

LIBRARIAN APPRAISAL

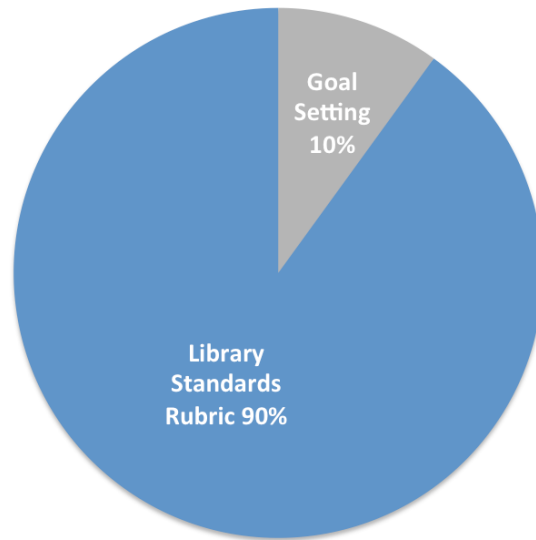
OVERVIEW

Austin ISD has developed a new Librarian Appraisal System to begin in 2018-2019. The appraisal covers 2 areas.

- Library Standards Rubric
- Goal Setting

Library Standards Rubric

- Rubric that covers 7 strands
 - Instructional Effectiveness
 - Professional Growth and Reflection
 - Technology
 - Literacy
 - Library Administration
 - Library Management
 - Climate and Culture



Goal Setting

- The final component is a goal setting piece that will allow librarians to set a measurable goal considering the SMART goal process of being Specific, Measurable, Attainable, Relevant, and Time-Bound. The goal would include a numerical target that references baseline data. Toward the end of the year, librarians will share their results that will be scored on the scale listed below.
- Scored based on 1-4 scale
 - 4 = Met or Exceeded
 - 3 = Improved but didn't meet
 - 2 = Stayed the same
 - 1 = Decreased from baseline
 - 0 = Did not complete

ADDITIONAL PROCESS COMPONENTS

The Librarian Appraisal also includes the following elements that are a part of the appraisal process.

- Individual Learning Plan – a reflection that allows librarians to share areas of strength and growth with the appraiser
- Beginning of the Year Conference – a time to meet to discuss rubrics and goal setting
- One Announced Observation – a time for the appraiser to observe librarian practice
- Summative Conference – a time to discuss successes, areas of growth, and final score

All appraisers will be registered in HCP for the Online Orientation by August 14, 2018. Appraisers will have 21 days to complete the module. The online orientation must be completed on or before *September 4, 2018*.

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For more information, please visit <https://www.austinisd.org/tad/educator-effectiveness/other-staff-appraisals>