MISSISSIPPI LIBRARIAN PROFESSIONAL GROWTH CYCLE

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

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.

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