

1 **R277. Education, Administration.**

2 **R277-305. School Leadership License Areas of Concentration and Programs.**

3 **R277-305-1. 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 of public education in the Board;

7 (b) Subsection 53E-3-401(4), which allows the Board to make rules to execute the  
8 Board's duties and responsibilities under the Utah Constitution and state law; and

9 (c) Section 53E-6-201, which permits the Board to issue certificates for educators.

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

11 (a) specify the requirements for a professional school leadership license area of  
12 concentration;

13 (b) specify the standards which the Board expects of a school leadership  
14 preparation program prior to program approval.

15 **R277-305-2. Definitions.**

16 (1) "Clinical experience" means a structured opportunity in which a program  
17 candidate is mentored by a licensed educator and evaluated by an LEA administrator or  
18 university preparation program faculty member, in order to develop and demonstrate  
19 competency in the skills and knowledge necessary to be an effective school leader.

20 (2) "School leadership license area of concentration" means the initial credential  
21 issued by the Board that authorizes a holder to be employed as a school principal, vice-  
22 principal, or assistant principal.

23 **R277-305-3. School Leadership License Area of Concentration Requirements.**

24 (1) The Superintendent shall issue a professional school leadership license area of  
25 concentration to an individual that applies for the license and meets all requirements in this  
26 section.

- 27           (2) The requirements for a professional school leadership license area of  
28 concentration shall include:
- 29           (a) a master's degree or more advanced degree;  
30           (b) passage of a school leadership assessment approved by the Superintendent;  
31 and
- 32           (c)(i) a recommendation from a Board-approved school leadership preparation  
33 program [pursuant to the process described in Rule R277-303](#); or  
34           (ii) subject to Subsection (3), a valid school leadership license in another jurisdiction  
35 under the NASDTEC interstate agreement.
- 36           (3) Prior to being awarded a school leadership license area of concentration, an  
37 applicant that holds a valid school leadership license in another jurisdiction under the  
38 NASDTEC interstate agreement as described in Subsection (2)(c)(ii) shall [have completed](#):
- 39           (a) at least one year of school leadership experience in that state; or  
40           (b) a school leadership preparation program reasonably equivalent to a Board-  
41 approved school leadership preparation program [pursuant to the process described in Rule](#)  
42 [R277-303](#).

43 **R277-305-4. School Leadership Preparation Programs**

- 44           (1) Prior to approval by the Superintendent, a preparation program for school  
45 leadership shall:
- 46           (a) demonstrate how it will prepare candidates to meet the Utah educational  
47 leadership Standards described in R277-530;  
48           (b) subject to Subsection (2), establish weighted entry requirements that consider  
49 prior leadership experiences of applicants and are designed to select high quality  
50 candidates to enter the licensure program;
- 51           (c) include school-based clinical experiences for a candidate to observe, practice  
52 skills, and reflect on school leadership that:
- 53           (i) are significant in number, depth, breadth, and duration;  
54           (ii) are progressively more complex;

- 55           (iii) occur in multiple schools;
- 56           (iv) include working with both elementary and secondary teachers and students; and
- 57           (v) occur throughout the preparation program;
- 58           (d) require the demonstration of competency in:
- 59           (i) properly utilizing data, including student performance data, to evaluate educator
- 60 and school performance and provide actionable information to educators to improve
- 61 instruction;
- 62           (ii) facilitating educator use of technology to support and meaningfully supplement
- 63 the learning of students;
- 64           (iii) collaborating with ~~[all]~~ stakeholder groups to create a shared vision, mission, and
- 65 goals for a school;
- 66           (iv) implementing the shared vision, mission, and goals for a school:
- 67           (A) as a principal; and
- 68           (B) as an assistant principal supporting the school principal;
- 69           (v) communicating effectively with parents, community groups, staff, and students;
- 70           (vi) recognizing effective and ineffective instructional practice in order to ensure
- 71 authentic learning and assessment experiences for all students;
- 72           (vii) implementing a multi-tiered system of supports in individual classrooms and the
- 73 school as a whole;
- 74           (viii) counseling and coaching educators in relation to the educator's evaluation,
- 75 professional learning, and student performance to improve the educator's practice;
- 76           (ix) understanding the laws and legal ramifications surrounding school leadership
- 77 decisions and practices~~[-, including application of the IDEA];~~
- 78           (x) understanding the requirements and LEA responsibilities of the IDEA;
- 79           (xi) ensuring a safe, secure, emotionally protective, and healthy school environment,
- 80 including the prevention of bullying and youth suicide;
- 81           (xii) establishing and maintaining a school culture that supports inquiry, risk-taking,
- 82 innovation, and learning of both students and teachers; and
- 83           (xiii) connecting management operations, policies, and resources to the vision and

84 values of the school.

85 (2) Beginning on January 1, 2020, the entry requirements described in Subsection  
86 (1)(b) shall require an individual entering a Board-approved education leadership licensure  
87 program to:

88 (a) clear a USBE fingerprint background check~~;~~ described in:

89 (i) statute; and

90 (ii) background check rule;

91 (b) hold a:

92 (i) Utah professional educator license; or

93 (ii) an equivalent out of state license;

94 (c) have been deemed effective or higher by:

95 (i) an evaluation system meeting the standards of R277-531; or

96 (ii) the LEA's equivalent on the applicant's most recent evaluation;

97 (d) have a confidential recommendation from:

98 (i) the individual's immediate administrative supervisor; or

99 (ii) an LEA-level administrator with knowledge regarding the individual's potential as

100 a school leader; and

101 (e) pass an interview conducted by the program to measure the potential of the  
102 individual as a school leader.

103 (3) A Board-approved education leadership licensure program may waive the  
104 entrance requirements described in Subsections (2)(b) through (e) based on program  
105 established guidelines for no more than ten percent of an incoming cohort.

106 (4) For a program applicant accepted on or after January 1, 2020, an -approved  
107 school leadership licensure program shall require multiple opportunities for a program  
108 applicant to successfully demonstrate application of knowledge and skills gained through  
109 the program in one or more clinical experiences in each of the following competencies:

110 (a) analyzing school assessment data from common formative assessments,

111 summative assessments, standardized assessments, and interim or benchmark

112 assessments with school staff and with individual teachers;

- 113 (b) administering all aspects of a teacher evaluation system that meets the  
114 requirements of:
- 115 (i) R277-531; or
  - 116 (ii) the LEA's equivalent;
  - 117 (c) administering all aspects of an evaluation system for a classified employee;
  - 118 (d) planning, organizing, conducting, and evaluating the effectiveness of a  
119 professional learning activity for school staff;
  - 120 (e) supporting or overseeing a school-based learning team;
  - 121 (f) working with a School Community Council, including the annual development and  
122 evaluation of ~~[the School Improvement Plan]~~ [a school's Teacher and Student Success Act](#)  
123 [plan](#) and ~~[the]~~ School LAND Trust plan;
  - 124 (g) performing [formal and informal](#) classroom observations ~~[and walk-throughs]~~ for  
125 the purpose of improving instruction;
  - 126 (h) acting as the LEA representative in IEP and 504 accommodation plan meetings;
  - 127 (i) [appropriately](#) handling cases of student discipline referred to the school office;
  - 128 (j) supervising school activities and monitoring the process for collecting and  
129 handling fees and gate receipts; and
  - 130 (k) implementing a school's screening and hiring process, including interviews and  
131 the notification of successful and unsuccessful applicants.

132 **R277-305-5 Superintendent Responsibilities.**

- 133 (1) The Superintendent shall ensure that the model mentoring program required  
134 under Rule R277-308 includes induction for new school leaders.
- 135 (2) The Superintendent shall explore the adoption of a performance-based school  
136 leadership assessment and make related recommendations to the Board by September 1,  
137 2020.
- 138 (3) The Superintendent shall include a list of resources for potential school  
139 leadership candidates to help them prepare for school leadership on the Utah Leading  
140 through Effective and Dynamic Education website.

141 (4) The Superintendent shall implement a network for principal support ~~[in order to~~  
142 ~~provide all school principals with opportunities to collaborate with each other across LEAs].~~

143 (5) The Superintendent shall create a depository of school principal learning  
144 resources that can be utilized by LEAs in the Utah Leading through Effective and Dynamic  
145 Education website.

146 **KEY:** school leadership license, program

147 **Date of Enactment or Last Substantive Amendment:**

148 **Authorizing, and Implemented, or Interpreted Law: Art X Sec 3; 53E-3-401(4), 53E-6-**

149 **201**