



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION

MAY 15 2014

The Honorable Martell Menlove
Superintendent of Public Instruction
Utah State Office of Education
PO Box 144200
Salt Lake City, UT 84114

Dear Superintendent Menlove:

I am pleased to inform you that the U.S. Department of Education (ED) has determined that Utah's guidelines for teacher and principal evaluation and support systems, as described in Utah's revised Principle 3 of its approved ESEA flexibility request, meet the requirements for Principle 3 articulated in the ED's September 23, 2011 document titled, *ESEA Flexibility*.

During the week of July 16, 2012, two peer experts reviewed the guidelines included in Principle 3 of Utah's request. Staff from ED also reviewed Utah's guidelines as well as the changes Utah made to Principle 3 of its request in response to the feedback provided following the July peer review. ED's determination that Utah's guidelines meet the requirements of Principle 3 is based on the review as well as the feedback from the peer reviewers and the changes Utah made in response to that feedback. I congratulate you on submitting guidelines and a process for ensuring that each district in Utah develops, adopts, pilots, and implements teacher and principal evaluation and support systems consistent with those guidelines, both of which reaffirm Utah's commitment to improving academic achievement and the quality of instruction for all of the State's elementary and secondary school students.

Utah's complete request for ESEA flexibility has already been fully approved through the 2013–2014 school year. In the meantime, ED will continue to monitor Utah's implementation of ESEA flexibility, including the development and piloting of evaluation and support systems consistent with Utah's guidelines. While ED understands and expects that Utah may make changes to its guidelines as a result of such ongoing development and piloting efforts, Utah should ensure that any such changes are consistent with Principle 3 of ESEA flexibility by consulting with ED. Depending on the nature and extent of such changes, Utah may need to submit a request to amend its approved ESEA flexibility request.

A copy of Utah's approved request for ESEA flexibility, including its guidelines for teacher and principal evaluation and support systems, as well as the revised Principle 3, will be posted on ED's website at: <http://www.ed.gov/esea/flexibility/requests>. Again, I congratulate you on

400 MARYLAND AVE., SW, WASHINGTON, DC 20202
<http://www.ed.gov/>

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developing guidelines for teacher and principal evaluation and support systems that meet the requirements of ESEA flexibility and thank you for the work that you and your staff have done.

If you have any questions regarding the amendment process or anything else related to Utah's implementation of ESEA flexibility, please contact Rubén J. Vázquez of my staff at (202) 401-1434 or at: ruben.vazquez@ed.gov.

I look forward to continuing to support you as you implement Utah's ESEA flexibility request and work to improve the quality of instruction and academic achievement for all students.

Sincerely,

A solid black rectangular box used to redact the signature of the sender.

Deborah S. Delisle
Assistant Secretary

cc: Judy Park, Associate Superintendent