

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 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  
11 educators.

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

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

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

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

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

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

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

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

28 (a) a plan for on-going support and development of an educator, which may  
29 include reflective goal setting, implementation of action steps, and evaluation of outcomes  
30 that lead to refinement in instructional practice;

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

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

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

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

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

41 (5) A trained mentor educator under Subsection (3) shall assist the educator to  
42 meet the Utah Effective Educator Standards established in Rule [R277-~~530~~330](#).

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

45 (7) An LEA and a Utah approved [~~university-based~~]education preparation  
46 program may partner in implementing the induction program required by Subsection (1).

47 (8) The Superintendent shall:

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

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

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

53 (d) facilitate the sharing of best practices [~~between~~]among LEAs.

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

56 **Date of Enactment or Last Substantive Amendment: April 8, 2021**

57 Authorizing, and Implemented or Interpreted Law: [Art X Sec 3](#); [53E-3-401\(4\)](#); [53E-](#)  
58 [6-201](#)