Teacher Leader

Qualifications for Designation as a Teacher Leader

The District may designate as a Teacher Leader a teacher who:

1. Has a professional educator license;

2. Either:

a. Has an educator evaluation effectiveness rating of effective or highly effective for at least the two years prior to being designated as a teacher leader; or

b. Has a successful or equivalent rating using the Board of Education approved evaluation system for at least the two years prior to being designated as a teacher leader;

3. Demonstrates competence in working with adult learners and peers;

4. Demonstrates:

a. Consistent leadership;

b. Focused collaboration;

c. Distinguished teaching; and

d. A commitment to ongoing professional growth; and

5. Is recommended by the building administrator to be designated as a Teacher Leader.

Utah Admin. Rules R277-307-3 (January 11, 2022)

Roles of a Teacher Leader

Teacher Leaders shall maintain their assignment as a classroom teacher while fulfilling appropriate leadership responsibilities. This leadership may be provided in a school through formally or informally designated responsibilities. A Teacher Leader may perform the following functions:

1. Professional learning lead, including:

a. Generally supporting school-based professional learning, or

b. Serving as a learning designee or facilitator for professional learning activities;

2. Formally trained and recognized mentor, including:

a. Modeling effective instructional strategies for other teachers;

b. Training, supervising, and mentoring:

i. Student teachers, including providing feedback on demonstration of competencies;

ii. New teachers; or

iii. Teachers that supervise student teachers; or

c. Coaching the development of effective instruction;

3. Lead or master teacher, including:

a. Guiding other educators in collecting, understanding, analyzing, and interpreting student-achievement data and using those findings to improve instruction;

b. Leading efforts to modify or improve curriculum; or

c. Facilitating and coordinating professional learning communities;

4. Education policy advocate, including:

a. Positively contributing to informed decisions made by policy makers; or

b. Sharing information with colleagues regarding impact of policy on classroom practices;

5. School outreach lead, including:

a. Leading specific school improvement initiatives; or

b. Acting as a liaison for community projects; or

6. Education ambassador, including:

a. Networking within and beyond local, state, and national education organizations; or

b. Serving on task forces, committees, and advisory boards.

Utah Admin. Rules R277-307-4(1)-(3) (January 11, 2022); Utah Code § 53E-6-902(2) (2024).

Teacher Leader Incentives

As determined to be appropriate by the Board of Education, designated Teacher Leaders may be given a pay increase, bonus, or other financial incentive or may be given a reduction in the Teacher Leader's regular classroom workload.

Utah Admin. Rules R277-307-4(4) (January 11, 2022)

Source Traceability

Source	Treatment	Reason
USBA Model Policy DFD, modified 7 March 2024.	Retained as model policy.	No conflicting or more specific Millard teacher-leader policy was identified.

Source	Treatment	Reason
Old MSD employee and professional-development policies reviewed.	No dashed local subsection inserted.	Professional development, mentoring, and LEA-specific license support were already preserved in DFA and DAB; duplicating them here would blur the teacher-leader policy.