



**TEACHER-LIBRARIAN
STATEWIDE PERFORMANCE
EVALUATION FRAMEWORK**

Teachers and Leaders Council Meeting

August 17, 2016

Agenda Item 7

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.



PROCESS

Teacher-Librarian Work Group worked together to:

- Finalize alignment of the American Association of School Librarians (AASL) standards with proposed Teacher-Librarian NEPF standards and indicators
- Revise descriptors for each indicator
- Identify mandatory and confirmatory sources of evidence
- Create performance levels for each indicator



PROFESSIONAL RESPONSIBILITIES

1. COLLECTION AND INFORMATION ACCESS
2. LIBRARY ENVIRONMENT
3. PROGRAM PLANNING AND MANAGEMENT
4. SCHOOL COMMUNITY AND FAMILY ENGAGEMENT
5. PROFESSIONALISM AND GROWTH



INSTRUCTIONAL PRACTICE

- No change to existing standard language
- Modified indicator language to allow for the collaborative role of a Teacher-Librarian
- Identified AASL Standards that align with each indicator or standard
- Identified additional 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 confirmatory evidence for some indicators



STUDENT PERFORMANCE

- Weightings to be the same as for teachers and building administrators
- State assessment data – Schoolwide aggregate score
- District assessment data – Recommend use of Library Program Goal



SAMPLE LIBRARY PROGRAM GOALS

- “For the current school year, increase the number of collaboratively planned lessons by 10% and increase library attendance by 15% over last year as a means to provide greater access to library materials”
- “To help improve the school's overall performance on the FCAT Reading test, this year the media specialist will increase the number of reference and research lessons presented by 20% over last year”
- Collaborate with administration to identify teachers to assist and support to increase knowledge of 21st century skills



2016-2017
Teacher-Librarian
Evaluation Pilot Study

Educational Practice
80%

Student Performance
20%

Instructional Practice
40%

Professional
Responsibilities
40%

Statewide Performance
Measure
10%
Schoolwide aggregate

District Level
Performance Measure
10%
Library Program Goal



SUMMARY OF RECOMMENDATIONS

Accept and recommend to the State Board of Education that the Statewide Teacher-Librarian Evaluation Framework includes:

- Modified Teacher-NEPF Standards and Indicators for use in the statewide Teacher-Librarian performance evaluation
- Draft Teacher-Librarian Professional Responsibilities Standards and Indicators
- Equal weighting of the Instructional Practice and Professional Responsibilities Domains
- Use of Library Program Goals

AND

- The 2016-2017 school year will serve as a Pilot Study year and results will be shared with the TLC



NEXT STEPS

Teacher-Librarian Work Group will meet to:

- Finalize performance levels
- Discuss and plan pilot study parameters



THANK YOU!

Special Thanks to Teacher-Librarian Work Group Members:

- Darcy Bechtel (HS-TL)
- Diana Dreyer (ES-TL)
- Alison Grant (PF-Lib)
- Sonya Holdsworth (ES-Principal)
- Amy Hybarger (MS-TL)
- Kim Izumo (MS-TL)
- Molly Jensen (HS-A.P)
- Robert Jones (Library Coordinator)
- Robbie Nickel (ES-TL)
- Susan Slykerman (MS-TL)
- Dawn Stridde (MS-Dean)

