

## **Part 7**

### **Evaluation and Compensation of Administrators**

#### **53A-8a-701 Definitions.**

As used in this part:

- (1) "District administrator" means an individual who:
  - (a) serves in a position that requires an educator license with an administrative area of concentration, except as provided in Section 53A-3-301 or 53A-6-110; and
  - (b) supervises school administrators.
- (2) "School administrator" means an individual who:
  - (a) serves in a position that requires an educator license with an administrative area of concentration, except as provided in Section 53A-6-110; and
  - (b) supervises teachers.

Enacted by Chapter 425, 2012 General Session

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

- (1) In accordance with Title 63G, Chapter 3, Utah Administrative Rulemaking Act, the State Board of Education shall make rules that establish a framework for the evaluation of school and district administrators that includes the following components:
  - (a) student achievement indicators emphasizing learning growth and proficiency;
  - (b) the results of an evaluation tool utilized by the local school board that includes input from employees, parents, and students;
  - (c) the effectiveness of evaluating employee performance in a school or district for which the school or district administrator has responsibility; and
  - (d) other factors as determined by a local school board in implementing state law and State Board of Education rules.
- (2) The rules described in Subsection (1) shall prohibit the use of end-of-level assessment scores in the evaluation of school and district administrators.
- (3) The State Board of Education shall require each school district to fully implement an evaluation system for school and district administrators in accordance with the framework established by the State Board of Education no later than the 2015-16 school year.

Amended by Chapter 204, 2016 General Session

#### **53A-8a-703 Compensation of school and district administrators.**

- (1) Beginning no later than the 2016-17 school year, a school or district administrator's salary shall be based on the school or district administrator's most recent evaluation.
- (2) A school district shall continue each year to award any salary increases to a school or district administrator based on an evaluation administered pursuant to Section 53A-8a-702 until at least 15% of a school or district administrator's salary is contingent upon the evaluation administered pursuant to Section 53A-8a-702.

Amended by Chapter 262, 2014 General Session