

1 **R277. Education, Administration.**

2 ~~**[R277-522. Entry Years Enhancements (EYE) for Quality Teaching – Level 1 Utah**~~
3 ~~**Teachers.**~~

4 ~~**R277-522-1. Authority and Purpose.**~~

5 ~~—— (1) This rule is authorized by:~~

6 ~~—— (a) Utah Constitution Article X, Section 3, which vests general control and~~
7 ~~supervision over public education in the Board;~~

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

10 ~~—— (c) Subsection 53E-6-103(2)(a)(iii), which finds that the implementation of~~
11 ~~progressive strategies regarding induction, professional development and evaluation~~
12 ~~are essential in creating successful teachers; and~~

13 ~~—— (d) Section 53E-6-301, which directs the Board to establish rules for the training~~
14 ~~and experience required of educator license applicants.~~

15 ~~—— (2) The purpose of this rule is to outline required entry years enhancements of~~
16 ~~professional and emotional support for Level 1 teachers to develop successful teaching~~
17 ~~skills and strategies with assistance from experienced colleagues.~~

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19 ~~**R277-522-2. Definitions.**~~

20 ~~—— (1) "Comprehensive Administration of Credentials for Teachers in Utah~~
21 ~~Schools" or "CACTUS" has the same meaning as set forth in Subsection R277-512-~~
22 ~~2(1).~~

23 ~~—— (2) "Entry years" means the three years a beginning teacher holds a Level 1~~
24 ~~license.~~

25 ~~—— (3) "Interstate New Teacher Assessment and Support Consortium" or "INTASC"~~
26 ~~means the organization that has established Model Standards for Beginning Teacher~~
27 ~~Licensing and Development, which include ten principles reflecting what beginning~~
28 ~~teachers should know and be able to do as a professional teacher.~~

29 ~~—— (4) "LEA" includes, for purposes of this rule, the Utah Schools for the Deaf and~~
30 ~~the Blind.~~

31 ~~—— (5) "Level 1 license" has the same meaning as set forth in Subsection R277-~~
32 ~~503-2(9).~~

33 ~~—— (6) "Level 2 license" has the same meaning as set forth in Subsection R277-~~
34 ~~503-2(10).~~

35 ~~—— (7) "Level 3 license" has the same meaning as set forth in Subsection R277-~~
36 ~~503-2(11).~~

37 ~~—— (8) "Mentor" means a Level 2 or Level 3 educator, who is trained to advise and~~
38 ~~guide Level 1 teachers.~~

39 ~~—— (9) "Praxis II" or "Praxis II - Principles of Learning and Teaching" is a widely~~
40 ~~used standards-based test designed by the Educational Testing Services to assess a~~
41 ~~beginning teacher's pedagogical knowledge.~~

42 ~~—— (10) "Professional development" means locally or Board-approved education-~~
43 ~~related training or activities that enhance an educator's background consistent with Rule~~
44 ~~R277-501.~~

45 ~~—— (11) "Teaching assessment or evaluation" means an observation of a Level 1-~~
46 ~~teacher's instructional skills by a school district or school administrator using an~~
47 ~~evaluation tool based on or similar to INTASC principles.~~

48 ~~—— (12) "Working portfolio" means a collection of documents prepared by a Level 1-~~
49 ~~teacher and used as a tool for evaluation.~~

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51 ~~**R277-522-3. Required Entry Years Enhancements Requirements for a Level 1-**~~
52 ~~**Teacher to Advance to a Level 2 License.**~~

53 ~~—— (1) Prior to advancement to a Level 2 license, a Level 1 teacher shall:~~

54 ~~—— (a) satisfactorily collaborate with a trained mentor;~~

55 ~~—— (b) pass a required pedagogical exam;~~

56 ~~—— (c) complete three years of employment and evaluation; and~~

57 ~~—— (d) compile a working portfolio.~~

- 58 ~~—— (2) A principal shall assign a mentor to each Level 1 teacher in the first~~
59 ~~semester of teaching to supervise and act as a resource for the entry level teacher.~~
- 60 ~~—— (3) A mentor teacher shall teach in the same school, and where feasible, in the~~
61 ~~same subject area as the Level 1 teacher.~~
- 62 ~~—— (4) A mentor assigned in accordance with Subsection (2) shall:~~
- 63 ~~—— (a) hold a Level 2 or 3 license; and~~
- 64 ~~—— (b) have completed a mentor training program including continuing professional~~
65 ~~development.~~
- 66 ~~—— (5) A mentor assigned in accordance with Subsection (2) shall:~~
- 67 ~~—— (a) guide the Level 1 teacher to meet the procedural demands of the school and~~
68 ~~school district;~~
- 69 ~~—— (b) provide moral and emotional support;~~
- 70 ~~—— (c) arrange for opportunities for the Level 1 teacher to observe teachers who~~
71 ~~use various models of teaching;~~
- 72 ~~—— (d) share personal knowledge and expertise about new materials, planning~~
73 ~~strategies, curriculum development and teaching methods;~~
- 74 ~~—— (e) assist the Level 1 teacher with classroom management and discipline;~~
- 75 ~~—— (f) support the Level 1 teacher on an ongoing basis;~~
- 76 ~~—— (g) help the Level 1 teacher to understand the implications of student diversity~~
77 ~~for teaching and learning;~~
- 78 ~~—— (h) engage the Level 1 teacher in self-assessment and reflection; and~~
- 79 ~~—— (i) assist with development of the Level 1 teacher's portfolio.~~
- 80 ~~—— (6) A Level 1 teacher shall pass the Praxis II with a qualifying score of at least~~
81 ~~160 prior to advancing to Level 2 licensure.~~
- 82 ~~—— (a) A Level 1 teacher may take the Praxis II successive times.~~
- 83 ~~—— (b) The Superintendent shall post a Level 1 teacher's Praxis II results in~~
84 ~~GACTUS.~~
- 85 ~~—— (7) A Level 1 teacher shall successfully complete evaluation through an LEA or~~
86 ~~accredited private school.~~

87 ~~—— (a) A Level 1 teacher shall maintain full employment for three years in an LEA~~
88 ~~or accredited private school.~~

89 ~~—— (b) An employing LEA or accredited private school may, following evaluation of~~
90 ~~a Level 1 teacher's experience, determine that teaching experience outside of the Utah~~
91 ~~public schools satisfies the teaching experience requirement of this rule.~~

92 ~~—— (c) An LEA has discretion in determining the employment or reemployment~~
93 ~~status of individuals.~~

94 ~~—— (d)(i) A Level 1 teacher's employing LEA or accredited private school is~~
95 ~~responsible for conducting the evaluations required under this rule.~~

96 ~~—— (ii) An LEA may assign evaluations required under this rule to a school~~
97 ~~principal.~~

98 ~~—— (e) A Level 1 teacher's evaluations shall take place at least twice during the first~~
99 ~~year of teaching and at least twice during each of the following two years with a~~
100 ~~satisfactory final evaluation.~~

101 ~~—— (8) A Level 1 teacher shall compile a working portfolio during the teacher's entry~~
102 ~~years.~~

103 ~~—— (a) A Level 1 teacher's employing LEA or accredited private school shall review~~
104 ~~and evaluate the portfolio.~~

105 ~~—— (b) The Superintendent may review the portfolio upon request during the Level~~
106 ~~1 teacher's second year of teaching.~~

107 ~~—— (9) A portfolio required under Subsection (8) shall be based upon INTASC~~
108 ~~principles; and may:~~

109 ~~—— (a) include teaching artifacts;~~

110 ~~—— (b) include notations explaining the artifacts; and~~

111 ~~—— (c) include a reflection and self-assessment of the teacher's own practice; or~~

112 ~~—— (d) be interpreted broadly to include the employing LEA's or accredited private~~
113 ~~school's requirement of samples of the first year teaching experience.~~

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115 **~~R277-522-4. Satisfaction of Entry Years Enhancements.~~**

116 ~~—— (1) If a Level 1 teacher fails to complete all enhancements as enumerated in~~
117 ~~Section R277-522-3, the Level 1 teacher may remain in a provisional employment~~
118 ~~status until the Level 1 teacher completes the enhancements.~~

119 ~~—— (a) An LEA or accredited private school may make a written request to the~~
120 ~~Superintendent for a one year extension of the Level 1 license in order to provide time~~
121 ~~for the educator to satisfy entry years enhancements.~~

122 ~~—— (b) A Level 1 teacher may repeat some or all of the entry years enhancements.~~

123 ~~—— (c) An opportunity to repeat or appeal an incomplete or unsatisfactory entry~~
124 ~~years enhancements process shall be designed and offered by the employing LEA or~~
125 ~~accredited private school.~~

126 ~~—— (2) An LEA or accredited private school shall make an annual recommendation~~
127 ~~to the Board of teachers approved in its schools to receive a Level 2 license, including~~
128 ~~documentation demonstrating completion of the enhancements.~~

129 ~~—— (3) An LEA or accredited private school may also report the names of teachers~~
130 ~~who did not successfully complete entry years enhancements to the Board.~~

131 ~~—— (4) The Superintendent shall prepare an annual report tracking the success of~~
132 ~~retention and the job satisfaction of Utah educators who complete the entry years~~
133 ~~enhancement program.~~

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135 **~~R277-522-5. Sunset Clause.~~**

136 ~~—— (1) This rule will sunset on June 30, 2023.~~

137 ~~—— (2) An individual holding a current Level 1 license on January 1, 2020 may be~~
138 ~~upgraded to a Level 2 license without completing the requirements of Subsection R277-~~
139 ~~522-3(6).~~

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141 **~~KEY: mentoring, teachers~~**

142 **~~Date of Last Change: August 19, 2019~~**

143 **~~Notice of Continuation: September 15, 2022~~**

Repeal
April 12, 2023

144 ~~Authorizing, and Implemented or Interpreted Law: Art X Sec 3; 53E-6-~~
145 ~~103(2)(a)(iii); 53E-6-301; 53E-3-401(4)]~~