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DRAFT 5
Hansen Amendment
December 6, 2018

1 **R277. Education, Administration.**

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

3 **R277-308-1. 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) Subsection 53E-3-401(4), which allows the Board to make rules to execute
8 the Board's duties and responsibilities under the Utah Constitution and state law;
9 and

10 (c) Section 53E-6-201, which gives the Board power to issue licenses.

11 (2) The purpose of this rule is to establish requirements for induction of new
12 educators.

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

14 (1) “LEA” includes, for purposes of this rule, the Utah Schools for the Deaf
15 and the Blind.

16 (2) “Mentor” means an educator with a professional educator license who is
17 trained to advise, coach, consult, and guide the development of a new educator.

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

19 (1) An LEA shall provide an induction program for the LEA’s licensed
20 employees if:

21 (a) ~~[for educators holding]~~ an educator holds an associate educator license;
22 or

23 ~~[(b) for at least three years for educators holding an LEA-specific educator~~
24 ~~license; and]~~

25 (b) ~~[for educators holding]~~ an educator holds a professional educator license
26 with less than three years experience.

27 (2) An LEA shall provide an induction program for at least three years for

28 employees with an LEA-specific educator license.

29 (3) An induction program under ~~[Subsection (1)]~~ this rule shall include, at a
30 minimum:

31 (a) a documented professional learning plan, ~~[differentiated]~~ appropriate for
32 each educator;

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

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

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

39 ~~[e) on-going training on educator ethics and special education; and]~~

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

42 (4) An induction plan under Subsection (1) shall provide a new educator with
43 a trained mentor educator with a professional educator license ~~[who shall, where~~
44 possible:

45 ~~(a) perform substantially the same duties as the new educator with release~~
46 ~~time to work as a mentor; or~~

47 ~~(b) be assigned as an instructional coach or equivalent position].~~

48 (5) A trained mentor educator under Subsection (3) shall assist the educator
49 to meet the Utah Effective Educator Standards established in Rule R277-530~~[-but~~
50 may not serve as an evaluator of the educator].

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

53 (7) An LEA and a Utah approved university-based education preparation
54 program may partner in implementing the induction program required by Subsection
55 (1).

56 (8) The Superintendent shall:

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

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

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

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

63 **R277-308-4. Effective Date.**

64 This rule will be effective beginning July 1, 2020.

65 **KEY:**

66 **Date of Enactment of Last Substantive Amendment: 2018**

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

68 **53E-6-201**