

Librarian _____ Date(s) of observations _____
 School _____ Assignment _____ Employee Number _____

See RUBRIC for detailed definitions. Insert ONE of the following: 1 = Ineffective; 2 = Needs Improvement;
 3 = Effective; 4 = Highly Effective; 5 = Superior; N/A = Not Applicable; N/O = Not Observed

INSERT A WHOLE NUMBER, NOT AN "X" OR "y"!

INSERT ONLY ONE NUMBER IN A ROW.

1	2	3	4	5
---	---	---	---	---

Average
#DIV/0!

LIBRARY MANAGEMENT.....					
1	Managing Student Behavior				
2	Creating a Culture for Learning				
3	Managing Library Procedures				
4	Collaborating with Teachers				
5	Administrative Management and Records				
6	Developing Collection				
7	Administering Library Budget				
8	Supervising Personnel				

INSTRUCTIONAL EFFECTIVENESS.....					
9	Demonstrating Knowledge of Curriculum				
10	Supporting Instructional Goals				
11	Demonstrating Knowledge of Traditional / Non-Traditional Literative and Reading Support				
12	Communicating Effectively with Students				
13	Using Quality Questioning Techniques with Students				
14	Assessing Students				
15	Developing Lessons				

#DIV/0!

PROFESSIONAL GROWTH AND CONTINUOUS IMPROVEMENT.....					
16	Reflecting on Professional Effectiveness				
17	Growing and Developing Professionally				

#DIV/0!

INTERPERSONAL SKILLS.....					
18	Communicating with School Staff				
19	Communicating with School Stakeholders				

#DIV/0!

LEADERSHIP.....					
20	Contributes to School and Professional Communities				
21	Adheres to Professional Ethics				

#DIV/0!

Summary of Effectiveness by DOMAIN:	Average	Weight of Domain by Percentage
LIBRARY MANAGEMENT	#DIV/0!	35%
INSTRUCTIONAL EFFECTIVENESS	#DIV/0!	40%
PROFESSIONAL GROWTH AND CONTINUOUS IMPROVEMENT	#DIV/0!	10%
INTERPERSONAL SKILLS	#DIV/0!	10%
LEADERSHIP	#DIV/0!	5%
COMPOSITE, WEIGHTED AVERAGE for EVALUATION	#DIV/0!	

NOTE:

From:	To:	Ranking
Less than 1.8		Ineffective
Equal to or greater than 1.8	Less than 2.8	Needs Improvement
Equal to or greater than 2.8	Less than 3.8	Effective
Equal to or greater than 3.8	Less than 4.8	Highly Effective
Equal to or greater than 4.8		Superior

Any ranking of 1.0 or 2.0 on any component of this Evaluation requires a Personal Development Plan to be attached to this document.

Any ranking of 4.0 or 5.0 on any component on this Evaluation requires narrative comments within the Evaluator Comments below.

Evaluator Comments:

Librarian's Signature* _____ Date _____

Evaluator's Signature _____ Date _____

*The Librarian's Signature is an acknowledgement that the teacher has received the Evaluation on the date indicated.