

**R277. Education, Administration.**

**R277-308. New Educator Induction and Mentoring.**

**R277-308-1. 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) Subsection 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 53E-6-201, which gives the Board power to issue licenses.
- (2) The purpose of this rule is to establish requirements for induction of new educators.

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

- (1) "LEA" includes, for purposes of this rule, the Utah Schools for the Deaf and the Blind.
- (2) "Mentor" means an educator with a professional educator license who is trained to advise, coach, consult, and guide the development of a new educator.

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

- (1) An LEA shall provide an induction program for the LEA's licensed employees if:
  - (a) an educator holds an associate educator license; or
  - (b) an educator holds a professional educator license with less than three years experience.
- (2) An LEA shall provide an induction program for at least three years for employees with an LEA-specific educator license.
- (3) An induction program under this rule shall include, at a minimum:
  - (a) a plan for on-going support and development of an educator, which may include reflective goal setting, implementation of action steps, and evaluation of outcomes that lead to refinement in instructional practice;

(b) LEA support in meeting the requirements of a professional license for an individual who holds an associate license;

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

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

(e) assistance in meeting the pedagogical requirements described in Subsection R277-301-5(5).

(4) An induction plan under Subsection (1) shall provide a new educator with a trained mentor educator with a professional educator license.

(5) A trained mentor educator under Subsection (3) shall assist the educator to meet the Utah Effective Educator Standards established in Rule R277-530.

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

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

(8) The Superintendent shall:

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

(b) provide training for mentors based on the competencies developed in accordance with Subsection (8)(a);

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

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

**KEY: new educators, mentors, programs**

**Date of Enactment or Last Substantive Amendment: April 8, 2021**

**Authorizing, and Implemented or Interpreted Law: Art X Sec 3; 53E-3-401(4); 53E-6-201**