



Effective Educator Standards Policy

Policy Number: 4206

I. Purpose

The Summit Academy Board of Trustees is committed to supporting educators through their utilization and continued growth using the effective teaching standards, educational leadership standards for administrators, and educational school counselor standards.

II. Definitions

- a. “Educator” - means an individual licensed by the Utah State Board of Education
- b. “School administrator” - means an educator serving in a position that requires a Utah Educator License with an Educator Leadership license area of concentration and who supervises other educators.

III. Board Expectations for Effective Teaching, Educational Leadership, and Educational School Counselor Standards

- A. Summit Academy and Summit Academy High School establishes Effective Educator Standards as the foundation of educator development, including:
 1. Alignment of teacher and school administrator preparation programs;
 2. Expectations for licensure; and
 3. The screening, hiring, induction, and mentoring of beginning teachers, school administrators, and other licensed educators.
- B. Summit Academy and Summit Academy High School administration directs and ensures the implementation of Utah’s Core Standards.
- C. Summit Academy and Summit Academy High School administration utilizes the Effective Educator Standards as a basis for an evaluation system and tiered-licensing system.
- D. Summit Academy and Summit Academy High School aligns resources with the Effective Educator Standards, including professional learning and supports for educator practice.

IV. Assurances for the Effective Educator Standards

- A. Summit Academy and Summit Academy High School professional learning experiences and professional learning plans for relicensure use the Effective Educator Standards to assess educator progress toward implementation of the standards.
- B. Summit Academy and Summit Academy High School formative and summative educator assessment systems are based on the Effective Educator Standards to facilitate educator growth toward expert practice.
- C. The Effective Educator Standards are used as a basis for the development of the collaborative professional culture to facilitate student learning.
- D. Summit Academy and Summit Academy High School will implement induction and mentoring activities for beginning teachers and school administrators that support implementation of the Effective Educator Standards.

V. Effective Teaching Standards

- A. Summit Academy and Summit Academy High School educators will demonstrate skills and work functions aligned with the Effective Teaching Standards with attention to:
 1. Personalized learning for diverse learners;
 2. A strong focus on application of knowledge and skills;



3. Improved assessment literacy;
 4. A collaborative professional culture; and
 5. Leadership roles for teachers.
- B. Summit Academy and Summit Academy High School will utilize an evaluation system aligned with the skills and work functions outlined by the Utah Effective Teaching Standards.
- a. The evaluation will align with the following ten standards:
 - b. Learner Development,
 - b. Learning Differences,
 - c. Learning Environment,
 - d. Content Knowledge,
 - e. Assessment,
 - f. Instructional Planning,
 - g. Instructional Strategies,
 - h. Reflection and Continuous Growth,
 - i. Leadership and Collaboration, and
 - j. Professional and Ethical Behavior.

VI. Educational Leadership Standards

- A. School administrators shall meet the standards of effective teaching and have knowledge and skills to guide and supervise the work of educators, lead the school learning community, and manage the school's learning environment in order to provide effective, high quality instruction to all of Utah's students.
1. Summit Academy and Summit Academy High School will utilize an evaluation system aligned with the Educational Leadership Standards. The evaluation should include a focus on:
 - a. Visionary leadership;
 - b. Advocacy in high levels of student learning;
 - c. Leading professional learning communities, and
 - d. Facilitation of school and community collaboration.

VII. Educational School Counselor Standards

- A. In addition to meeting the Effective Teaching Standards and the Educational Leadership Standards, educational school counselors shall demonstrate the following traits, skills, and work functions designated within the Educational School Counselor Standards.
- a. Summit Academy and Summit Academy High School will utilize an evaluation system aligned with the following seven Educational School Counselor Standards:
 - i. Collaboration, Leadership and Advocacy,
 - ii. Collaborative Classroom Instruction,
 - iii. The Plan for College and Career Readiness Process,
 - iv. Systemic Approach to Dropout Prevention with Social and Emotional Supports,
 - v. Data-Driven Accountability and Program Evaluation,
 - vi. Systemic School Counseling Program Management, and
 - vii. Professional and Ethical Behavior.



VIII. References

Utah Admin Code R277-530

IX. Attachments

N/A

X. Revision History and Approval Date

Version 1: February 16, 2023: Original date of approval