

R277-307 received final approval by the Utah State Board of Education on November 4, 2021. R277-307 was published in the December 1, 2021, Utah State Bulletin, subject to a 30-day comment period, with a first possible effective date of January 10, 2021.

R277. Education, Administration.

R277-307. Teacher Leader.

R277-307-1. Authority and Purpose.

- (1) This rule is authorized by:
 - (a) Utah Constitution Article X, Section 3, which vests general control and supervision over public education in the Board;
 - (b) Section 53E-6-902, which requires the Board to:
 - (i) define the role of a teacher leader; and
 - (ii) establish the minimum criteria for a teacher to qualify as a teacher leader; and
 - (c) Subsection 53E-3-401(4), which allows the Board to make rules to execute the Board's duties and responsibilities under the Utah Constitution and state law.
- (2) The purpose of this rule is to:
 - (a) define the role of a teacher leader; and
 - (b) establish the minimum criteria for a teacher to qualify as a teacher leader.

R277-307-2. Definitions.

- (1) "Teacher" has the same meaning as defined in Subsection 53E-6-902(1).
- (2) "Teacher leader" has the same meaning as defined in Subsection 53E-6-902(2).

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

- An LEA may designate a teacher as a teacher leader if the teacher:
- (1) has a professional educator license;
 - (2)(a) has an educator evaluation effectiveness rating of effective or highly effective for at least the two years prior to being designated as a teacher leader; or
 - (b) has a successful or equivalent evaluation rating using a local board-approved evaluation system for at least the two years prior to being designated as a teacher leader;
 - (3) demonstrates competence in working with adult learners and peers;
 - (4) demonstrates:

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

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

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

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

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

_____ (a) Professional learning lead, including:

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

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

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

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

_____ (ii) training, supervising, and mentoring:

_____ (A) student teachers;

_____ (B) new teachers; or

_____ (C) teachers that supervise student teachers; or

_____ (iii) coaching the development of effective instruction;

_____ (c) Lead or master teacher, including:

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

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

_____ (iii) facilitating and coordinating professional learning communities;

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(d) Education policy advocate, including:

(i) positively contributing to informed decisions made by policy makers; or

(ii) sharing information with colleagues regarding impact of policy on classroom practices;

(e) School outreach lead, including:

(i) leading specific school improvement initiatives; or

(ii) acting as a liaison for community projects; or

(f) Education ambassador, including:

(i) networking within and beyond local, state, and national education organizations; or

(ii) serving on task forces, committees, and advisory boards.

(4) An LEA may provide additional incentives to teacher leaders for fulfilling the responsibilities outlined in this section, including:

(a) a pay increase, bonus, or other financial incentive; or

(b) a reduction in the teacher leader's regular classroom workload.

KEY: teacher, leader, qualification

Date of Last Change: 2022

Authorizing, and Implemented or Interpreted Law: Art X Sec 3; 53E-6-902; 53E-3-401(4)