

R277. Education, Administration.

R277-327. School Leadership Development Grant.

R277-327-1. Authority and Purpose.

(1) This rule is authorized by:

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

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

(c) Section 53F-5-214, which directs the Board to make rules establishing the requirements and parameters for the school leadership grant.

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

(a) mentoring program requirements for new principals;

(b) grant application and award procedures including a formula for determining an eligible applicant's grant award amount;

(c) performance measures and reporting requirements for a grant recipient;

(d) principal leadership standards and competencies;

(e) professional learning activities to improve principal leadership for which a grant recipient may use a grant award.

R277-327-2. Definitions.

(1) "Components of programming" means the same as the list of allowable uses described in Subsection 53F-5-214(3)(a) and:

(i) leader standards;

(ii) preservice preparation;

(iii) selective hiring and placement;

(iv) job-embedded evaluation and support; and

(v) systems and capacity for supporting the leadership pipeline.

(2) "Eligible applicant" means the same as the term is defined in Subsection 53F-5-214(1)(c).

(3) "Evidence-based" means a strategy that has demonstrated a statistically significant effect on improving outcomes.

(4) “Mentoring program” means a program designed by the eligible applicant that contains all required components specified by the Superintendent.

(5) “Needs assessment” means the relevant assessment chosen by the Superintendent.

(6) “Principal” means the same as the term is defined in Subsection 53F-5-214(1)(f).

(7) “Professional learning activities” means the same as the activities described in Subsection 53F-5-214(3).

(8) “Standards and competencies” means:

- (a) the competencies described in Section R277-305-4;
- (b) the Utah Educational Leadership Standards approved by the Board; and
- (c) other knowledge, skills, and dispositions as determined by the eligible applicant.

R277-327-3. School Leadership Development Planning Grant—Eligibility and Application.

(1) An eligible applicant may apply for a planning grant in preparation for a full plan and receiving a School Leadership implementation grant as described in Section R277-327-4.

(2) A planning grant awarded under Subsection (1) shall be \$15,000 for an eligible applicant pursuant to the requirements described in Subsection (3), subject to legislative appropriations.

(3) In order to qualify for a planning grant, an eligible applicant shall submit to the Superintendent the following by July 1:

- (a) evidence the eligible applicant has formed a school leadership development team;
- (b) a completed planning grant application including:
 - (i) a school leadership development purpose statement;
 - (ii) a list of the eligible applicant’s school leadership development team including membership and roles;
 - (iii) a timeline for actions to develop the full plan by December 1 of the year the

grant is awarded including within the School Leadership Development Workshops; and

(iv) a budget table with justification for each budget item; and

(c) a commitment to attend and participate in the School Leadership Development planning grant workshops held by the Superintendent.

(4) If an eligible applicant receives a planning grant, the eligible applicant shall submit an application for a School Leadership Implementation Grant, as described in Section R277-327-4, by the deadline required by the Superintendent.

(a) An eligible applicant that fails to submit a School leadership Development implementation grant as required in Subsection (4)(a) shall reimburse funds awarded under Subsection (2).

R277-327-4. School Leadership Development Implementation Grant—Eligibility and Application.

(1) An eligible applicant may apply for an implementation grant of the eligible applicant's full plan.

(2) An eligible applicant shall submit an application for an implementation grant by December 1 including:

(a) the requirements described in Subsection R277-327-3(a), (b)(i), (b)(ii), (b)(iv) and;

(b) a timeline of actions for a 5-year period including:

(i) a detailed timeline of each activity for year 1; and

(ii) a high-level timeline of activities for years 2-5;

(c) a commitment to attend and participate in the School Leadership Development workshops held by the Superintendent;

(d) specific plans for a mentoring program and professional learning activities;

(e) a baseline report of the data described in Subsection 53F-5-214(5)(b);

(f) a completed needs assessment; and

(g) an outline of the eligible applicant's evidence-based components of programming including the standards and competencies the eligible applicant will require.

(3) The Superintendent shall score and rank each complete application based on the following criteria:

- (a) the eligible applicant's ability to develop and sustain a continuous principal pipeline;
- (b) the eligible applicant's demonstration of greatest ability for impact; and
- (c) a demonstration that both (a) and (b) are based upon:
 - (i) number of aspiring, new, or experienced principals;
 - (ii) identification of the most impactful portions of an eligible applicant's principal pipeline;
 - (iii) demonstration that the eligible applicant's plan prioritizes the most impactful components for the eligible applicant's context;
 - (iv) the eligible applicant's use of a needs assessment in overall plan development; and
 - (v) identification and planned use of evidence-based practices.
- (4) The Superintendent shall select the approved applications to be submitted to the Board and notify all applicants within 45 days.
- (5) The Board shall approve or deny each eligible applicant's application that has been submitted by the Superintendent.
- (6) If the Board denies an eligible applicant's application that has been submitted by the Superintendent, the eligible applicant may amend and re-submit the eligible applicant's application to the Superintendent until the Board approves the application.
- (7) An eligible applicant with an approved application may receive up to the eligible applicant's requested amount up to \$250,000 per year, subject to legislative appropriations.

R277-327-5. Reporting Requirements.

- (1) An eligible applicant that has received a School Leadership Implementation Grant as described in Section R277-327-4, shall submit an annual report by May 1 in the form described by the Superintendent.
- (2) An eligible applicant shall report on:
 - (a) the data described in 53F-5-214(5)(b);
 - (b) an accounting of expenditures for the previous year in comparison to the

planned budget for that year;

(c) an outline of any needed adjustments to the eligible applicant's 5-year plan based upon outcomes and data from the previous year and

(d) a detailed implementation plan for the upcoming year.

(3) The Superintendent shall create an evaluation team to:

(a) assist an eligible applicant in collecting and reporting required data;

(b) provide determination of continued eligibility; and

(c) analyze and report on the eligible applicant's annual report and other data.

(4) If the evaluation team finds an eligible applicant to be non-compliant with this rule or state code, the eligible applicant is subject to corrective action as described in R277-114.

KEY: school leadership, principal, mentorship

Date of Enactment or Last Substantive Amendment: July 9, 2020

Authorizing, and Implemented or Interpreted Law: Art X Sec 3; 53E-3-401(4); 53F-5-214.