Travis Unified School District

Certificated Teacher Librarian Evaluation Instrument GOALS

(Reference: Collective Bargaining Agreement, Article 12)

Unit Member:_____ School Year:_____

Site/Location:_____

Unit Member Status: Temporary Intern Probationary-1 Probationary-2 Permanent
(circle one)

Evaluator:_____ Title:_____ Date:_____

The purpose of the performance evaluation is to help professional educators realize their potential by implementing an assessment process which will:

- **Inform, instruct, and improve school library services.**
- **Provide educators with meaningful feedback on strengths and opportunities for growth.**
- **Ensure fair, evidence-based employment decisions.**

Goals and Objectives shall be developed by the 30th workday for temporary, intern, and probationary unit members and by the 45th workday for permanent unit members.

Administrators shall evaluate unit members on all six standards but will focus on two standards as indicated below.

Temporary, Intern, and Probationary One Librarians will focus on Standards One and Two only.

Probationary Two Librarians will focus on two standards and may choose from Standards One, Two, and Three.

Permanent status Librarians will focus on two Standards agreed upon by the unit member and evaluator. If mutual goals cannot be reached, the evaluator shall select one standard and corresponding goal and the unit member shall select one standard and corresponding goal.

ADAPTED FROM AMERICAN ASSOCIATION FOR TEACHER LIBRARIAN STANDARDS
Standard I – PLANNING AND PREPARATION
* Demonstrating knowledge of literature and current trends in library practice and information technology
* Demonstrating knowledge of the school's program and students' information needs within that program
* Establishing goals for the library program appropriate to the setting and students served
* Demonstrating knowledge of resources, both within and beyond the school and district
* Planning the library program integrated with the overall school program
* Developing a plan to evaluate the library program
Standard II – MAINTAINING THE ENVIRONMENT
* Creating an environment of respect and rapport
* Establishing a culture for investigation and love of literature
* Establishing and maintaining library procedures
*Managing student behavior
*Organizing physical space to enable smooth flow
Standard III – PROVIDING INSTRUCTION
* Communicating clearly and accurately

* Questioning and research techniques
* Engaging students in learning
*Monitoring student learning
*Demonstrating flexibility and responsiveness
Standard IV - PROFESSIONAL RESPONSIBILITIES
* Reflecting on practice
* Preparing and submitting reports and budgets
*Communicating with the larger community
*Engaging in professional development
* Showing professionalism
*Collaborating with teacher librarians in the design of instructional units and lessons
* Maintaining and extending the library collection in accordance with the school's needs and within budget limitations

Standard #_____
Goal:

Standard #_____
Goal:

Evaluator's Signature Date

Unit Member's Signature Date