Teacher-Librarian Statewide Performance Evaluation Framework

State Board of Education Meeting
October 6, 2016
Agenda Item #9
NRS 391.675

Evaluations of counselors, librarians and certain other licensed educational personnel.

• The State Board may provide for evaluations of counselors, librarians and other licensed educational personnel, except for teachers and administrators, and determine the manner in which to measure the performance of such personnel, including, without limitation, whether to use pupil achievement data as part of the evaluation.
Previous Board Decision

11-12-15

Teachers and Leaders Council (TLC) Recommendation:

A statewide performance evaluation for school librarians be developed and recommended to the State Board, using the TLC recommended criteria for practice and student outcomes.
Teacher-Librarian Work Group

- NDE created and facilitated the work group to provide recommendations to the TLC regarding the statewide performance evaluation framework for school librarians

- Work Group members consist of elementary, middle school and high school building administrators and teacher-librarians from Clark, Elko, and Washoe County School Districts
TLC Directive to Work Group

- **Teacher NEPF Instructional Standards**: Keep as is, but modify to include the collaborative role of many Teacher-Librarians.

- **Professional Responsibilities Standards**: Develop to reflect national school librarian standards and embed family engagement and student perception.

- **Student Performance Weights**: Keep the same as in Teacher NEPF.
Definition

**Teacher-Librarians** are teachers that hold a valid teaching license with a school library media specialist endorsement (NAC 391.255) and are working in a school library.
TLC Approved and Recommended Instructional Practice Standards

• No change to existing standard language

• Modified Indicator language to allow for the collaborative role of a Teacher-Librarian

• Identified American Association of School Librarians (AASL) Standards that align with each indicator or standard

• Identified additional mandatory and confirmatory evidence sources for some indicators

• Added “learner” to some evidence sources to allow the instruction a Teacher-Librarian provides to colleagues to be used as evidence for some indicators
TLC Approved and Recommended Teacher-Librarian Professional Responsibilities Standards

1. Collection and Information Access

2. Library Environment

3. Program Planning and Management

4. School Community and Family Engagement

5. Professionalism and Growth
Recommended Educational Practice Category Weights

- Educational Practice: 80%
  - Instructional Practice Standards: 40%
  - Professional Responsibilities Standards: 40%
Recommended Student Performance Category

Student Performance 20%

Statewide Performance Measures 10%
Schoolwide Aggregate (same as teachers and building administrators)

District Determined Performance Measures 10%
Choice of Student Learning Goal or Library Program Goal (depending on school/student need)
Summary of Recommendations & Possible Motion for Board Adoption

TLC recommends to the State Board of Education that the Statewide Teacher-Librarian Evaluation Framework includes:

• Proposed Teacher-NEPF Standards and Indicators for use in the statewide Teacher-Librarian performance evaluation (as shown)

• Proposed Teacher-Librarian Professional Responsibilities Standards and Indicators (as shown)

• Same NEPF Educational Practice and Student Performance Category weights as teachers and building administrators

• Equal weighting of the Instructional Practice and Professional Responsibilities Domains

• Choice of using Student Learning Goal or Library Program Goal

AND

• Full implementation in the 2017-2018 school year (with the 2016-2017 school year to serve as a pilot study year)