

1 **R277. Education, Administration.**

2 **R277-522. Entry Years Enhancements (EYE) for Quality Teaching - Level 1 Utah**
3 **Teachers.**

4 **R277-522-1. Authority and Purpose.**

5 (1) This rule is authorized by:

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

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

10 (c) Subsection 53E-6-103(2)(a)(iii), which finds that the implementation of
11 progressive strategies regarding induction, professional development and evaluation are
12 essential in creating successful teachers; and

13 (d) Section 53E-6-301, which directs the Board to establish rules for the training and
14 experience required of educator license applicants.

15 (2) The purpose of this rule is to outline required entry years enhancements of
16 professional and emotional support for Level 1 teachers to develop successful teaching
17 skills and strategies with assistance from experienced colleagues.

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19 **R277-522-2. Definitions.**

20 (1) "Comprehensive Administration of Credentials for Teachers in Utah Schools" or
21 "CACTUS" has the same meaning as set forth in Subsection R277-512-2(1).

22 (2) "Entry years" means the three years a beginning teacher holds a Level 1 license.

23 (3) "Interstate New Teacher Assessment and Support Consortium" or "INTASC"
24 means the organization that has established Model Standards for Beginning Teacher
25 Licensing and Development, which include ten principles reflecting what beginning teachers
26 should know and be able to do as a professional teacher.

27 (4) "LEA" includes, for purposes of this rule, the Utah Schools for the Deaf and the
28 Blind.

29 (5) "Level 1 license" has the same meaning as set forth in Subsection R277-503-
30 2(9).

31 (6) "Level 2 license" has the same meaning as set forth in Subsection R277-503-

32 2(10).

33 (7) "Level 3 license" has the same meaning as set forth in Subsection R277-503-
34 2(11).

35 (8) "Mentor" means a Level 2 or Level 3 educator, who is trained to advise and guide
36 Level 1 teachers.

37 (9) "Praxis II" or "Praxis II - Principles of Learning and Teaching" is a widely-used
38 standards-based test designed by the Educational Testing Services to assess a beginning
39 teacher's pedagogical knowledge.

40 (10) "Professional development" means locally or Board-approved education-related
41 training or activities that enhance an educator's background consistent with Rule R277-501.

42 (11) "Teaching assessment or evaluation" means an observation of a Level 1
43 teacher's instructional skills by a school district or school administrator using an evaluation
44 tool based on or similar to INTASC principles.

45 (12) "Working portfolio" means a collection of documents prepared by a Level 1
46 teacher and used as a tool for evaluation.

47

48 **R277-522-3. Required Entry Years Enhancements Requirements for a Level 1 Teacher**
49 **to Advance to a Level 2 License.**

50 (1) Prior to advancement to a Level 2 license, a Level 1 teacher shall:

51 (a) satisfactorily collaborate with a trained mentor;

52 (b) pass a required pedagogical exam;

53 (c) complete three years of employment and evaluation; and

54 (d) compile a working portfolio.

55 (2) A principal shall assign a mentor to each Level 1 teacher in the first semester of
56 teaching to supervise and act as a resource for the entry level teacher.

57 (3) A mentor teacher shall teach in the same school, and where feasible, in the same
58 subject area as the Level 1 teacher.

59 (4) A mentor assigned in accordance with Subsection (2) shall:

60 (a) hold a Level 2 or 3 license; and

61 (b) have completed a mentor training program including continuing professional
62 development.

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- 63 (5) A mentor assigned in accordance with Subsection (2) shall:
- 64 (a) guide the Level 1 teacher to meet the procedural demands of the school and
65 school district;
- 66 (b) provide moral and emotional support;
- 67 (c) arrange for opportunities for the Level 1 teacher to observe teachers who use
68 various models of teaching;
- 69 (d) share personal knowledge and expertise about new materials, planning
70 strategies, curriculum development and teaching methods;
- 71 (e) assist the Level 1 teacher with classroom management and discipline;
- 72 (f) support the Level 1 teacher on an ongoing basis;
- 73 (g) help the Level 1 teacher to understand the implications of student diversity for
74 teaching and learning;
- 75 (h) engage the Level 1 teacher in self-assessment and reflection; and
- 76 (i) assist with development of the Level 1 teacher's portfolio.
- 77 (6) A Level 1 teacher shall pass the Praxis II with a qualifying score of at least 160
78 prior to advancing to Level 2 licensure.
- 79 (a) A Level 1 teacher may take the Praxis II successive times.
- 80 (b) The Superintendent shall post a Level 1 teacher's Praxis II results in CACTUS.
- 81 (7) A Level 1 teacher shall successfully complete evaluation through an LEA or
82 accredited private school.
- 83 (a) A Level 1 teacher shall maintain full employment for three years in an LEA or
84 accredited private school.
- 85 (b) An employing LEA or accredited private school may, following evaluation of a
86 Level 1 teacher's experience, determine that teaching experience outside of the Utah public
87 schools satisfies the teaching experience requirement of this rule.
- 88 (c) An LEA has discretion in determining the employment or reemployment status of
89 individuals.
- 90 (d)(i) A Level 1 teacher's employing LEA or accredited private school is responsible
91 for conducting the evaluations required under this rule.
- 92 (ii) An LEA may assign evaluations required under this rule to a school principal.
- 93 (e) A Level 1 teacher's evaluations shall take place at least twice during the first year

94 of teaching and at least twice during each of the following two years with a satisfactory final
95 evaluation.

96 (8) A Level 1 teacher shall compile a working portfolio during the teacher's entry
97 years.

98 (a) A Level 1 teacher's employing LEA or accredited private school shall review and
99 evaluate the portfolio.

100 (b) The Superintendent may review the portfolio upon request during the Level 1
101 teacher's second year of teaching.

102 (9) A portfolio required under Subsection (8) shall be based upon INTASC principles;
103 and may:

104 (a) include teaching artifacts;

105 (b) include notations explaining the artifacts; and

106 (c) include a reflection and self-assessment of the teacher's own practice; or

107 (d) be interpreted broadly to include the employing LEA's or accredited private
108 school's requirement of samples of the first year teaching experience.

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110 **R277-522-4. Satisfaction of Entry Years Enhancements.**

111 (1) If a Level 1 teacher fails to complete all enhancements as enumerated in Section
112 R277-522-3, the Level 1 teacher may remain in a provisional employment status until the
113 Level 1 teacher completes the enhancements.

114 (a) An LEA or accredited private school may make a written request to the
115 Superintendent for a one year extension of the Level 1 license in order to provide time for
116 the educator to satisfy entry years enhancements.

117 (b) A Level 1 teacher may repeat some or all of the entry years enhancements.

118 (c) An opportunity to repeat or appeal an incomplete or unsatisfactory entry years
119 enhancements process shall be designed and offered by the employing LEA or accredited
120 private school.

121 (2) An LEA or accredited private school shall make an annual recommendation to
122 the Board of teachers approved in its schools to receive a Level 2 license, including
123 documentation demonstrating completion of the enhancements.

124 (3) An LEA or accredited private school may also report the names of teachers who

125 did not successfully complete entry years enhancements to the Board.

126 (4) The Superintendent shall prepare an annual report tracking the success of
127 retention and the job satisfaction of Utah educators who complete the entry years
128 enhancement program.

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130 **R277-522-5. Sunset Clause.**

131 (1) This rule will sunset on June 30, 2023.

132 (2) An individual holding a current Level 1 license on January 1, 2020 may be
133 upgraded to a Level 2 license without completing the requirements of Subsection R277-522-
134 3(6).

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136 **KEY: mentoring, teachers**

137 **Date of Enactment or Last Substantive Amendment: August 19, 2019**

138 **Notice of Continuation: September 13, 2017**

139 **Authorizing, and Implemented or Interpreted Law: Art X Sec 3; 53E-6-103(2)(a)(iii);**
140 **53E-6-301; 53E-3-401(4)**