

HOWARD COUNTY PUBLIC SCHOOL SYSTEM  
10910 Clarksville Pike  
Ellicott City, Maryland 21042

Circular No. 12  
Series 2020 – 2021

October 13, 2020

Chief Human Resources and Professional Development Officer

**Evaluation of Classified Employees**

TO: Directors, Principals and Supervisors

FROM: David Lerner  
Chief Human Resources and Professional Development Officer

***\*\*\*Please share this circular and attachments with all classified employees.\*\*\****

There are two evaluations for classified employees. The first is an evaluation prior to the completion of the probationary period. The second evaluation is the end-of-year evaluation. Evaluations must be completed in accordance with Board of Education policies and procedures and the appropriate collective bargaining agreement for each employee group. Procedures and timelines are found in Article 6 of the HCEA-ESP agreement and in Article 20 of the AFSCME agreement.

While the original copy of the completed evaluations should be submitted to the Office of Human Resources prior to the completion of the probationary period for probationary employees and by June 30, 2021 for the end-of-year evaluation, please keep in mind that employees have an opportunity to respond to the evaluation prior to the end of their work year. Timely completion and communication of the evaluation is of critical importance to allow for employee input and for the provision of suggestions for improvement, if warranted.

Various evaluation forms (as designated by each department) for classified employees are attached. In addition, supervisors responsible for completing evaluations for each classified employee group are identified on page two of this circular.

Please share and review this circular and all attachments with your classified employees. If you have any questions regarding the above information, contact Ms. Pamela Murphy, Director of Staff Relations.

EVALUATOR(S)

EMPLOYEES EVALUATED

Principal/Designee

Secretarial/Clerical (School-based)  
Custodial  
Paraeducators/Paraprofessionals  
BSAP/Hispanic Liaisons

Instructional Facilitator, Countywide Services/Designee

Sign Language Interpreters

Director, Food and Nutrition Service/Designee

Food and Nutrition Service

Cluster Nurse/Designee

Health Assistants

Health Services Coordinator/Designee

Cluster and Float Nurses

Supervisor/Designee

Secretarial/Clerical & Technical  
(Non-school based)

Grounds Services Manager/Designee

Grounds Services

Building Services Manager/Designee

Building Services

Warehouse Manager/Designee

Warehouse

Coordinator of Security/Designee

Security Assistants