

BALTIMORE COUNTY PUBLIC SCHOOLS

DATE: November 17, 2009

TO: **BOARD OF EDUCATION**

FROM: Dr. Joe A. Hairston, Superintendent

SUBJECT: **REPORT ON THE PROPOSED CHANGES TO POLICY 4111 –
PERSONNEL: RECRUITMENT AND SELECTION**

ORIGINATOR: J. Robert Haines, Deputy Superintendent

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

RECOMMENDATION

That the Board of Education reviews the proposed changes to Policy 4111. This is the first reading of this policy.

Attachment I – Policy Analysis
Attachment II – Proposed Policy 4111

**Policy Analysis for
Board of Education Policy 4111
Recruitment and Selection**

Statement of Issues or Questions Addressed:

Board of Education Policy 4111 states the Board's vision for successful recruitment and selection of qualified candidates. The recommended revisions update the policy, which has not been revised since its adoption in 1975, to reflect current terminology, format, and nomenclature.

Cost Analysis and Fiscal Impact on School System:

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

Relationship To Other Board Of Education Policies:

Board of Education Policy 4112, *Employment*

Legal Requirements:

Annotated Code of Maryland, Education Article
§4-103, School Personnel
§6-201, Appointment, tenure and qualifications

Similar Policies Adopted By Other School Systems:

Baltimore City Public Schools, Policy 401.01, *Employment Practices*

Draft of Proposed Policy

Attached.

Other Alternatives Considered By Staff:

None.

Timeline for Adoption

First reading – November 17, 2009
Public comment – December 1, 2009
Third reading/vote – January 12, 2010

PERSONNEL: Professional

Permanent: Recruitment and Selection

[This system can secure the types of teachers and other personnel it wants by an effective recruitment program based upon alertness to good candidates, initiative that results in prompt action and good personnel practices in dealing with applicants.

It is the responsibility of the Superintendent of Schools and of his/her designees to determine the personnel needs of the school system and to locate suitable candidates to recommend for employment to the Board.

It shall be the duty of the Superintendent of Schools to see that persons nominated for employment shall meet qualifications established by law and by the Board of Education for the type of position for which nomination is made.]

- I. THE BOARD OF EDUCATION OF BALTIMORE COUNTY (BOARD) RECOGNIZES THE IMPORTANCE OF THE RECRUITMENT, SELECTION, AND RETENTION OF HIGHLY QUALIFIED EMPLOYEES IN PROMOTING STUDENT ACHIEVEMENT AND EFFECTIVE SCHOOL OPERATIONS.
- II. THE BOARD RECOGNIZES THE IMPORTANCE OF RECRUITING AND HIRING TEACHERS AND OTHER EMPLOYEES FROM DIVERSE CULTURAL AND EXPERIENTIAL BACKGROUNDS.
- III. THE BOARD DIRECTS THE SUPERINTENDENT TO ESTABLISH PROCEDURES AND RULES TO IMPLEMENT THIS POLICY.

[Legal Reference: Ann. Code of Public Gen. Laws of Md. Art. 77
#68 Employment of teachers and other personnel]

Policy
Adopted: 2/13/75
REVISED: _____

Board of Education of Baltimore County