

1 **R277. Education, Administration.**

2 **R277-307. Teacher Leader.**

3 **R277-307-1. 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) Section [53E-6-902](#), which requires the Board to:

8 (i) define the role of a teacher leader; and

9 (ii) establish the minimum criteria for a teacher to qualify as a teacher leader; and

10 (c) Subsection [53E-3-401\(4\)](#), which allows the Board to make rules to execute the  
11 Board's duties and responsibilities under the Utah Constitution and state law .

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

13 (a) define the role of a teacher leader; and

14 (b) establish the minimum criteria for a teacher to qualify as a teacher leader.

15 **R277-307-2. Definitions.**

16 (1) “Teacher” has the same meaning as defined in Subsection [53E-6-902\(1\)](#).

17 (2) “Teacher leader” has the same meaning as defined in Subsection [53E-6-902\(2\)](#).

18 **R277-307-3. Minimum Criteria for a Teacher Leader.**

19 An LEA may designate a teacher as a teacher leader if the teacher:

20 (1) has a professional educator license;

21 (2)(a) has an educator evaluation effectiveness rating of effective or highly effective  
22 for at least [the](#) two years prior to being designated as a teacher leader; [or](#)

23 [\(b\) has a successful or equivalent evaluation rating using a local board-approved](#)  
24 [evaluation system for at least the two years prior to being designated as a teacher leader;](#)

25 (3) demonstrates competence in working with adult learners and peers;

26 (4) demonstrates:

- 27           (a) consistent leadership;  
28           (b) focused collaboration;  
29           (c) distinguished teaching; and  
30           (d) a commitment to ongoing professional growth; and  
31           (5) is recommended by the building administrator to be designated as a teacher  
32           leader.

33           **R277-307-4. Roles of a Teacher Leader.**

34           (1) A teacher leader may exhibit leadership in a school through formally or  
35           informally designated responsibilities.

36           (2) A teacher leader shall maintain the teacher leader’s assignment as a classroom  
37           teacher while exercising appropriate leadership responsibilities, consistent with this section.

38           (3) A teacher leader may perform the following functions:

39           (a) Professional learning lead, including:

40           (i) generally supporting school-based professional learning; or

41           (ii) serving as a learning designed or facilitator for professional learning activities;

42           (b) Formally trained and recognized mentor, including:

43           (i) modeling effective instructional strategies for other teachers;

44           (ii) training, supervising, and mentoring:

45           (A) student teachers;

46           (B) new teachers; or

47           (C) teachers that supervise student teachers; or

48           (iii) coaching the development of effective instruction;

49           (c) Lead or master teacher, including:

50           (i) guiding other educators in collecting, understanding, analyzing, and interpreting  
51           student-achievement data and using those findings to improve instruction;

52           (ii) leading efforts to modify or improve curriculum; or

53           (iii) facilitating and coordinating professional learning communities;

- 54 (d) Education policy advocate, including:  
55 (i) positively contributing to informed decisions made by policy makers; or  
56 (ii) sharing information with colleagues regarding impact of policy on classroom  
57 practices;  
58 (e) School outreach lead, including:  
59 (i) leading specific school improvement initiatives; or  
60 (ii) acting as a liaison for community projects; or  
61 (f) Education ambassador, including:  
62 (i) networking within and beyond local, state, and national education organizations;  
63 or  
64 (ii) serving on task forces, committees, and advisory boards.  
65 (4) An LEA may provide additional incentives to teacher leaders for fulfilling the  
66 responsibilities outlined in this section, including:  
67 (a) a pay increase, bonus, or other financial incentive; or  
68 (b) a reduction in the teacher leader’s regular classroom workload.

69 **KEY: teacher, leader, qualification**

70 **Date of Enactment of Last Substantive Amendment:**

71 **Authorizing, and Implemented, or Interpreted Law: Art X Sec 3; [53E-6-902](#);**  
72 **[53E-3-401\(4\)](#)**