

29 **53A-8a-702**, as last amended by Laws of Utah 2014, Chapter 262



31 *Be it enacted by the Legislature of the state of Utah:*

32 Section 1. Section **53A-8a-405** is amended to read:

33 **53A-8a-405. Components of educator evaluation program.**

34 An educator evaluation program adopted by a local school board in consultation with a
35 joint committee established in Section **53A-8a-403**:

36 (1) shall include the following components:

37 [(1)] (a) a reliable and valid evaluation program consistent with generally accepted
38 professional standards for personnel evaluation systems;

39 [(2)] (a) (b) (i) the evaluation of provisional and probationary educators at least twice
40 each school year; and

41 [(b)] (ii) the annual evaluation of all career educators;

42 [(3)] (c) systematic evaluation procedures for both provisional and career educators;

43 [(4)] (d) the use of multiple lines of evidence, [~~such as~~] including:

44 [(a)] (i) self-evaluation;

45 [(b)] (ii) student and parent input;

46 [(c)] (iii) peer observation;

47 [(d)] (iv) supervisor observations;

48 [(e)] (v) evidence of professional growth;

49 [(f)] (vi) student achievement data; and

50 [(g)] (vii) other indicators of instructional improvement;

51 [(5)] (e) a reasonable number of observation periods for an evaluation to [~~insure~~]
52 ensure adequate reliability;

53 [(6)] (f) administration of an educator's evaluation by:

54 [(a)] (i) the principal;

55 [(b)] (ii) the principal's designee;

56 [(c)] (iii) the educator's immediate supervisor; or

57 ~~[(d)]~~ (iv) another person specified in the evaluation program;

58 ~~[(7)]~~ (g) an orientation for educators on the educator evaluation program; and

59 ~~[(8)]~~ (h) a summative evaluation that differentiates among four levels of

60 performance~~[-]; and~~

61 (2) may not use end-of-level assessment scores in educator evaluation.

62 Section 2. Section **53A-8a-409** is amended to read:

63 **53A-8a-409. State Board of Education to establish a framework for the**

64 **evaluation of educators.**

65 ~~[The]~~ (1) In accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking

66 Act, the State Board of Education shall make rules:

67 ~~[(1)]~~ (a) establishing a framework for the evaluation of educators that is consistent with

68 the requirements of Part 3, Employee Evaluations, and this part;

69 ~~[(2)]~~ (b) requiring a teacher's summative evaluation to be based on~~[-(a) student~~

70 ~~learning growth or achievement, if measures of student learning growth are not available; and~~

71 ~~(b)]~~ standards of instructional quality; and

72 ~~[(3)]~~ (c) requiring each school district to fully implement an evaluation system for

73 educators in accordance with the framework established by the State Board of Education no

74 later than the 2015-16 school year.

75 (2) The rules described in Subsection (1) shall prohibit the use of end-of-level

76 assessment scores in educator evaluation.

77 Section 3. Section **53A-8a-601** is amended to read:

78 **53A-8a-601. State Board of Education to make rules on performance**

79 **compensation.**

80 (1) ~~[The]~~ In accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking

81 Act, the State Board of Education shall make rules requiring a school district's employee

82 compensation system to be aligned with the district's annual evaluation system described in

83 Section [53A-8a-405](#).

84 (2) Rules adopted under Subsection (1) shall:

85 (a) establish a timeline for developing and implementing an employee compensation
86 system that is aligned with an annual evaluation system; and

87 (b) provide that beginning no later than the 2016-17 school year:

88 (i) any advancement on an adopted wage or salary schedule;

89 (A) shall be based primarily on an evaluation; and

90 (B) may not be based on end-of-level assessment scores; and

91 (ii) an employee may not advance on an adopted wage or salary schedule if the
92 employee's rating on the most recent evaluation is at the lowest level of an evaluation
93 instrument.

94 Section 4. Section **53A-8a-702** is amended to read:

95 **53A-8a-702. Evaluation of school and district administrators.**

96 [~~The~~] (1) In accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking
97 Act, the State Board of Education shall[~~:(1) establish in~~] make rules that establish a framework
98 for the evaluation of school and district administrators that includes the following components:

99 (a) student achievement indicators emphasizing learning growth and proficiency;

100 (b) the results of an evaluation tool utilized by the local school board that includes
101 input from employees, parents, and students;

102 (c) the effectiveness of evaluating employee performance in a school or district for
103 which the school or district administrator has responsibility; and

104 (d) other factors as determined by a local school board in implementing state law and
105 State Board of Education rules[~~; and~~].

106 (2) The rules described in Subsection (1) shall prohibit the use of end-of-level
107 assessment scores in the evaluation of school and district administrators.

108 [(2)] (3) The State Board of Education shall require each school district to fully
109 implement an evaluation system for school and district administrators in accordance with the
110 framework established by the State Board of Education no later than the 2015-16 school year.