**Librarian** **Summative Evaluation**

The focus of librarian evaluation is ongoing professional growth. At the end of each school year, librarians will receive a summative score and performance rating (Unsatisfactory, Basic, Proficient, or Distinguished) based on the performance levels of the *U.S. Virgin Islands Performance Evaluation Framework for Librarians*.

Measures used in librarian evaluation include a Professional Growth Plan (PGP), Artifact Review and/or Observation, and Librarian Time. The **Summative Score is automatically calculated in Talent Ed**.

Final Summative Score derived from

* + 1 Territory-Wide Component – Component 3a (15%)
  + 3 Choice Components (selected in consultation with administrator) (15% each = 45%)
  + PGP Component 4e (30%)
  + Librarian Time (10%)

**Component Scores (60%)**

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| The 4 component scores, 1 Territory-Wide and 3 choice, are automatically transferred from the *USVI Performance Evaluation Framework for Librarians* in TalentEd. (Each component is weighted at 15% of the total evaluation score.) |

**Professional Growth Plan Score (30%)**

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| The Professional Growth Plan Score is transferred from the PGP Development and Scoring Rubric in TalentEd*.* |

**Paraprofessional Time Score (10%)**

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| The Professional Time Score is transferred from the Librarian Time Form in TalentEd*.* |

**Summative Score**

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| TalentEd automatically calculates the Librarian Summative Score.  (Average of Component Scores × .60) + (PGP Score × .30) + (Librarian Time Score × .10) |

**Final Performance Rating\***

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| TalentEd assigns the Summative Rating based on the Librarian Summative Score. |

**\*For the SY 2016-17, performance ratings will be assigned when cut scores have been determined after the end of the school year.**