

**~~[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 Last Change: January 5, 2021~~**

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