Continuous Improvement of Teacher Effectiveness (CITE)

2022–2022 CITE Elementary Digital Librarian

The Teacher	The Teaching
Standard 1: Culture and Climate **Standard 2: Professionalism**	**Standard 3:** Learning Commons and Digital Literacy Leadership **Standard 4: Assessment** **Standard 5: Instruction**

Reminder: All elements build from 2-4. For example, all aspects of a level 2 and 3 must be present for a teacher to be rated a 3. All aspects of 2 and 3 and 4 must be present for a teacher to be rated a 4.

The Teacher:			
Standard 1– CULTURE AND CLIMATE: Digital Librarian models and collaborates with all students to create a respectful and positive culture and climate.			
1.1 Digital Librarian creates an environment that is safe.			
1: The learning environment is unsafe for students.	2: Digital Librarian presents rules to achieve a learning environment that is safe for all students.	3: Digital Librarian creates and fosters an environment that is safe for all students.	4: Digital Librarian collaborates with students to create and consistently foster a learning environment environment that is safe for all students.
1.2 Digital Librarian uses a variety of strategies to construct, understand, and restore relationships in the learning environment that promote emotional safety and inclusivity.			
1: Digital Librarian posts class rules where they are readily available to all students, but rules are not uniformly applied to all students.	2: Digital Librarian provides opportunities for students to give input into learning environment rules. Digital Librarian treats all students in a fair and equitable	3: Digital Librarian creates and facilitates positive opportunities for students to develop an inclusive learning environment by having a voice in their community, learning	4: Digital Librarian collaborates with students to create and maintain positive opportunities for students to develop an inclusive library community by having a voice in their community,

	manner.	from their mistakes, reinforcing acceptable behavior and restoring relationships.	learning from their mistakes, reinforcing acceptable behavior and restoring relationships.
1.3 Digital Librarian establishes an environment that honors diversity.			
1: Digital Librarian establishes a reactive environment that may limit points of view and deals with concerns as they arise.	2: Digital Librarian promotes an environment where some students feel safe to express different points of view.	3: Digital Librarian creates and facilitates an environment that honors diversity.	4: Digital Librarian collaborates with students to establish an environment that honors and promotes diversity.
1.4 Digital Librarian models and establishes positive relationships with all students.			
1: Digital Librarian inconsistently promotes a respectful learning environment environment.	2: Digital Librarian consistently promotes a respectful learning environment and positively interacts with all students.	3: Digital Librarian builds positive relationships and respectfully interacts with all students, inside and outside the learning environment.	4: Digital Librarian builds positive relationships and respectfully interacts with every student as an individual and differentiates interactions based on knowledge of each student, inside and outside the learning environment.
1.5 Digital Librarian creates a well-managed, student-centered learning environment with established routines and procedures.			
1: Digital Librarian's learning environment is not well managed.	2: Digital Librarian manages the learning environment.	3: Digital Librarian creates routines and procedures and facilitates learning in a well-managed environment. Students know and follow established routines and procedures.	4: Digital Librarian collaborates with students to foster a well-managed learning environment where students are actively engaged.

The Teacher:			
Standard 2 – PROFESSIONALISM: Digital Librarian demonstrates professional growth and development, leadership, and professionalism.			
2.1 Digital Librarian works collaboratively with stakeholders for the benefit of students.			
1: Digital Librarian inconsistently attends required meetings and/or participates in a manner that lacks respect and/or productivity.	2: Digital Librarian participates in a respectful and productive manner in required meetings.	3: Digital Librarian participates on collaborative teams that include all colleagues, as appropriate, who support students to provide high-quality, integrated wrap-around support.	4: Digital Librarian creates/leads and actively contributes to collaborative teams that include all colleagues, as appropriate, who support students to provide high-quality, integrated wrap-around support.
2.2 Digital Librarian creates a professional growth plan that is aligned to Digital Librarian goals, building initiatives, and district priorities.			

1: Digital Librarian does not create a growth plan or creates a professional growth plan unrelated to the school UIP and/or school goals.	2: Digital Librarian creates a professional growth plan that is related to the school UIP and/or school goals.	3: Digital Librarian reflects on professional growth plan and generates action steps.	4: Digital Librarian considers student needs and feedback while actively reflecting on professional growth plan and generating action steps.

2.3 Digital Librarian demonstrates application of professional learning to practice.

1: Digital Librarian inconsistently participates in school-based professional development; minimal attempts are made to implement new learning into practice.	2: Digital Librarian participates in required school-based professional development and/or makes minimal attempts to implement new learning into practice.	3: Digital Librarian actively participates in required school-based professional development and implements new learning while monitoring impact on professional practice.	4: Digital Librarian pursues learning beyond school-based opportunities.Digital Librarian monitors the impact of professional development through data collection and reflection and actively refines practice. Digital Librarian promotes a culture of continuous learning with colleagues.

2.4 Digital Librarian differentiates communication with families based on the individual needs of the student.

1: Digital Librarian inconsistently communicates with families.	2: Digital Librarian consistently communicates with families to help students meet education goals.	3: Digital Librarian fosters an open relationship with families and differentiates communication that includes a variety of methods, formats and timelines to maintain the home-school connection.	4: Digital Librarian proactively coordinates information and resources with, to and from families and other supports as appropriate.

2.5 Digital Librarian demonstrates professional and ethical conduct including following all laws, district policies and school procedures.

1: Digital Librarian does not meet legal and school/district expectations.	2: Digital Librarian is compliant with legal and school/district expectations.	3: Digital Librarian demonstrates professional behavior within the building and throughout the district and community.	4: Digital Librarian promotes and models professional behavior within the building, with colleagues, and throughout the district and community.

The Teaching

Standard 3 – LEARNING COMMONS AND DIGITAL LITERACY LEADERSHIP: Digital Librarian leads the Library program and is a leader for the integration of digital learning aligned to instructional outcomes.

3.1 Digital Librarian ensures a variety of programming aligned to instructional outcomes.

1: Digital Librarian rarely plans to offer programming opportunities.	2: Digital Librarian plans some programming opportunities for students and staff.	3: Digital Librarian consistently plans for students, staff, and stakeholders to offer a variety of programming to students and staff and develops programming opportunities in conjunction with their school	4: Digital Librarian consistently collaborates and purposely plans with the students, staff, and stakeholders to create a wide variety of programming that supports differentiated student, staff school,

		community.	and community needs.

3.2 Digital Librarian develops teacher expertise to purposely plan for the integration of technology and information literacy into content.

1: Digital Librarian rarely collaborates with staff to integrate technology or information literacy.	2: Digital Librarian is available to staff to assist in integrating technology and information literacy into content from multiple disciplines.	3: Digital Librarian consistently seeks opportunities to collaborate with staff to integrate technology and information literacy skills into content from multiple disciplines.	4: Digital Librarian consistently collaborates and empowers teachers to purposely integrate technology and information literacy skills into content in multiple disciplines.

3.3 Digital Librarian develops teacher expertise to purposefully plan the integration of the Colorado Essential Skills, where authentic.

1: Digital Librarian rarely integrates the Colorado Essential Skills.	2: Digital Librarian is available to staff to recommend the Colorado Essential Skills.	3: Digital Librarian consistently seeks opportunities to collaborate with staff to integrate the Colorado Essential Skills.	4: Digital Librarian collaborates and empowers staff to consistently integrate the Colorado Essential Skills.

3.4 Digital Librarian develops teacher expertise to purposefully plan the integration of 21ˢᵗ century skills (financial literacy, global awareness, problem solving, resiliency, systems thinking, health and wellness, and civic responsibility) where authentic.

1: Digital Librarian rarely integrates 21st century skills.	2: Digital Librarian is available to staff to recommend 21ˢᵗ century skills.	3: Digital Librarian consistently seeks opportunities to collaborate with staff to integrate 21ˢᵗ century skills.	4: Digital Librarian collaborates and empowers staff to consistently integrate the 21ˢᵗ century skills.

3.5 Digital Librarian aligns the library and technology goals with department, level, school, and district goals.

1: Digital Librarian establishes goals.	2: Digital Librarian establishes library and technology goals and programs aligned to grade level and/or department and school goals.	3: Digital Librarian collaborates with grade levels and/or departments to align library and technology goals to grade level and/or department, school, and district goals.	4: Digital Librarian consistently collaborates with building staff and district staff to establish library and technology goals and guide programs to ensure systematic alignment to grade level and/or department, school, and district goals.

3.6 Digital Librarian provides leadership and expertise in the development of the library's collection, resources, and technology.

1: Digital Librarian oversees a collection and technology tools that are aged and minimally responsive to the curricular and recreational literacy needs of the students.	2: Digital Librarian maintains a collection that is current in some areas and generally responsive to the curricular and recreational literacy, and technology needs of the students.	3: Digital Librarian maintains a current collection of resources and technology tools in accordance with district policy that anticipates and is responsive to the curricular and recreational literacy and learning needs of the students and the school community.	4: Digital Librarian consistently collaborates with stakeholders to develop and maintain a current collection of resources and technology tools in accordance with district policy that anticipates and is responsive to the curricular and recreational literacy and learning needs of the students and the school community and is aligned to the learning in the school.

3.7 Digital Librarian prepares and administers the library budget, including general and categorical funds, to support specific program goals.

1: Digital Librarian maintains a budget.	2: Digital Librarian maintains the library budget to support program goals, adjusting budget as necessary.	3: Digital Librarian annually creates and maintains the library budget to support specific program goals, adjusting budget as necessary to include changes in programming .	4: Digital Librarian collaborates with building and district staff to create a multi-year budget plan that supports a variety of programming and program goals, adjusting budget as necessary to

			include changes in programming .

3.8 Digital Librarian promotes reading using print and digital media.

1: Digital Librarian is available to students and faculty and attempts to provide materials.	2: Digital Librarian selectively works with students and staff to provide materials and promote reading enjoyment.	3: Digital Librarian promotes reading by providing a variety of strategies to develop critical, creative, and independent thinking.	4: Digital Librarian consistently collaborates with students and staff to promote reading by providing a variety of opportunities and strategies to enrich and expand critical, creative, and independent thinking using digital tools to share interests locally and globally.

Standard 4 – ASSESSMENT: Digital Librarian develops teacher expertise to identify assessments that require students to demonstrate the GVC.

4.1 Digital Librarian collaborates with classroom teachers to develop/identify assessments that measure student growth.

1: Digital Librarian rarely seeks opportunities with teachers to develop/identify assessments.	2: Digital Librarian seeks opportunities to collaborate with teachers to develop/identify assessments that require students to demonstrate mastery.	3: Digital Librarian consistently seeks opportunities to collaborate with teachers to develop/identify quality assessments that require students to demonstrate mastery .	4: Digital Librarian collaborates with and consistently plans and empowers teachers to develop/identify assessments that require students to demonstrate mastery.

4.2 Teacher librarian collaborates with classroom teachers to develop/identify assessments that require students to demonstrate mastery of content.

1: Teacher– Librarian rarely works with teachers to develop/identify assessments.	2: Digital Librarian cooperates with teachers to develop/identify assessments that require students to demonstrate mastery of content.	3: Digital Librarian consistently seeks opportunities to collaborate with teachers to develop/identify quality assessments that require students to demonstrate mastery of content.	4: Digital Librarian collaborates with students and teachers to consistently develop/identify performance assessments that require students to demonstrate mastery of content.

4.3 Digital Librarian collaborates and develops teacher expertise to develop/identify assessments that require students to demonstrate the Colorado Essential Skills.

1: Digital Librarian rarely works with teachers to develop/identify assessments.	2: Digital Librarian cooperates with teachers to develop/identify quality assessments that require students to demonstrate the Colorado Essential Skills.	3: Digital Librarian seeks opportunities to collaborate with teachers to consistently develop/identify quality assessments that require students to demonstrate the Colorado Essential Skills.	4: Digital Librarian collaborates and empowers teachers to consistently develop/identify assessments that require students to demonstrate the Colorado Essential Skills.

4.4 Digital Librarian collaborates and develops teacher expertise to develop/identify assessments that require students to demonstrate 21st century skills (financial literacy, global awareness, problem solving, resiliency,, systems thinking, health and wellness, and civic responsibility) where authentic.

1: Digital Librarian rarely works with teachers to develop/identify assessments.	2: Digital Librarian cooperates with teachers to consistently develop/identify quality assessments that require students to demonstrate mastery of 21st century skills	3: Digital Librarian seeks opportunities to collaborate with teachers to consistently develop/identify quality assessments that require students to demonstrate mastery of 21st century skills.	4: Digital Librarian collaborates and empowers teachers to consistently develop/identify assessments that require students to demonstrate mastery of 21st century skills.

Standard 5 – INSTRUCTION: Digital Librarian collaborates with administration and teachers to create learning opportunities for students to master learning standards.

5.1 Digital Librarian facilitates learning opportunities to develop and demonstrate expertise to locate, select, evaluate, synthesize relevant sources of information and create new knowledge.			
1: Digital Librarian rarely provides opportunities for students to research, and/or students have limited opportunity to demonstrate new knowledge.	2: Digital Librarian facilitates learning opportunities that require students to know, understand, and apply research skills.	3: Digital Librarian collaborates with teachers to facilitate learning opportunities to enhance students' abilities to consistently locate, select, evaluate, and synthesize relevant information in order to demonstrate new knowledge.	4: Digital Librarian collaborates with teachers to facilitate learning opportunities for students to consistently demonstrate higher order thinking skills through locating, selecting, evaluating, and synthesizing relevant information in order to personalize their learning and demonstrate new knowledge .
5.2 Digital Librarian facilitates learning opportunities to develop and demonstrate expertise to master information literacy content to include the ethical use of information and development of digital citizenship skills.			
1: Digital Librarian rarely provides instruction on online communication, ethical application of information, and digital citizenship.	2: Digital Librarian provides direct instruction on online communication, ethical application of information, and digital citizenship.	3: Digital Librarian facilitates opportunities for students to consistently demonstrate mastery of online communication, ethical application of information, and digital citizenship.	4: Digital Librarian collaborates with teachers to facilitate multiple opportunities for students to consistently demonstrate mastery of online communication, ethical application of information, and digital citizenship (digital access, commerce, communication, literacy, etiquette, law, rights and responsibilities, health and wellness, and security).
5.3 Digital Librarian facilitates learning opportunities to develop the Colorado Essential Skills.			
1: Digital Librarian rarely implements or provides opportunities for students to develop the Colorado Essential Skills.	2: Digital Librarian cooperates with teachers to provide opportunities for students to develop the Colorado Essential Skills	3: Digital Librarian collaborates with teachers to consistently integrate opportunities for students to develop the Colorado Essential Skills	4: Digital Librarian collaborates with teachers to consistently implement differentiated opportunities for each student to develop the Colorado Essential Skills.
~~5.4 Digital Librarian facilitates learning opportunities to develop and demonstrate expertise to master 21st Century Skills (financial literacy, global awareness, problem solving, resilience, systems thinking, health and wellness, and civic responsibility) where authentic.~~			
~~1: Digital Librarian rarely implements or provides events or activities for students to develop 21st century skills that are not connected to other learning defined in the 21st century skills rubrics.~~	~~2: Digital Librarian implements or provides learning opportunities for students to develop 21st century skills (where appropriate) defined in the 21st century skills rubrics.~~	~~3: Digital Librarian consistently integrates learning opportunities for students to consistently develop and demonstrate 21st century skills (where appropriate) defined in the 21st century skills rubrics.~~	~~4: Digital Librarian collaborates with teachers to facilitate differentiated learning opportunities for students to consistently develop and demonstrate expertise in 21st century skills (where appropriate), defined in the 21st century skills rubrics.~~
5.5 Digital Librarian collaborates and develops teacher expertise to provide learning opportunities for all students to use technology Tools.			
1: Digital Librarian and student use of technology is limited.	2: Digital Librarian uses technology to facilitate instruction and provides opportunities for students to use technology in the library.	3: Digital Librarian consistently creates and implements opportunities for students to use technology tools and resources to construct their learning.	4: Digital Librarian collaborates and empowers teachers to consistently create and implement multiple learning opportunities for students to use technology tools and resources, (i.e., scholarly databases, digital library, search engines, online

			resources) to construct their learning.
5.6 Digital Librarian facilitates differentiated learning opportunities for all students.			
1: Digital Librarian rarely offers students sustainable learning opportunities.	2: Digital Librarian offers students sustainable learning opportunities.	3: Digital Librarian consistently develops sustainable learning opportunities for students.	4: Digital Librarian collaborates with students to consistently develop and personalize sustainable learning opportunities.

CITE Rubrics are designed to measure research-based effective teacher and teaching qualities. While the rubric describes various levels of attainment, evaluation will always be subject to individual evaluator expectations and interpretations. ***Reminder:*** *All elements build from 1-4. For example, all aspects of a level 2 and 3 must be present for a teacher to be rated a 3. All aspects of 2 and 3 and 4 must be present for a teacher to be rated a 4.*