

Descriptors for Librarian Growth Rubric Performance Levels

Level 4	Level 3	Level 2	Level 1
<ul style="list-style-type: none"> - Fully - Consistently - Effective(ly) - Successfully - All - Appropriate 	<ul style="list-style-type: none"> - Adequate(ly) - Frequently - Most 	<ul style="list-style-type: none"> - Sometimes - Inadequate(ly) - Few - Limited 	<ul style="list-style-type: none"> - Rarely - Ineffectively - Almost no/never - Does not

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