Policy 3098
Amended
January 14, 2026
First Reading
November 11, 2026

POLICY 3098

Employee Surveys

~~A. Definition~~

~~1. For purposes of this policy, "educator" means a general education classroom teacher, a preschool teacher, a special education teacher, a school-based administrator, or a school-based specialist.~~

~~*Utah Admin. Rules R277-325-2(1) (January 7, 2026)*~~

B. Administration of Engagement Survey

1. At least every other year ~~thereafter~~, all educators in the District shall be requested to complete the Utah State Board of Education Model Public Education Engagement Survey through an online provider approved by the State Board of Education or a provider approved by the District. ~~If the District administers a school climate survey, the survey shall be administered in alternating years with the school climate survey.~~

   Utah Admin. Rules R277-325-4(1) (January 7, 2026)

2. If the District administers the survey through a provider other than one approved by the State Board of Education, the District shall provide the data from the surveys to the State Superintendent each year by June 30 in the manner required by the State Superintendent.

   Utah Admin. Rules R277-325-4(3) (January 7, 2026)

3. The survey shall be administered so as to allow each educator to remain anonymous and shall ask the educator to identify the educator's school district. The survey may ask the educator to voluntarily identify the educator's school and may ask the educator to provide basic nonidentifying demographic data as requested by the State Superintendent. The District may also include additional questions along with the required survey questions. The survey may not request the educator's CACTUS ID number.

   Utah Admin. Rules R277-325-4(4), (6)(a) (January 7, 2026)

C. Administration of Exit Survey

1. At the time of separation from employment, the District shall request all educators who leave employment with the District to complete the Utah State Board of Education Model Public Education Exit Survey through an online provider approved by the State Board of Education or through a provider approved by the District.

   Utah Admin. Rules R277-325-4(2) (January 7, 2026)

2. If the District administers the survey through a provider other than one approved by the State Board of Education, the District shall provide the data from the surveys to the State Superintendent each year by June 30 in the manner required by the State Superintendent.

   Utah Admin. Rules R277-325-4(3) (January 7, 2026)

D. Confidentiality of Survey Information

1. All District staff are prohibited from identifying survey participants or to attempting to identify survey participants. Survey results shall be provided only to the Superintendent and the Superintendent's designee or designees. Data from answers to any additional District questions added to the model surveys shall be disseminated only as directed by the Superintendent.

   Utah Admin. Rules R277-325-4(5), (6)(a) (January 7, 2026)

E. Access to Model Surveys

1. The USBE model surveys can be obtained at the Utah State Board of Education offices and online at:

   https://schools.utah.gov/administrativerules/documentsincorporated

   Utah Admin. Rules R277-325-3(2) (January 7, 2026)