

LIBRARIAN APPRAISAL 2020-2021

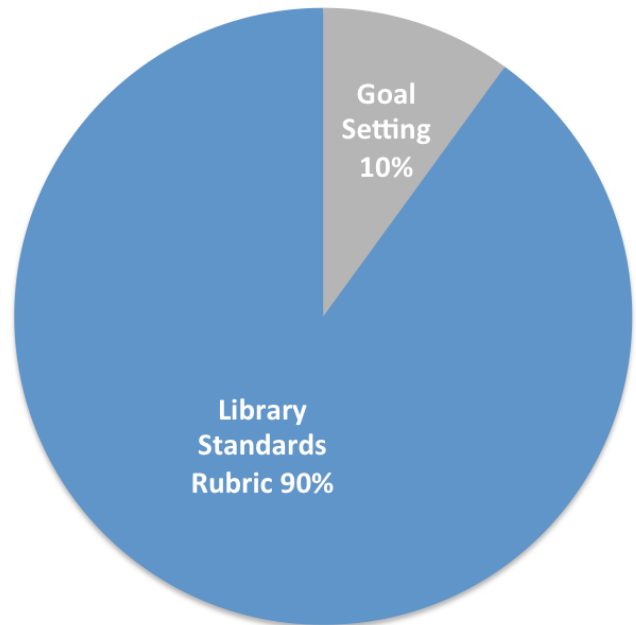
OVERVIEW

Austin ISD developed a new Librarian Appraisal System that began in the 2018-2019 school year. 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 (when no attempt was made to generate or complete a goal)

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 or Announced Visit – a time for the appraiser to observe and/or discuss librarian practice
- Summative Conference – a time to discuss successes, areas of growth, and final score

Aron Kadish - Employee Effectiveness

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