

1 **R277. Education, Administration.**

2 **R277-328. Diversity, Equity, and Inclusion Professional Learning Standards.**

3 **R277-328-1. Authority and Purpose.**

4 (1) This rule is authorized by:

5 (a) Utah Constitution Article X, Section 3, which vests general control and  
6 supervision over public education in the Board; and

7 (b) Section [53E-3-401](#)(4), which allows the Board to make rules to execute the  
8 Board's duties and responsibilities under the Utah Constitution and state law.

9 (2) The purpose of this rule is to provide an LEA with the basic requirements  
10 and standards for providing student and student outcome diversity, equity, and inclusion  
11 professional learning to educators.

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13 **R277-328-2. Definitions.**

14 (1) "Belonging" means an attachment and connection to school, a feeling of  
15 security and support when there is a sense of acceptance, inclusion, and identity for a  
16 member of a certain group.

17 (2) "Diversity" means the exploration and incorporation of differences that each  
18 student brings through unique experiences, strengths, and ideas into a classroom  
19 including dimensions of race, ethnicity, sexual orientation, gender, socio-economic  
20 status, age, ability, religious or political beliefs, or other different ideologies.

21 (3) "Equity" means acknowledging that all students are capable of learning, the  
22 distribution of resources to provide equal opportunities based upon the needs of each  
23 individual student. Equitable resources include funding, programs, policies, initiatives  
24 and supports that recognize each student's unique background and school context to  
25 guarantee that all students have access to high-quality education.

26 (4) "Equity literacy" means demonstrated competencies in the skills and  
27 dispositions to create and sustain equitable and just learning environments for families  
28 and students

29 (5)(a) "Inclusion" means the act or practice of ensuring students feel a sense of

30 belonging and support; and

31 \_\_\_\_\_ (b) to the maximum extent appropriate, for students with disabilities, providing  
32 access to general curriculum and engagement in regular education classes with peers  
33 without disabilities.

34 \_\_\_\_\_ (6) “Qualified facilitator” means a person who has demonstrated competency in  
35 teaching adults and who has demonstrated equity literacy.

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37 **R277-328-3. Professional Learning Content Requirements.**

38 \_\_\_\_\_ (1) An LEA may provide professional learning to educators concerning equity,  
39 diversity, and inclusion.

40 \_\_\_\_\_ (2) If an LEA provides the professional learning to educators described in  
41 subsection (1), the training shall include the following general components:

42 \_\_\_\_\_ (a) equity including the Board’s definition;

43 \_\_\_\_\_ (b) diversity;

44 \_\_\_\_\_ (c) inclusion; and

45 \_\_\_\_\_ (d) belonging.

46 \_\_\_\_\_ (3) An LEA that provides that professional learning described in subsection (1)  
47 shall incorporate LEA specific data regarding the LEA’s student population.

48 \_\_\_\_\_ (4) The LEA specific data required in subsection (3) may include data collected  
49 from the following:

50 \_\_\_\_\_ (a) Youth suicide prevention data pursuant to R277-620 and 53G-9-702;

51 \_\_\_\_\_ (b) Bullying data pursuant to R277-613;

52 \_\_\_\_\_ (c) Disciplinary data pursuant to R277-609;

53 \_\_\_\_\_ (d) School climate data pursuant to R277-623;

54 \_\_\_\_\_ (e) School resource officer incident data pursuant to 53E-3-516;

55 \_\_\_\_\_ (f) Early warning program data pursuant to R277-627 and 53F-4-207;

56 \_\_\_\_\_ (g) At risk student data pursuant to 53F-2-314

57 \_\_\_\_\_ (h) disaggregated student achievement data including relevant assessment  
58 data and graduation rates;

- 59 (i) early college course access data pursuant to R277-701  
60 (j) Special education data pursuant to R277-750; and  
61 (k) data collected pursuant to federal laws and regulation including Title I-VIII  
62 and Individuals with Disabilities Education Act (IDEA).  
63 (5) An LEA shall provide the training described in subsection (1) in accordance  
64 with all state and federal laws including:  
65 (a) 53E-2-201 Policy for Utah’s public education system;  
66 (b) 53E-2-302 Characteristics of public education system;  
67 (c) 53E-3-501 State board to establish misc. standards for public schools;  
68 (d) 53E-5-205 Indicators for elementary and middle schools;  
69 (e) 53E-5-206 Indicators for high schools;  
70 (f) 53G-8-202 Public schools discipline polices;  
71 (g) 53G-9-601 Bullying and hazing definitions;  
72 (h) 53G-10-204 Civic and character education;  
73 (i) Title VII of the Civil Rights Act; and  
74 (j) Individuals with Disabilities Education Act (IDEA);

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76 **R277-328-4. Facilitation Standards.**

77 (1) If an LEA offers the professional learning described in subsection  
78 R277-328-3(1), the training must be evidence-based and provided by a qualified  
79 facilitator.

80 (2) An LEA is encouraged to offer this professional learning at least once a  
81 year.

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83 **KEY: diversity, equity, professional learning**

84 **Date of Enactment or Last Substantive Amendment: 2021**

85 **Authorizing, and Implemented, or Interpreted Law: [Art X Sec 3; 53E-3-401\(4\)](#)**