# MISSISSIPPI EDUCATOR & ADMINISTRATOR PERFORMANCE LEVELS

## SCHOOL LIBRARIAN GROWTH RUBRIC

<table>
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<td>• Fully</td>
<td>• Adequate(ly)</td>
<td>• Sometimes</td>
<td>• Rarely</td>
</tr>
<tr>
<td>• Consistently</td>
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<td>• Ineffectively</td>
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<td>• Almost no/never</td>
</tr>
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### Level 4

**Fully**
- This descriptor means that the librarian is enacting the indicator to the furthest extent possible.

**Consistently**
- The librarian demonstrates that the indicator is enacted at all times in the classroom.

**Effective(ly)**
- This descriptor signals that the librarian is achieving the desired result at the highest level.

**Successfully**
- The descriptor means that the librarian is achieving the desired results.

**All**
- The librarian demonstrates that all the students using the library are being well served by instruction and by the services offered.

**Appropriate**
- This descriptor refers to the high level of suitability of the action the librarian takes in the particular circumstances.

### Level 3

**Adequate(ly)**
- This descriptor means that the librarian’s performance is satisfactory, but does not reach the furthest extent possible (level 4).

**Frequently**
- The librarian demonstrates that the indicator is enacted on many occasions, although there are times when it may not be evident.

**Most**
- The librarian demonstrates that most of the students using the library are being well served by instruction and by the services offered.

### Level 2

**Sometimes**
- The librarian demonstrates this indicator occasionally, rather than on a frequent basis.

**Inadequate(ly)**
- This descriptor means that the indicator is enacted to a very small extent, and not to the degree needed to score level 3.

**Few**
- The librarian demonstrates that a small number (a minority of the students using the library) are being well served by instruction and by the services offered.

**Limited**
- The librarian enacts this indicator to either a very small extent, or in very small amounts, or on very few occasions.

### Level 1

**Rarely**
- This descriptor means the librarian hardly ever enacts the indicator.

**Ineffectively**
- The librarian does not produce the desired results.

**Almost no/never**
- This descriptor is used to signal that the librarian hardly ever enacts the indicator.

**Does not**
- This descriptor means the librarian does not achieve the desired practice or result.