

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

#### Level 4

<b>Fully</b>	This descriptor means that the librarian is enacting the indicator to the furthest extent possible
<b>Consistently</b>	The librarian demonstrates that the indicator is enacted at all times in the classroom
<b>Effective(ly)</b>	This descriptor signals that the librarian is achieving the desired result at the highest level
<b>Successfully</b>	The descriptor means that the librarian is achieving the desired results
<b>All</b>	The librarian demonstrates that all the students using the library are being well served by instruction and by the services offered
<b>Appropriate</b>	This descriptor refers to the high level of suitability of the action the librarian takes in the particular circumstances

#### Level 3

<b>Adequate(ly)</b>	This descriptor means that the librarian's performance is satisfactory, but does not reach the furthest extent possible (level 4)
<b>Frequently</b>	The librarian demonstrates that the indicator is enacted on many occasions, although there are times when it may not be evident
<b>Most</b>	The librarian demonstrates that most of the students using the library are being well served by instruction and by the services offered

#### Level 2

<b>Sometimes</b>	The librarian demonstrates this indicator occasionally, rather than on a frequent basis
<b>Inadequate(ly)</b>	This descriptor means that the indicator is enacted to a very small extent, and not to the degree needed to score level 3
<b>Few</b>	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
<b>Limited</b>	The librarian enacts this indicator to either a very small extent, or in very small amounts, or on very few occasions

#### Level 1

<b>Rarely</b>	This descriptor means the librarian hardly ever enacts the indicator
<b>Ineffectively</b>	The librarian does not produce the desired results
<b>Almost no/never</b>	This descriptor is used to signal that the librarian hardly ever enacts the indicator
<b>Does not</b>	This descriptor means the librarian does not achieve the desired practice or result