

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 supervision  
6 over public education in the Board;

7 (b) Subsection 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 53E-6-201, which gives the Board power to issue licenses.

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

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

12 (1) "LEA" includes, for purposes of this rule, the Utah Schools for the Deaf and the  
13 Blind.

14 (2) "Mentor" means an educator with a professional educator license who is trained to  
15 advise, coach, consult, and guide the development of a new educator.

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

17 (1) An LEA shall provide an induction program for the LEA's licensed employees if:

18 (a) an educator holds an associate educator license; or

19 (b) an educator holds a professional educator license with less than three years  
20 experience.

21 (2) An LEA shall provide an induction program for at least three years for employees  
22 with an LEA-specific educator license.

23 (3) An induction program under this rule shall include, at a minimum:

24 (a) ~~[a documented professional learning plan, appropriate for each educator]~~ a plan for  
25 on-going support and development of an educator, which may include ~~[documented evidence~~  
26 ~~of educator participation in ongoing cycles of]~~ reflective goal setting, implementation of action  
27 steps, and evaluation of outcomes that lead[ing] to refinement in instructional practice;

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

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

31 (d) principal observation and feedback for each educator as required by Rule [R277-](#)  
32 [533](#); and

33 (e) assistance in meeting the pedagogical requirements described in Subsection [R277-](#)  
34 [301-5\(5\)](#).

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

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

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

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

43 (8) The Superintendent shall:

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

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

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

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

49 ~~**[R277-308-4. Effective Date.**~~

50 ~~——— This rule will be effective beginning July 1, 2020.]~~

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

52 **Date of Enactment or Last Substantive Amendment: February 7, 2019**

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

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