



LIBRARY MEDIA SPECIALIST PROFESSIONAL DEVELOPMENT AND APPRAISAL

NAME _____ APPRAISER _____ CAMPUS _____
o OBSERVATIVE o SUMMATIVE DATE & TIME _____

Domain I: Curriculum Integration

	Exceeds (x5)	Proficient (x3)	Below (x1)	Unsatis- factory (x0)
1. Works with teachers to implement meaningful, timely instruction for students, individuals and/or groups.	1. _____	1. _____	1. _____	1. _____
2. Collaborates with other faculty and administrators to improve TAKS and other mandated test-related performance of all students on the campus.	2. _____	2. _____	2. _____	2. _____
3. Offers education, training, and guidance to students and staff in the use of technology and information resources.	3. _____	3. _____	3. _____	3. _____
4. Teacher's information skills primarily within curriculum context.	4. _____	4. _____	4. _____	4. _____
SUBTOTAL				

Total: 16 to 20 Exceeds Expectations
 9 to 15 Proficient
 3 to 8 Below Expectations
 0 to 2 Unsatisfactory

TOTAL

Comments:

Strengths

Areas to Address:



Domain II: Resources

	Exceeds (x5)	Proficient (x3)	Below (x1)	Unsatis- factory (x0)
1. Offers a balanced collection to support the curriculum and student's needs.	1.____	1.____	1.____	1.____
2. Offers a multi-cultural collection that reflects a diverse community, including special populations.	2.____	2.____	2.____	2.____
3. Offers a balance of print, multimedia, and electronic resources based of district-adopted, board-approved selection policies.	3.____	3.____	3.____	3.____
4. Strives to maintain a current collection that reflects up-to-date information.	4.____	4.____	4.____	4.____
SUBTOTAL				
Total: 16 to 20 Exceeds Expectations 9 to 15 Proficient 3 to 8 Below Expectations 0 to 2 Unsatisfactory				TOTAL

Comments:

Strengths:

Areas to Address:

Domain III: Management

	Exceeds (x5)	Proficient (x3)	Below (x1)	Unsatis- factory (x0)
1. Effectively manages personnel to support the needs of the school.	1. _____	1. _____	1. _____	1. _____
2. Organizes reports, budgets, policies, and circulation according to district policy.	2. _____	2. _____	2. _____	2. _____
3. Effectively and efficiently researches, evaluates, and selects resources, materials, and equipment.	3. _____	3. _____	3. _____	3. _____
4. Establishes an environment that promotes and encourages self-discipline and self-directed learning.	4. _____	4. _____	4. _____	4. _____
5. Maintains and facilitates a current library automation database.	5. _____	5. _____	5. _____	5. _____
6. Provides bibliographic services and facilitates access and delivery of materials.	6. _____	6. _____	6. _____	6. _____
7. Effectively and efficiently organizes, inventories, and maintains records of all resources, materials, and equipment.	7. _____	7. _____	7. _____	7. _____
SUBTOTAL				

Total: 24 to 30 Exceeds Expectations
 16 to 23 Proficient
 7 to 15 Below Expectations
 0 to 6 Unsatisfactory

TOTAL

Comments:

Strengths:

Areas to Address:



Domain IV: Public Relations

	Exceeds (x5)	Proficient (x3)	Below (x1)	Unsatis- factory (x0)
1. Ensure a friendly Library Media Center.	1. _____	1. _____	1. _____	1. _____
2. Provides an active, stimulating atmosphere.	2. _____	2. _____	2. _____	2. _____
3. Uses appropriate verbal and nonverbal communications with parents, staff, and community.	3. _____	3. _____	3. _____	3. _____
4. Promotes interactions that are supportive, courteous, respectful, and encouraging to students, staff, and community.	4. _____	4. _____	4. _____	4. _____
5. Contributes to making the whole school a learning community.	5. _____	5. _____	5. _____	5. _____
6. Connects the Library Media Center and learning to the community.	6. _____	6. _____	6. _____	6. _____
SUBTOTAL				

Total: 24 to 30 Exceeds Expectations
 16 to 23 Proficient
 7 to 15 Below Expectations
 0 to 6 Unsatisfactory

TOTAL

Comments:

Strengths:

Areas to Address:



Domain V: Professional Responsibilities

	Exceeds (x5)	Proficient (x3)	Below (x1)	Unsatis- factory (x0)
1. Determines and participates in professional development activities that are aligned with the goals of the district, campus, and Library Media Center.	1. _____	1. _____	1. _____	1. _____
2. Exhibits a willingness to collaborate with colleagues and other professionals for continuous growth and development.	2. _____	2. _____	2. _____	2. _____
3. Attends district, regional, and state Library Media Center meetings, programs, and workshops.	3. _____	3. _____	3. _____	3. _____
4. Correlates professional development activities with the prior performance appraisal.	4. _____	4. _____	4. _____	4. _____
SUBTOTAL				

Total: 16 to 20 Exceeds Expectations
 9 to 15 Proficient
 3 to 8 Below Expectations
 0 to 2 Unsatisfactory

TOTAL

Comments:

Strengths

Areas to Address:



SCHOOL ACCOUNTABILITY RATING _____

COMMENTS:

Appraiser's Signature

Date

Librarian's Signature

Date