



EFFECTIVE TEACHING STANDARDS AND EDUCATOR EVALUATION POLICY

Bonneville Academy is committed to supporting effective teaching practices, fostering educator growth, and ensuring compliance with Utah state law and USBE rules regarding educator evaluation. This policy outlines the framework for formative and summative evaluations of licensed educators in accordance with Utah Code §53G-11-501 through §53G-11-517 and USBE Rules R277-530, R277-531, and R277-532.

Scope

This policy applies to all licensed educators employed by Bonneville Academy.

Evaluation Components

The evaluation process includes the following components:

- Self-assessment
- Formal and informal observations
- Student performance data
- Stakeholder feedback
- Professional Learning Communities (PLC) contributions
- Individual Growth Plan development and review

Formative Evaluation

Formative evaluations are conducted to support professional growth and improvement throughout the year. They may include walkthroughs, peer collaboration, and administrator feedback.

Summative Evaluation

A summative evaluation is conducted annually and includes cumulative evidence from the educator's performance. Ratings are based on the Utah Effective Teaching Standards and result in one of four performance levels: Highly Effective, Effective, Emerging/Developing, or Minimally Effective.

Plans of Assistance

Educators receiving a summative rating of Minimally Effective or Emerging/Developing may be placed on a Plan of Assistance. The plan outlines targeted goals, support resources, timelines, and required outcomes.





Evaluation Timeline

All licensed educators will receive at least one summative evaluation annually. Evaluations are conducted by qualified school administrators and documented by June 30th of each school year.

Appeal Process

Educators may request a review of their summative evaluation in writing within 10 business days of receiving their rating. The request will be reviewed by the school director and/or a designated panel.

Legal References

- Utah Code §53G-11-501 through §53G-11-517: Educator Evaluations
- USBE Rule R277-530: Utah Effective Teaching Standards
- USBE Rule R277-531: LEA Educator Evaluation Systems
- USBE Rule R277-532: Local Board Evaluation Procedures

Approved by the Board of Directors on: _____

Signature: _____

Chair, Bonneville Academy Board of Directors

