

1 **R277. Education, Administration.**

2 **R277-327. School Leadership Development Grant.**

3 **R277-327-1. 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-3-401\(4\)](#), which allows the Board to make rules to execute the  
8 Board's duties and responsibilities under the Utah Constitution and state law; and

9 \_\_\_\_\_ (c) Section [53F-5-214](#), which directs the Board to make rules establishing the  
10 requirements and parameters for the school leadership grant.

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

12 (a) mentoring program requirements for new principals;

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

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

16 (d) principal leadership standards and competencies;

17 \_\_\_\_\_ (f) professional learning activities to improve principal leadership for which a  
18 grant recipient may use a grant award.

19

20 **R277-327-2. Definitions.**

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

23 \_\_\_\_\_ (i) leader standards;

24 \_\_\_\_\_ (ii) preservice preparation;

25 \_\_\_\_\_ (iii) selective hiring and placement;

26 \_\_\_\_\_ (iv) job-embedded evaluation and support; and

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

28 \_\_\_\_\_ (2) "Eligible applicant" means the same as the term is defined in Subsection  
29 [53F-5-214\(1\)\(c\)](#).

30 (2) “Evidence-based” means a strategy that has demonstrated a statistically  
31 significant effect on improving outcomes.

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

34 (4) “Needs assessment” means the relevant assessment chosen by the  
35 Superintendent.

36 (5) “Principal” means the same as the term is defined in Subsection  
37 53F-5-214(1)(f).

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

40 (7) “Standards and competencies” means:

41 (a) the competencies described in Section [R277-305-4](#);

42 (b) the [Utah Educational Leadership Standards](#) approved by the Board; and

43 (c) other knowledge, skills, and dispositions as determined by the eligible  
44 applicant.

45

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

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

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

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

55 (a) evidence the eligible applicant has formed a school leadership development  
56 team;

57 (b) a completed planning grant application including:

58 (i) a school leadership development purpose statement;

59 (ii) a list of the eligible applicant's school leadership development team including  
60 membership and roles;

61 (iii) a timeline for actions to develop the full plan by December 1 of the year the  
62 grant is awarded including within the School Leadership Development Workshops; and

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

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

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

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

72

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

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

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

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

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

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

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

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

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

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

88 (f) a completed needs assessment; and  
89 (g) an outline of the eligible applicant's evidence-based components of  
90 programming including the standards and competencies the eligible applicant will require.

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

93 (a) the eligible applicant's ability to develop and sustain a continuous principal  
94 pipeline;

95 (b) the eligible applicant's demonstration of greatest ability for impact; and

96 (c) a demonstration that both (a) and (b) are based upon:

97 (i) number of aspiring, new, or experienced principals;

98 (ii) identification of the most impactful portions of an eligible applicant's principal  
99 pipeline;

100 (iii) demonstration that the eligible applicant's plan prioritizes the most impactful  
101 components for the eligible applicant's context;

102 (iv) the eligible applicant's use of a needs assessment in overall plan  
103 development; and

104 (v) identification and planned use of evidence-based practices.

105 (4) The Superintendent shall select the approved applications to be submitted to  
106 the Board and notify all applicants within 45 days.

107 (5) The Board shall approve or deny each eligible applicant's application that has  
108 been submitted by the Superintendent.

109 (6) If the Board denies an eligible applicant's application that has been submitted  
110 by the Superintendent, the eligible applicant may amend and re-submit the eligible  
111 applicant's application to the Superintendent until the Board approves the application.

112 (7) An eligible applicant with an approved application may receive up to the  
113 eligible applicant's requested amount up to \$250,000 per year.

114

115 **R277-327-5. Reporting Requirements.**

116 (1) An eligible applicant that has received a School Leadership Implementation

117 Grant as described in Section R277-327-4, shall submit an annual report by May 1 in  
118 the form described by the Superintendent.

119 (2) An eligible applicant shall report on:

120 (a) the data described in 53F-5-214(5)(b);

121 (b) an accounting of expenditures for the previous year in comparison to the  
122 planned budget for that year;

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

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

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

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

128 (b) provide determination of continued eligibility; and

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

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

133

134 **KEY: school leadership; principal; mentorship**

135 **Date of Enactment or Last Substantive Amendment: 2020**

136 **Authorizing, and Implemented, or Interpreted Law: [Art X Sec 3](#); [53E-3-401\(4\)](#);**  
137 **53F-5-214.**