Continuous Improvement of Teacher Effectiveness (CITE)
2021–2022 CITE Teacher Librarian Rubric

The Teacher	The Teaching
Standard 1: Culture and Climate **Standard 2: Professionalism**	**Standard 3: Programming and Advocacy** **Standard 4: Coaching and Leadership** **Standard 5: Assessment and 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: Teacher Librarian models and collaborates with all students to create a respectful and positive culture and climate.

1.1 Teacher Librarian creates an environment that is safe.

1: The learning environment is unsafe for students.	2: Teacher Librarian presents rules to achieve a learning environment that is safe for all students.	3: Teacher Librarian creates and fosters a learning environment that is safe for all students.	4: Teacher Librarian collaborates with students to create and consistently foster a learning environment that is safe for all students.

1.2 Teacher Librarian uses a variety of strategies to construct, understand, and restore relationships in the learning environment that promote emotional safety and inclusivity.

1: Teacher Librarian posts class rules where they are readily available to all students, but rules are not uniformly applied to all	2: Teacher Librarian provides opportunities for students to give input into learning environment rules. Teacher Librarian treats all students in a fair and equitable	3: Teacher Librarian creates and facilitates positive opportunities for students to develop an inclusive learning community by having a voice in their community, learning from	4: Teacher Librarian collaborates with students to create and maintain positive opportunities for students to develop an inclusive learning community by having a voice in their

students.	manner.	their mistakes, reinforcing acceptable behavior and restoring relationships.	community, learning from their mistakes, reinforcing acceptable behavior and restoring relationships.

1.3 Teacher Librarian establishes an environment that honors diversity.			
1: Teacher Librarian establishes a reactive environment that may limit points of view and deals with concerns as they arise.	2: Teacher Librarian promotes an environment where some students feel safe to express different points of view.	3: Teacher Librarian creates and facilitates an environment that honors diversity.	4: Teacher Librarian collaborates with students to establish an environment that honors and promotes diversity.

1.4 Teacher Librarian models and establishes positive relationships with all students.			
1: Teacher Librarian inconsistently promotes a respectful learning environment.	2: Teacher Librarian consistently promotes a respectful learning environment and positively interacts with all students.	3: Teacher Librarian builds positive relationships and respectfully interacts with all students, inside and outside the learning environment.	4: Teacher 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 Teacher Librarian creates a well-managed, student-centered learning environment with established routines and procedures.			
1: Teacher Librarian's learning environment is not well managed.	2: Teacher Librarian manages the learning environment.	3: Teacher Librarian creates routines and procedures and facilitates learning in a well-managed environment. Students know and follow established routines and procedures.	4: Teacher Librarian collaborates with students to foster a well-managed learning environment where students are actively engaged.

The Teacher:
Standard 2 – PROFESSIONALISM: Teacher Librarian demonstrates professional growth and development, leadership, and professionalism.

2.1 Teacher Librarian works collaboratively with colleagues for the benefit of students.			
1: Teacher Librarian inconsistently attends required meetings and/or participates in a manner that lacks respect and/or productivity.	2: Teacher Librarian participates in a respectful and productive manner in required meetings.	3: Teacher Librarian participates on collaborative teams that include all colleagues, as appropriate, who support students to provide high-quality, integrated wrap-around support.	4: Teacher 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 Teacher Librarian creates a professional growth plan that is aligned to Teacher Librarian goals, building initiatives, and district priorities.			
1: Teacher Librarian does not create a growth plan or creates a professional growth plan unrelated to the school UIP and/or school goals.	2: Teacher Librarian creates a professional growth plan that is related to the school UIP and/or school goals.	3: Teacher Librarian reflects on professional growth plan and generates action steps.	4: Teacher Librarian considers student needs and feedback while actively reflecting on professional growth plan and generating action steps.
2.3 Teacher Librarian demonstrates application of professional learning to practice.			
1: Teacher Librarian inconsistently participates in school-based professional development; minimal attempts are made to implement new learning into practice.	2: Teacher Librarian participates in required school-based professional development and/or makes minimal attempts to implement new learning into practice.	3: Teacher Librarian actively participates in required school-based professional development and implements new learning while monitoring impact on professional practice.	4: Teacher Librarian pursues learning beyond school-based opportunities. Teacher Librarian monitors the impact of professional development through data collection and reflection and actively refines practice. Teacher Librarian promotes a culture of continuous learning with colleagues.
2.4 Teacher Librarian differentiates communication with families based on the individual needs of the student.			
1: Teacher Librarian inconsistently communicates with families.	2: Teacher Librarian consistently communicates with families to help students meet education goals.	3: Teacher 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: Teacher Librarian proactively coordinates information and resources with, to, and from families and other supports as appropriate.
2.5 Teacher Librarian demonstrates professional and ethical conduct including following all laws, district policies and school procedures.			
1: Teacher Librarian does not meet legal and school/district expectations.	2: Teacher Librarian is compliant with legal and school/district expectations.	3: Teacher Librarian demonstrates professional behavior within the building and throughout the district and community.	4: Teacher Librarian promotes and models professional behavior within the building, with colleagues, and throughout the district and community.

The Teaching

Standard 3: PROGRAMMING AND ADVOCACY: Teacher Librarian plans, implements, and advocates for comprehensive library programming aligned with school culture and community needs.

3.1 Teacher Librarian aligns library and technology goals with level, department, school, and district goals.			
1: Teacher Librarian establishes goals.	2: Teacher Librarian establishes library and technology goals aligned to grade	3: Teacher Librarian collaborates with grade levels and/or departments to	4: Teacher Librarian consistently collaborates with building and district

		align library and technology goals to grade level and/or department, school, and district goals.	staff to establish library and technology goals and ensure systematic alignment to grade level and/or department, school, and district goals.

3.2 Teacher Librarian purposefully plans and implements a variety of programming aligned to school culture and community needs.

1: Teacher Librarian rarely plans or implements programming.	2: Teacher Librarian plans and implements programming for students and staff.	3: Teacher Librarian purposefully plans and implements a variety of programming for students and staff aligned to school culture and community needs.	4: Teacher Librarian consistently collaborates and purposefully plans with students, staff and stakeholders to offer a wide variety of programming aligned to school culture that supports differentiated student, staff, school, and community needs.

3.3 Teacher Librarian promotes reading using print and digital media.

1: Teacher Librarian is available to students and staff and attempts to provide both print and digital materials.	2: Teacher Librarian works with students and staff to promote reading by providing print and digital materials.	3: Teacher Librarian collaborates with students and staff to promote reading by providing a variety of print and digital materials and strategies to develop critical, creative, and independent thinking.	4: Teacher Librarian consistently collaborates with students, staff and stakeholders to promote reading by providing a variety of print and digital materials, strategies and opportunities to enrich and expand critical, creative, and independent thinking, implementing digital tools when appropriate.

3.4 Teacher Librarian develops the library's collection to support comprehensive library programming.

1: Teacher Librarian oversees a collection that is aged and/or minimally responsive to the curricular and recreational literacy needs of students.	2: Teacher Librarian works to maintain a collection that is current in some areas and generally responsive to the curricular and recreational literacy needs of students.	3: Teacher Librarian works to develop a current collection in accordance with district policy that anticipates and is responsive to the curricular and recreational literacy needs of students and the school community.	4: Teacher Librarian consistently collaborates with students, staff and stakeholders to develop and maintain a current collection in accordance with district policy that anticipates and is responsive to the curricular and recreational literacy needs of students and the school community, advocating for additional resources when necessary.

3.5 Teacher Librarian develops and manages the library budget to support programming needs and goals.

1: Teacher Librarian manages a budget.	2: Teacher Librarian manages the library budget to address program	3: Teacher Librarian develops and manages the library budget to support	4: Teacher Librarian consistently collaborates with building and district

	needs, adjusting budget as necessary.	specific program goals aligned to instructional outcomes, adjusting budget as necessary.	staff to develop and manage a multi-year budget plan that supports a variety of program goals aligned to instructional outcomes, advocating for resources targeted to specific programming needs and adjusting budget as necessary.
3.6 Teacher Librarian advocates for the integration of information, media and technology literacy skills into content.			
1: Teacher Librarian rarely works with staff to integrate information, media or technology literacy skills.	2: Teacher Librarian is available to staff to assist in integrating information, media and technology literacy skills into content.	3: Teacher Librarian consistently seeks opportunities to collaborate with staff to integrate information, media and technology literacy skills into content from multiple disciplines.	4: Teacher Librarian advocates for and empowers staff to purposefully integrate information, media and technology literacy skills into content from multiple disciplines.

Standard 4: COACHING AND LEADERSHIP: Teacher Librarian partners with staff and models instructional leadership and reflective practice to improve instruction and encourage a growth mindset.

4.1 Teacher Librarian partners with staff to foster teacher confidence with information, media and technology literacy skills and encourage a growth mindset.			
1: Teacher Librarian works in isolation and/or rarely works with staff to develop understanding of information, media and technology literacy skills.	2: Teacher Librarian is available to staff to assist in understanding information, media and technology literacy skills.	3: Teacher Librarian partners with staff by building relationships, authentically listening and asking guiding questions to foster teacher confidence with information, media and technology literacy skills.	4: Teacher Librarian partners with staff by building relationships, authentically listening, and asking guiding questions to foster teacher confidence with information, media and technology literacy skills, encouraging a growth mindset of continuous improvement.

4.2 Teacher Librarian models instructional leadership and lifelong learning to foster risk-taking, critical thinking, and innovation to improve instruction.			
1: Teacher Librarian rarely participates in professional development.	2: Teacher Librarian participates in professional development opportunities within the building to develop critical thinking and improve instruction.	3: Teacher Librarian models lifelong learning and professional learning networks and guides staff for personal and professional development to foster risk-taking, innovation and critical thinking to improve instruction.	4: Teacher Librarian cultivates an environment that fosters risk-taking, innovation, critical thinking, collaboration and creative problem solving by modeling lifelong learning through professional learning networks and engaging in personal and professional development to empower staff to improve instruction.

4.3 Teacher Librarian models reflective practice by using data and reflection to measure implementation of goals and evaluate and refine program effectiveness.

1: Teacher Librarian does not gather evidence and/or does not reflect on program effectiveness.	2: Teacher Librarian reflects on evidence to evaluate program effectiveness.	3: Teacher Librarian gathers and reflects on evidence, including library use data and formal and informal student assessment, to evaluate program effectiveness and measure student progress on instructional outcomes.	4: Teacher Librarian gathers and reflects on evidence, including library use data formal and informal student assessment, to evaluate program effectiveness and measure student progress on instructional outcomes, refining program goals and implementation to model reflective practice.

Standard 5: PLANNING AND ASSESSMENT: Teacher Librarian collaborates with staff to purposefully plan high-quality instruction and develop/identify assessments for students to master instructional outcomes.

5.1 Teacher Librarian collaborates with staff to purposefully plan high-quality instruction that meaningfully integrates information, media and technology skills into instruction.

1: Teacher Librarian rarely seeks opportunities to integrate information, media and technology skills into instruction.	2: Teacher Librarian is available to staff to plan for the integration of information, media, and technology literacy skills into instruction, where authentic.	3: Teacher Librarian seeks opportunities to collaborate with staff to integrate information, media and technology literacy skills into instruction and incorporating instructional best practices, where authentic.	4: Teacher Librarian collaboratively plans with staff to meaningfully and systematically integrate information, media and technology literacy skills into instruction, where authentic, embedding differentiation, reflection, and other instructional best practices in the planning process to empower staff.

5.2 Teacher Librarian collaborates with staff to purposefully plan for the integration of the Colorado Essential Skills into instruction.

1: Teacher Librarian rarely seeks opportunities to integrate the Colorado Essential Skills into instruction.	2: Teacher Librarian is available to staff to plan for the integration of the Colorado Essential Skills into instruction, where authentic.	3: Teacher Librarian seeks opportunities to collaborate with staff to integrate the Colorado Essential Skills into instruction and incorporating instructional best practices, where authentic.	4: Teacher Librarian collaboratively plans with staff to meaningfully and consistently integrate the Colorado Essential Skills into instruction, where authentic, embedding differentiation, reflection, and other instructional best practices in the planning process to empower staff.

5.3 Teacher Librarian identifies and measures appropriate student knowledge, skills and/or dispositions.

1: Teacher Librarian rarely seeks opportunities to identify and measure appropriate student knowledge, skills, and/or dispositions.	2: Teacher Librarian is available to work with staff to develop/identify quality and measure appropriate student knowledge, skills, and/or dispositions.	3: Teacher Librarian seeks opportunities to collaborate with staff to consistently develop/identify and measure appropriate student knowledge, skills, and/or dispositions.	4: Teacher Librarian collaborates with staff to consistently develop/identify quality measures for student knowledge, skills and/or, dispositions where authentic, embedding instructional best practices to

			empower staff.

Standard 6: INSTRUCTION: Teacher Librarian facilitates learning opportunities for students to develop information, media and technology literacy skills and master instructional outcomes.			
6.1 Teacher Librarian facilitates learning opportunities for students to develop information literacy skills of accessing, evaluating, managing and using information ethically and responsibly to master instructional outcomes.			
1: Teacher Librarian rarely provides opportunities for students to conduct research.	2: Teacher Librarian provides opportunities for students to know, understand, and apply information literacy skills.	3: Teacher Librarian facilitates learning opportunities for students to develop information literacy skills in accessing, evaluating, managing and using information ethically and responsibly to master instructional outcomes, where authentic.	4: Teacher Librarian facilitates learning opportunities with students to develop information literacy skills of accessing, evaluating, managing and using information ethically and responsibly to master instructional outcomes, where authentic, empowering students to create personalized, sustainable learning experiences.
6.2 Teacher Librarian facilitates learning opportunities for students to develop media literacy skills of analyzing, evaluating, and creating media ethically and responsibly to master instructional outcomes.			
1: Teacher Librarian rarely provides opportunities for students to engage in media analysis or production.	2: Teacher Librarian provides opportunities for students to know, understand and apply media literacy skills.	3: Teacher Librarian facilitates learning opportunities for students to develop media literacy skills of analyzing, evaluating, and creating media ethically and responsibly to master instructional outcomes where authentic.	4: Teacher Librarian facilitates learning opportunities with students to develop media literacy skills of analyzing, evaluating, and creating media ethically and responsibly to master instructional outcomes where authentic, empowering students to create personalized, sustainable learning experiences.
6.3 Teacher Librarian facilitates learning opportunities for students to develop technology literacy skills using digital technologies to research, organize, evaluate, communicate, access, manage, integrate and create information ethically and responsibly to master instructional outcomes.			
1: Teacher Librarian and student use of technology is limited.	2: Teacher Librarian uses technology to facilitate instruction and provide opportunities for students to use technology in the library.	3: Teacher Librarian facilitates learning opportunities for students to develop technology literacy skills using digital technologies to research, organize, evaluate, communicate, access, manage, integrate and create information ethically and responsibly to master instructional outcomes, where authentic.	4: Teacher Librarian facilitates learning opportunities with students to develop technology literacy skills using digital technologies to research, organize, evaluate, communicate, access, manage, integrate and create information ethically and responsibly to master instructional outcomes, where authentic, empowering students to create personalized,

			sustainable learning experiences.
6.4 Teacher Librarian facilitates learning opportunities for students to develop the Colorado Essential Skills.			
1: Teacher Librarian rarely provides opportunities for students to engage to with the Colorado Essential Skills.	2: Teacher Librarian provides learning opportunities for students to develop the Colorado Essential Skills, where authentic.	3: Teacher Librarian facilitates learning opportunities for students to develop and demonstrate the Colorado Essential Skills, where authentic.	4: Teacher Librarian facilitates learning opportunities for students to develop and demonstrate the Colorado Essential Skills, where authentic, empowering students to create personalized, sustainable learning experiences.

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.*