



STEP 1
Review Growth
Rubric with
School Librarian

STEP 2
Develop SMART
Goals Based
Upon Previous
Year's Feedback

STEP 3
Collect Evidence
Aligned to the
Growth Rubric

STEP 4
Align Collected
Evidence to the
Growth Rubric

STEP 5
Plan/Schedule
Observations
Based on Evidence
Collected &
SMART Goals

STEP 6
Sort Evidence & Score
Standards Based on
Additional Evidence
Collected During Visit

STEP 7
Determine One to
Three High-
Leverage Feedback

STEP 8
Plan Powerful
Feedback
Conversation

STEP 9
Deliver
Feedback
Conversation

STEP 10
Record
Summative
Score

MISSISSIPPI
LIBRARIAN
PROFESSIONAL
GROWTH CYCLE

This process should happen at least three times during a school year. At the conclusion of both opportunities for growth the school should provide a summative score of the librarian's effectiveness.



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Office of Educator Effectiveness
www.mdek12.org/OEE/Library