

1                                   **APPROPRIATION FOR TEACHER MENTORING**  
2   **PROGRAMS**

3   2001 GENERAL SESSION

4   STATE OF UTAH

5   **Sponsor: Carol Spackman Moss**

6   **This act modifies provisions related to the State System of Public Education by providing**  
7   **for fiscal year 2001-02 only, a \$200,000 appropriation for teacher mentor pilot programs to**  
8   **assist beginning teachers. The act takes effect July 1, 2001.**

9   This act affects sections of Utah Code Annotated 1953 as follows:

10   AMENDS:

11                   **53A-9-103**, as enacted by Chapter 2, Laws of Utah 1988

12                   **53A-10-108**, as last amended by Chapter 78, Laws of Utah 1990

13                   **53A-10-111**, as last amended by Chapter 78, Laws of Utah 1990

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

15                   Section 1. Section **53A-9-103** is amended to read:

16                   **53A-9-103. Authorized components.**

17                   Career ladders may include the following components:

18                   (1) A career ladder may have an extended contract year for teachers, providing for  
19   additional paid nonteaching days beyond the regular school year for curriculum development,  
20   inservice training, preparation, and related activities. School boards may approve individual  
21   exceptions to the extended year contract.

22                   (2) It may have, at the option of the local school board, an extended contract year for  
23   teachers, providing for additional paid workdays beyond the regular school year for teaching  
24   assignments in summer school, remedial, handicapped, specialized, vocational, gifted and talented,  
25   and adult education programs.

26                   (3) It may have a fair and consistent procedure for selecting teachers who will be given  
27   additional responsibilities. The selection procedure shall incorporate clearly stated job descriptions

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28 and qualifications for each level on the career ladder.

29 (4) It may have a program of differentiated staffing that provides additional compensation  
30 and, as appropriate, additional extensions of the contract year, for those who assume additional  
31 instruction-related responsibilities such as:

- 32 (a) assisting students and mentoring beginning teachers;
- 33 (b) curriculum and lesson plan development;
- 34 (c) helping established teachers improve their teaching skills;
- 35 (d) volunteer training;
- 36 (e) planning, facilities and productivity improvements; and
- 37 (f) educational assignments directed at establishing positive relationships with the  
38 community, businesses, and parents.

39 Administrative and extracurricular activities are not considered additional  
40 instruction-related activities under this Subsection (4).

41 (5) It may have a well-defined program of evaluation and [~~guidance~~] mentoring for  
42 beginning teachers, designed to assist those teachers during provisional years of teaching to acquire  
43 and demonstrate the skills required of capable, successful teachers. Continuation in teaching from  
44 year to year shall be contingent upon satisfactory teaching performance.

45 (6) It may have a clear and concise explanation of the evaluation system components,  
46 including the respective roles of parents, teachers, administrators, and the school board in the  
47 development of the evaluation system. The system shall provide for frequent, comprehensive  
48 evaluations of teachers with less than three years' teaching experience, and periodic evaluations  
49 of other teachers.

50 (7) Advancement on the career ladder program is contingent upon effective teaching  
51 performance, evidence of which may include formal evaluation and assessment of student  
52 progress. Student progress shall play a significant role in teacher evaluation. Other criteria may  
53 include formal preparation and successful teaching experience.

54 (8) It may include an assessment of implementation costs.

55 (9) It may have a plan for periodic review of the career ladder including the makeup of the  
56 reviewing entity, procedures to be followed during review, and the time schedule for the review.

57 Section 2. Section **53A-10-108** is amended to read:

58 **53A-10-108. Consulting educator for provisional educator.**

59 (1) The principal or immediate supervisor of a provisional educator shall assign a  
60 [~~consulting educator~~] mentor to the provisional educator.

61 (2) If possible, the [~~consulting educator~~] mentor shall be a career educator who performs  
62 substantially the same duties as the provisional educator and has at least three years of educational  
63 experience.

64 (3) The [~~consulting educator~~] mentor shall assist the provisional educator to become  
65 informed about the teaching profession and school system, but may not serve as an evaluator of  
66 the provisional teacher.

67 Section 3. Section **53A-10-111** is amended to read:

68 **53A-10-111. Additional compensation for services.**

69 The district may compensate a person employed as a [~~consulting educator~~] mentor or  
70 participant in the evaluation for those services, in addition to the person's regular salary, if  
71 additional time is required in the evaluation process.

72 Section 4. **Appropriation.**

73 (1) (a) For fiscal year 2001-02 only, there is appropriated from the Uniform School Fund  
74 \$200,000 to the State Board of Education to supplement the teacher mentor programs referred to  
75 in Sections 53A-9-103 and 53A-10-108 on a pilot basis.

76 (b) Schools may use the appropriation:

77 (i) to provide additional compensation to a mentor;

78 (ii) to pay for a mentor's temporary replacement or substitute in the classroom while the  
79 mentor is consulting with, advising, or observing an assigned provisional educator; or

80 (iii) for both purposes referred to in Subsections (1)(b)(i) and (1)(b)(ii).

81 (2) (a) The board shall select schools for the pilot program by a grant process using  
82 selection criteria developed by the board under its rulemaking authority.

83 (b) The board, through the state superintendent of public instruction, shall closely monitor  
84 the pilot program and evaluate its effectiveness in assisting provisional educators with their  
85 transition into the teaching profession.

86 (3) For purposes of Subsections (1)(b) and (2)(b), "provisional educator" has the same  
87 definition as found in Section 53A-10-102.

88 Section 5. **Effective date.**

89 This act takes effect on July 1, 2001.

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**Legislative Review Note**  
**as of 1-8-01 12:53 PM**

A limited legal review of this legislation raises no obvious constitutional or statutory concerns.

**Office of Legislative Research and General Counsel**