

1 **R277. Education, Administration.**

2 **R277-533. Educator Evaluation Systems.**

3 **R277-533-1. Authority and Purpose.**

4 (1) This rule is authorized by:

5 (a) Utah Constitution [Article X, Section 3](#), which vests general control and
6 supervision over public education in the Board;

7 (b) [Title 53G, Chapter 11, Part 5](#), Educator Evaluations, which requires the Board to
8 make rules to establish a framework for the evaluation of educators and set policies and
9 procedures related to educator evaluations; and

10 (c) Subsection [53E-3-401](#)(4), which allows the Board to make rules to execute the
11 Board's duties and responsibilities under the Utah Constitution and state law.

12 (2) The purpose of this rule is to:

13 (a) specify the requirements for district Educator Evaluation Systems Policies;

14 (b) describe the required components of district Educator Evaluation Systems; and

15 (c) establish requirements for how the Annual Summative Educator Evaluation
16 Rating is reported for districts and charter schools.

17

18 **R277-533-2. Definitions.**

19 (1) "Administrator" has the same meaning as that term is defined in Subsection 53G-
20 11-501(1).

21 (2) "Certified rater" means an educator who has been trained in evaluating educator
22 performance and has demonstrated competency in using an educator evaluation tool to rate
23 educator effectiveness according to established standards.

24 (3) "Educator" has the same meaning as that term is defined in Subsection [53G-11-](#)
25 [501](#)(6).

26 (4) "Evaluator" means a person who is responsible for an educator's overall
27 evaluation, including:

28 (a) professional performance;

29 (b) student growth;

- 30 (c) stakeholder input; and
31 (d) other indicators of professional improvement.
32 (5) "Rater" means a person who conducts an observation of an educator related to
33 an educator's evaluation.
34 (6) "School district" includes the Utah Schools for the Deaf and the Blind.
35 (7) "System" means a school district's educator evaluation system.
36

37 **R277-533-3. School District Educator Evaluation Systems.**

38 (1) A local school board shall adopt a district educator evaluation system in
39 consultation with a joint committee established by the local school board as described in
40 Section 53G-11-506.

41 (2) A district educator evaluation system shall:

- 42 (a) include the components required in Section [53G-11-507](#);
43 (b) include the following four differentiated levels of performance:
44 (i) highly effective;
45 (ii) effective;
46 (iii) emerging/minimally effective; and
47 (iv) not effective;
48 (c) use multiple lines of evidence in evaluation, including:
49 (i) professional performance, as described in Section [R277-533-4](#);
50 (ii) student academic growth, as described in Section [R277-533-5](#);
51 (iii) stakeholder input, as described in Section [R277-533-5](#); and
52 (iv) other indicators of professional improvement as required by the school district;
53 (d) provide a process for an educator to request a review of the implementation of
54 the educator's evaluation, as described in:
55 (i) Section [53G-11-508](#); and
56 (ii) Section [R277-533-8](#);
57 (e) include multiple observations as described in Section [R277-533-4](#); and

58 (f) provide a description of the methods for gathering, using, and protecting educator
59 data.

60 (3) To form the school district's system, a local school board may adopt:

61 (a) the Utah Model Educator Evaluator System established by the Board;

62 (b) an adapted system; or

63 (c) a school district-developed system, consistent with Rules [R277-530](#), [R277-531](#),
64 and this rule.

65 (4) An educator is responsible for:

66 (a) improving the educator's performance, using resources offered by the school
67 district; and

68 (b) demonstrating acceptable levels of improvement in any designated area of
69 deficiency.

70

71 **R277-533-4. Evaluators and Standards for Education Observations.**

72 (1) A school district's system shall include observations.

73 (2) The school district shall use observation tools that:

74 (a) are aligned with the Utah Effective Educator Standards described in Rule [R277-](#)
75 [530](#) at the indicator level; and

76 (b) include multiple supervisor observations at appropriate intervals.

77 (3) A school district's evaluation system shall include an opportunity for an educator
78 to contribute additional information to inform their rating at several intervals throughout the
79 process.

80 (4) To ensure a valid evaluation system, a school district shall establish a school
81 district rater reliability process that:

82 (a) creates standardized ratings established by a committee of expert raters to be
83 used for rater professional development and certification;

84 (b) provides professional development opportunities to all raters and evaluators of
85 licensed educators to:

86 (i) improve a rater or evaluator's abilities; and

87 (ii) give the rater or evaluator an opportunity to demonstrate the rater's abilities to
88 rate an educator in accordance with the Utah Effective Educator Standards described in
89 Rule R277-530;

90 (c) designates qualified raters as certified;

91 (d) assures that an educator is rated by a certified rater;

92 (e) requires a school district to offer a rater opportunities to improve the rater's skills
93 through instruction and practice; and

94 (f) maintains high standards of rater accuracy.

95

96 **R277-533-5. Student Academic Growth and Stakeholder Input.**

97 (1) A school district shall ensure that a student academic growth measurement
98 includes the following three required components:

99 (a) learning goals measuring long-term outcomes linked to the appropriate specific
100 content knowledge and skills from the Utah Core Standards;

101 (b) assessments; and

102 (c) targets for incremental monitoring of student academic growth.

103 (2)(a) A school district's system shall include stakeholder input for educators,
104 principals, and administrators, including annual input from students and parents.

105 (b) In addition to the stakeholder input described in Subsection (2)(a), stakeholder
106 input for principals and other administrators shall include input from teachers and support
107 professionals.

108

109 **R277-533-6. Computing the Annual Summative Rating.**

110 (1) A school district shall base an educator's component ratings on:

111 (a) actual observations of the educator's performance; and

112 (b) educator, evaluator, student academic growth, or other stakeholder data
113 gathered, calculated, or observed that is aligned with standards and rubrics.

114 (2) A school district shall report summative scores annually for all educators using
115 the following approved terminology for reporting:

- 116 (d) highly effective 3;
- 117 (c) effective 2;
- 118 (b) minimal/emerging effective 1; and
- 119 (a) not effective 0.

120

121 **R277-533-7. Minimal or Emerging Effective Category.**

122 If an evaluator rates an educator's performance within the minimal or emerging
123 effective category, the rater shall:

124 (1) designate an educator as emerging effective if:

125 (a) the educator:

126 (i) holds a Level 1 educator license; or

127 (ii) is being served by the school district's Entry Years Enhancement (E.Y.E.)
128 program described in Rule [R277-522](#); or

129 (b) the educator:

130 (i) received a new or different teaching or leadership assignment within the last
131 school year; or

132 (ii) is developing in that area; or

133 (2) designate an educator as minimally effective if the educator:

134 (a) holds a Level 2 educator license; and

135 (b) is teaching or leading in a familiar assignment.

136

137 **R277-533-8. Evaluation Reviews.**

138 (1) An educator who is not satisfied with a summative evaluation may request a
139 review in writing of the summative evaluation within 15 calendar days after receiving the
140 written summative evaluation.

141 (2) A school district shall conduct a review of an educator's summative evaluation:

142 (a) as described in this section; and

143 (b) the requirements of Section [53G-11-508](#).

144 (3) A review described in Subsection (2) shall be conducted:

145 (a) by a certified rater:
146 (i) with experience evaluating educators; and
147 (ii) not employed by the school district; and
148 (b) in accordance with the Utah Effective Educator Standards described in Rule
149 [R277-530](#).

150 (4) A certified rater described in Subsection (3) shall:

151 (a) review:

152 (i) the school district's educator evaluation policies and procedures;

153 (ii) the evaluation process conducted for the educator;

154 (iii) the evaluation data from the professional performance, student growth, and
155 stakeholder input components; and

156 (iv) an educator's written response, if submitted as described in Subsection [53G-11-](#)
157 [508\(1\)\(b\)](#); and

158 (b) report the certified rater's findings, in writing, to the school district's
159 superintendent for action.

160 (5) The school district shall determine if the initial educator evaluation was issued in
161 accordance with:

162 (a) the school district's educator evaluation policies;

163 (b) the requirements of the performance standards;

164 (c) [Title 53G, Chapter 11](#), Employees;

165 (d) Rule [R277-531](#); and

166 (e) this rule.

167

168 **R277-533-9. Educator Evaluation Data.**

169 (1) A school district shall report information described in Section [53G-11-511](#) to the
170 Superintendent annually on or before June 30 to be included in the Superintendent's annual
171 report as required by Section [53G-11-511](#).

172 (2) Data reported in accordance with Subsection (1) shall be classified as private
173 under [Title 63G, Chapter 2](#), Government Records Access and Management Act.

174

175 **R277-533-10. Applicability to Charter Schools.**

176 A charter school shall comply with the requirements of Subsection [R277-533-6\(2\)](#)
177 and Section [R277-533-9](#).

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179 **R277-533-11. Sunset Date.**

180 This rule will sunset on June 30, 2024 and be superseded by Rule R277-323.

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183 **KEY: educators, evaluations**

184 **Date of Last Change: November 26, 2021**

185 **Notice of Continuation: November 17, 2020**

186 **Authorizing, and Implemented or Interpreted Law: [Art X, Sec 3](#); [53E-3-401](#); [Title](#)
187 [53G, Chapter 11, Part 5](#)**