Descriptors for Librarian Growth Rubric Performance Levels

<table>
<thead>
<tr>
<th>Level 4</th>
<th>Level 3</th>
<th>Level 2</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Fully</td>
<td>Adequate(ly)</td>
<td>Sometimes</td>
<td>Rarely</td>
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<tr>
<td>Consistently</td>
<td>Frequently</td>
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<tr>
<td>Effective(ly)</td>
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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 possible.
- **Successfully**: This 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 that the librarian does not achieve the desired practice or result.