

# Utah Effective School Librarian Evaluation Rubric

## CROSSWALK TO THE UTAH EFFECTIVE TEACHING STANDARDS

This crosswalk correlates the Utah Effective School Librarian Standards to the Utah Effective Teaching Standards. While there are many similarities between the two sets of standards, not every Utah Effective Teaching standard has a matching Utah Effective School Librarian standard.

This crosswalk is to help you as you are evaluated and as you set goals for your interim evaluation each year.

UTAH EFFECTIVE TEACHER STANDARDS

UTAH LIBRARIAN EVALUATION STANDARDS

**Standard 1: Learner Development**

The teacher understands cognitive, linguistic, social, emotional and physical areas of student development.

1a. Creates developmentally appropriate and challenging learning experiences based on each student's strengths, interests, and needs.

*1.5 TEACH THE LIBRARY CORE An accomplished Library-Teacher reflects and adjusts their instructional program continually.*

1b. Collaborates with families, colleagues, and other professionals to promote student growth and development.

*1.1 ENGAGES AND COLLABORATES WITH TEACHERS An accomplished Library-Teacher uses their knowledge of the Utah Core Curriculum to collaborate with teachers on their subjects and provide appropriate resources for faculty and staff.*

## Standard 2: Learning Differences

The teacher understands individual learner difference and cultural and linguistic diversity.

2a. Understands individual learner differences and holds high expectations of students.

*2.5 RECOGNIZE THE DIVERSITY OF PATRONS An accomplished Library-Teacher knows their patrons and serves them accordingly.*

2b. Designs, adapts, and delivers instruction to address each student's diverse learning strengths and needs.

*2.6 RECOGNIZE THE DIVERSITY OF PATRONS An accomplished Library-Teacher uses a variety of techniques and teaching styles.*

2c. Allows students different ways to demonstrate learning sensitive to multiple experiences and diversity.

*1.6 TECHNOLOGY An accomplished Library-Teacher is a technology leader in their school.*

2d. Creates a learning culture that encourages individual learners to persevere and advance.

*3.9 ETHICAL STANDARDS An accomplished Library-Teacher interacts with patrons in a respectful, ethical manner.*

2e. Incorporates tools of language development into planning and instruction for English language and supports development of English proficiency. learners

*2.5 RECOGNIZE THE DIVERSITY OF PATRONS An accomplished Library-Teacher knows their patrons and serves them accordingly.*

*2.6 RECOGNIZE THE DIVERSITY OF PATRONS An accomplished Library-Teacher uses a variety of techniques and teaching styles.*

### Standard 3: Learning Environments

The teacher works with learners to create environments that support individual and collaborative learning, social interactions, active engagement in learning, and self-motivation.

3a. Develops learning experiences that engage and support students as self-directed learners who internalize classroom routines, expectations, and procedures.

*2.5 RECOGNIZE THE DIVERSITY OF PATRONS An accomplished Library-Teacher knows their patrons and serves them accordingly.*

3b. Collaborates with students to establish a positive learning climate of openness, respectful interactions, support, and inquiry.

*2.1 WELCOMING ATMOSPHERE An accomplished Library-Teacher is warm, friendly and approachable.*

3c. Uses a variety of classroom management strategies to effectively maintain a positive learning environment.

*2.1 WELCOMING ATMOSPHERE An accomplished Library-Teacher is warm, friendly and approachable.*

3d. Equitably engages students in learning by organizing, allocating, and managing the resources of time, space, and attention.

*2.2 WELCOMING ATMOSPHERE An accomplished Library-Teacher's library reflects their style and personality.*

*3.6 STRATEGIC PLANNING An accomplished Library-Teacher develops a strategic plan that focuses and guides the library's purpose and direction.*

*3.8 ASSESS THE PROGRAM An accomplished Library-Teacher collects and analyzes data to create a more effective program.*

3e. Extends the learning environment using technology, media, and local and global resources.

*1.7 TECHNOLOGY An accomplished Library-Teacher advocates and models good use of electronic resources, including the use of Pioneer and other state resources.*

f. Encourages students to use speaking, listening, reading, writing, analysis, synthesis, and decision-making skills in various real-world contexts.

*1.5 TEACH THE LIBRARY CORE An accomplished Library-Teacher reflects and adjusts their instructional program continually.*

*1.7 TECHNOLOGY An accomplished Library-Teacher advocates and models good use of electronic resources, including the use of Pioneer and other state resources.*

## Standard 4: Content Knowledge

The teacher understands the central concepts, tools of inquiry, and structures of the discipline.

4a. Knows the content of the discipline and conveys accurate information and concepts.

*1.2 ENGAGE AND COLLABORATES WITH TEACHERS An accomplished Library-Teacher strives to be an instructional partner to every classroom teacher..*

4b. Demonstrates an awareness of the Utah Core Standards and references them in short- and long-term planning.

*1.1 ENGAGES AND COLLABORATES WITH TEACHERS An accomplished Library-Teacher uses their knowledge of the Utah Core Curriculum to collaborate with teachers on their subjects and provide appropriate resources for faculty and staff.*

4c. Engages students in applying methods of inquiry and standards of evidence of the discipline.

*1.4 TEACH THE LIBRARY CORE An accomplished Library-Teacher knows the Utah Library Media Core Standards and the research process and collaborates with teachers to integrate them into the instructional program.*

4d. Uses multiple representations of concepts that capture key ideas.

*1.2 ENGAGE AND COLLABORATES WITH TEACHERS An accomplished Library-Teacher strives to be an instructional partner to every classroom teacher.*

4e. Supports students in learning and using academic language accurately and meaningfully.

**Standard 5: Assessment**

**The teacher uses multiple methods of assessment to engage learners in their own growth, monitor learner progress, guide planning and instruction, and determine whether the outcomes described in content standards have been met.**

5a. Designs or selects pre-assessments, formative, and summative assessments in a variety of formats that match learning objectives and engage the learner in demonstrating knowledge and skills.

*1.1 ENGAGES AND COLLABORATES WITH TEACHERS An accomplished Library-Teacher uses their knowledge of the Utah Core Curriculum to collaborate with teachers on their subjects and provide appropriate resources for faculty and staff.*

*1.4 TEACH THE LIBRARY CORE An accomplished Library-Teacher knows the Utah Library Media Core Standards and the research process and collaborates with teachers to integrate them into the instructional program.*

5b. Engages students in understanding and identifying the elements of quality work and provides them with timely and descriptive feedback to guide their progress in producing that work.

*1.2 ENGAGE AND COLLABORATES WITH TEACHERS An accomplished Library-Teacher strives to be an instructional partner to every classroom teacher.*

*1.5 TEACH THE LIBRARY CORE An accomplished Library-Teacher reflects and adjusts their instructional program continually.*

5c. Adjusts assessment methods and makes appropriate accommodations for English language learners, students with disabilities, advanced students, and students who are not meeting learning goals.

*1.5 TEACH THE LIBRARY CORE An accomplished Library-Teacher reflects and adjusts their instructional program continually.*

*2.5 RECOGNIZE THE DIVERSITY OF PATRONS An accomplished Library-Teacher knows their patrons and serves them accordingly.*



5d. Uses data to assess the effectiveness of instruction and to make adjustments in planning and instruction.

*1.5 TEACH THE LIBRARY CORE An accomplished Library-Teacher reflects and adjusts their instructional program continually.*

*3.8 ASSESS THE PROGRAM An accomplished Library-Teacher collects and analyzes data to create a more effective program.*

5e. Documents student progress and provides descriptive feedback to students, parents, and other stakeholders in a variety of ways.

5f. Understands and practices appropriate and ethical assessment principles and procedures.

*3.9 ETHICAL STANDARDS An accomplished Library-Teacher interacts with patrons in a respectful, ethical manner.*

**Standard 6: Instructional Planning**

The teacher plans instruction to support students in meeting rigorous learning goals by drawing upon knowledge of content areas, the Utah Core Standards, instructional best practices, and the community context.

6a. Plans instruction based on the Utah Core Standards.

*1.2 ENGAGE AND COLLABORATES WITH TEACHERS An accomplished Library-Teacher strives to be an instructional partner to every classroom teacher.*

*1.4 TEACH THE LIBRARY CORE An accomplished Library-Teacher knows the Utah Library Media Core Standards and the research process and collaborates with teachers to integrate them into the instructional program.*

6b. Individually and collaboratively selects and creates learning experiences that are appropriate for reaching content standards relevant to learners and based on principles of effective instruction.

*1.1 ENGAGES AND COLLABORATES WITH TEACHERS An accomplished Library-Teacher uses their knowledge of the Utah Core Curriculum to collaborate with teachers on their subjects and provide appropriate resources for faculty and staff.*

*2.6 RECOGNIZE THE DIVERSITY OF PATRONS An accomplished Library-Teacher uses a variety of techniques and teaching styles.*

6c. Differentiates instruction for individuals and groups of students by choosing appropriate strategies, accommodations, resources, materials, sequencing, technical tools, and demonstrations of learning.

*2.6 RECOGNIZE THE DIVERSITY OF PATRONS An accomplished Library-Teacher uses a variety of techniques and teaching styles.*

6d. Creates opportunities for students to generate and evaluate new ideas, seek inventive solutions to problems, and create original work.

6e. Integrates cross-disciplinary skills into instruction to purposefully engage learners in applying content knowledge.

*1.2 ENGAGE AND COLLABORATES WITH TEACHERS An accomplished Library-Teacher strives to be an instructional partner to every classroom teacher.*

**Standard 7: Instructional Strategies**

The teacher uses various instructional strategies to ensure that all learners develop a deep understanding of content areas and their connections and build skills to apply and extend knowledge in meaningful ways.

7a. Understands and practices a range of developmentally, culturally, and linguistically appropriate instructional strategies.

*3.3 COLLECTION MANAGEMENT An accomplished Library-Teacher identifies the patrons of their library and purchases materials that reflect their diverse abilities and interests.*

7b. Uses appropriate strategies and resources to adapt instruction and vary his or her role to meet the needs individual and groups of learners.

*2.6 RECOGNIZE THE DIVERSITY OF PATRONS An accomplished Library-Teacher uses a variety of techniques and teaching styles.*

*3.3 COLLECTION MANAGEMENT An accomplished Library-Teacher identifies the patrons of their library and purchases materials that reflect their diverse abilities and interests.*

7c. Analyzes student errors and misconceptions in order to redirect, focus, and deepen learning.

7d. Uses a variety of instructional strategies to support and expand each learner's communication skills.

7e. Provides multiple opportunities for students to develop higher-order and meta-cognitive skills.

*1.2 ENGAGE AND COLLABORATES WITH TEACHERS An accomplished Library-Teacher strives to be an instructional partner to every classroom teacher.*

7f. Provides opportunities for students to understand, question, and analyze information from multiple and diverse sources and perspectives to answer questions and solve real-world problems.

7g. Supports content and skill development by using multiple media and technology resources and knows how to evaluate these resources for quality, accuracy, and effectiveness.

*1.6 TECHNOLOGY An accomplished Library-Teacher is a technology leader in their school.*

7h. Uses a variety of questioning strategies to promote engagement and learning.

*2.6 RECOGNIZE THE DIVERSITY OF PATRONS An accomplished Library-Teacher uses a variety of techniques and teaching styles.*

**Standard 8: Reflection and Continuous Growth**

The teacher is a reflective practitioner who uses evidence to continually evaluate and adapt practice to meet the needs of each learner.

8a. Independently and in collaboration with colleagues, uses a variety of data to evaluate the outcomes of teaching and learning and to reflect on and adapt planning and practice.

*1.1 ENGAGES AND COLLABORATES WITH TEACHERS An accomplished Library-Teacher uses their knowledge of the Utah Core Curriculum to collaborate with teachers on their subjects and provide appropriate resources for faculty and staff.*

*1.5 TEACH THE LIBRARY CORE An accomplished Library-Teacher reflects and adjusts their instructional program continually.*

8b. Actively seeks professional, community, and technological learning experiences within and outside the school as supports for reflection and problem solving.

*4.1 MASTER LIBRARY TEACHER An accomplished Library-Teacher is endorsed through an ALA approved master's program.*

8c. Recognizes and reflects on personal and professional biases and accesses resources to deepen understanding of differences to build stronger relationships and create more relevant learning experiences.

*4.1 MASTER LIBRARY TEACHER An accomplished Library-Teacher is endorsed through an ALA approved master's program.*

8d. Actively investigates and considers new ideas that improve teaching and learning and draws on current education policy and research as sources of reflection.

*4.2 PERSONAL PROFESSIONAL DEVELOPMENT An accomplished Library-Teacher seeks further education and knowledge.*

8e. Develops a professional learning plan based on individual needs and the needs of learners, schools, and educational communities.

*4.2 PERSONAL PROFESSIONAL DEVELOPMENT An accomplished Library-Teacher seeks further education and knowledge.*

### **Standard 9: Leadership and Collaboration**

**The teacher is a leader who engages collaboratively with learners, families, colleagues, and community members to build a shared vision and supportive professional culture focused on student growth and success.**

9a. Prepares for and participates actively as a team member in decision-making processes and building a shared culture that affects the school and larger educational community.

*1.8 STAFF DEVELOPMENT An accomplished Library-Teacher creates staff development opportunities to build information and technology literacy.*

9b. Participates actively as part of the learning community, sharing responsibility for decision making and accountability for each student's learning, and giving and receiving feedback.

*3.11 RELATIONSHIP WITH ADMINISTRATORS An accomplished Library-Teacher works with the administration to create a positive school environment.*

9c. Advocates for the learners, the school, the community, and the profession.

*3.12 ADVOCACY An accomplished Library-Teacher promotes their library program by collaborating with in-school and community resources.*

9d. Works with other school professionals to plan and jointly facilitate learning to meet diverse needs of learners.

*4.2 PERSONAL PROFESSIONAL DEVELOPMENT An accomplished Library-Teacher seeks further education and knowledge.*

9e. Engages in professional learning to enhance knowledge and skill, to contribute to the knowledge and skills of others, and to work collaboratively to advance professional practice.

*4.3 PERSONAL PROFESSIONAL DEVELOPMENT An accomplished Library-Teacher engages in the wider library community.*

### **Standard 10: Professional and Ethical Behavior**

**The teacher demonstrates the highest standard of legal, moral, and ethical conduct as specified in Utah State Board Rule R277–515.**

10a. Is responsible for compliance with federal and state laws, State Board of Education administrative rules, state assessment policies, local board policies, and supervisory directives.

*3.11 RELATIONSHIP WITH ADMINISTRATORS An accomplished Library-Teacher works with the administration to create a positive school environment.*

10b. Is responsible for compliance with all requirements of State Board of Education Rule R277–530 at all levels of teacher development.

*3.11 RELATIONSHIP WITH ADMINISTRATORS An accomplished Library-Teacher works with the administration to create a positive school environment.*