

**TEACHER EVALUATION AMENDMENTS**

2023 GENERAL SESSION

STATE OF UTAH

**Chief Sponsor: Kathleen A. Riebe**

House Sponsor: Carol S. Moss

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**LONG TITLE**

**General Description:**

This bill amends the educator evaluation frequency to include a biennial option.

**Highlighted Provisions:**

This bill:

- ▶ amends the required educator evaluation frequency to include a biennial option; and
- ▶ makes technical changes.

**Money Appropriated in this Bill:**

None

**Other Special Clauses:**

None

**Utah Code Sections Affected:**

AMENDS:

**53G-11-501.5**, as last amended by Laws of Utah 2019, Chapter 293

**53G-11-504**, as last amended by Laws of Utah 2020, Chapter 408

**53G-11-507**, as last amended by Laws of Utah 2019, Chapter 293

REPEALS:

**53G-11-504.1**, as enacted by Laws of Utah 2020, Third Special Session, Chapter 10

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

Section 1. Section **53G-11-501.5** is amended to read:



28 **53G-11-501.5. Legislative findings.**

29 (1) The Legislature finds that the effectiveness of public educators can be improved  
30 and enhanced by providing specific feedback and support for improvement through a  
31 systematic, fair, and competent annual or biennial evaluation and remediation of public  
32 educators whose performance is inadequate.

33 (2) The state board and each local school board shall implement Sections [53G-11-501](#),  
34 [53G-11-506](#), [53G-11-507](#), [53G-11-508](#), [53G-11-509](#), [53G-11-510](#), and [53G-11-511](#) in  
35 accordance with Subsections [53E-2-302\(7\)](#) and [53E-6-103\(2\)\(a\)](#) and (b), to:

36 (a) allow the educator and the school district to promote the professional growth of the  
37 educator; and

38 (b) identify and encourage quality instruction in order to improve student academic  
39 growth.

40 Section 2. Section **53G-11-504** is amended to read:

41 **53G-11-504. Evaluation of employee performance.**

42 (1) Except as provided in [~~Subsection~~] Subsection (2) and (3), a local school board  
43 shall require that the performance of each school district employee be evaluated annually in  
44 accordance with rules of the state board adopted in accordance with this part and Title 63G,  
45 Chapter 3, Utah Administrative Rulemaking Act.

46 (2) Rules adopted by the state board under Subsection (1) may include an exemption  
47 from annual performance evaluations for a temporary employee or a part-time employee.

48 (3) A local school board may evaluate an educator biennially.

49 Section 3. Section **53G-11-507** is amended to read:

50 **53G-11-507. Components of educator evaluation program.**

51 (1) A local school board in consultation with a joint committee established in Section  
52 [53G-11-506](#) shall adopt a reliable and valid educator evaluation program that evaluates  
53 educators based on educator professional standards established by the state board and includes:

54 (a) a systematic annual or biennial evaluation of all provisional, probationary, and  
55 career educators;

56 (b) use of multiple lines of evidence, including:

57 (i) self-evaluation;

58 (ii) student and parent input;

- 59 (iii) for an administrator, employee input;
- 60 (iv) a reasonable number of supervisor observations to ensure adequate reliability;
- 61 (v) evidence of professional growth and other indicators of instructional improvement  
62 based on educator professional standards established by the state board; and
- 63 (vi) student academic growth data;
- 64 (c) a summative evaluation that differentiates among four levels of performance; and
- 65 (d) for an administrator, the effectiveness of evaluating employee performance in a  
66 school or school district for which the administrator has responsibility.

67 (2) (a) An educator evaluation program described in Subsection (1) may include a  
68 reasonable number of peer observations.

69 (b) An educator evaluation program described in Subsection (1) may not use  
70 end-of-level assessment scores in educator evaluation.

71 **Section 4. Repealer.**

72 This bill repeals:

73 Section **53G-11-504.1, Waiver of employee evaluation requirement.**