of Employment*

Policy  
Adopted: 09/07/10  
Edited: 07/01/11  
Revised: 03/04/15

Board of Education of Baltimore County