

1 **R277. Education, Administration.**

2 **R277-308. New Educator Induction.**

3 **R277-308-1. 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) Subsection 53E-3-401(4), which allows the Board to make rules to execute
8 the Board's duties and responsibilities under the Utah Constitution and state law; and

9 (c) Section 53E-6-201, which gives the Board power to issue licenses.

10 (2) The purpose of this rule is to establish requirements for induction of new
11 educators.

12 **R277-308-2. Definitions.**

13 (1) "LEA" includes, for purposes of this rule, the Utah Schools for the Deaf and
14 the Blind.

15 (2) "Mentor" means an educator with a professional educator license who is
16 trained to advise and guide the development of a new educator.

17 **R277-308-3. LEA Induction Programs.**

18 (1) An LEA shall provide an induction program:

19 (a) for educators holding an associate educator license;

20 (b) for at least three years for educators holding an LEA-specific educator
21 license; and

22 (c) for educators holding a professional educator license with less than three
23 years experience.

24 (2) An induction program under Subsection (1) shall include, at a minimum:

25 (a) a documented professional learning plan, ~~differentiated for each~~
26 ~~educator~~];

27 (b) LEA support in meeting the requirements of a professional license;

28 (c) mentor observation and feedback for each educator beginning early in the
29 program;

30 (d) principal observation and feedback for each educator as required by Rule
31 R277-533;

32 (e) on-going training on educator ethics and special education; and

33 (f) assistance in meeting the pedagogical requirements described in
34 Subsection R277-301-5(5).

35 (3) An induction plan under Subsection (1) shall provide a new educator with
36 a trained mentor educator with a professional educator license ~~[who shall, where~~
37 possible:

38 ~~—— (a) perform substantially the same duties as the new educator with release~~
39 ~~time to work as a mentor; or~~

40 ~~—— (b) be assigned as an instructional coach or equivalent position].~~

41 (4) A trained mentor educator under Subsection (3) shall assist the educator
42 to meet the Utah Effective Educator Standards established in Rule R277-530~~[-, but~~
43 may not serve as an evaluator of the educator].

44 (5) A trained mentor educator may not have responsibility to evaluate a new
45 educator for whom the educator acts as mentor.

46 (6) An LEA and a Utah approved university-based education preparation
47 program may partner in implementing the induction program required by Subsection
48 (1).

49 (7) The Superintendent shall:

50 (a) develop a model induction program, including model competencies for
51 mentors;

52 (b) provide training for mentors based on the competencies developed in
53 accordance with Subsection (7)(a);

54 (c) provide training for principals to oversee and support mentor training; and

55 (d) facilitate the sharing of best practices between LEAs.

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DRAFT 3
Member Warner
November 1, 2018

56 **R277-308-4. Effective Date.**

57 This rule will be effective beginning July 1, 2020.

58 **KEY:**

59 **Date of Enactment of Last Substantive Amendment: 2018**

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

61 **53E-6-201**

