

# Effective Educator Standards Policy

Adopted: July 18, 2022

Revised:

## Purpose

Career Academy of Utah (the “School”) believes that each of its students should have the opportunity to learn from an effective educator. The School strives to recruit, prepare, and retain effective educators as a way in which to boost the academic success of its students. The purpose of this policy is to help ensure that the School’s licensed educators meet the Utah Effective Educator Standards applicable to them as set forth in Utah Administrative Code Rule R277-530.

## Policy

### Application of Effective Educator Standards

The Effective Educator Standards in Utah Administrative Code Rule R277-530 are comprised of three separate sets of standards: Effective Teaching Standards, Educational Leadership Standards, and Educational School Counselor Standards. The Effective Educator Standards apply to licensed educators at the School as follows:

- a. Administrators are responsible for meeting the Effective Teaching Standards and demonstrating the traits, skills, and work functions in the Educational Leadership Standards;
- b. Counselors are responsible for meeting the Effective Teaching Standards and Educational Leadership Standards and demonstrating the traits, skills, and work functions in the Educational School Counselor Standards; and
- c. Teachers are responsible for demonstrating the skills and work functions in Effective Teaching Standards.

### Implementation of the Effective Educator Standards

The School shall, under the direction of the Executive Director, help its licensed educators meet the applicable Effective Educator Standards by using the Effective Educator Standards as a basis when doing the following:

- a. Developing professional learning experiences and professional learning plans for educators’ relicensing.
- b. Establishing a collaborative professional culture to facilitate student learning.
- c. Adopting formative and summative educator assessment systems; and
- d. Implementing induction and mentoring activities for beginning teachers and administrators.

The Executive Director shall determine how the activities described above are conducted and the frequency in which they occur.

#### Charter School Administrators

The School understands that a charter school administrator is not required to be licensed under Utah law. If a School administrator is not licensed, they are still expected to work toward meeting the Effective Teaching Standards and demonstrating the traits, skills, and work functions in the Educational Leadership Standards.