

School Librarian Evaluation Instrument (SLEI) Professional Growth Goal Setting

Purpose:

- Goal setting is designed to focus educators on developing and mastering specific skills that will, in the end, impact student achievement.
- Every school library media specialist who holds a PSC certificate must set a goal for the year based on one of the 10 SLEI standards. **This goal is established within the first 30 days of school starting and formally documented on the Summative Evaluation Form.**
- A professional learning goal identifies what knowledge will be gained by the library media specialist and how that knowledge can be observed in practice; student outcomes should not be the goal.

School Library Media Specialists:

1. Reflect on the annual evaluation from the previous year or the self-assessment at the start of this year.
2. Consider the school improvement plan, district priorities, and your specific area of need for growth.
3. Discuss your goal ideas with your evaluator and decide on a goal for the year.

Extra steps for library media specialists on FULL for required plan (3 years of experience or less):

1. Data sources
2. Strategies
3. Documentation and resources
4. Timeline and target dates

Evaluators:

1. Review goal and request edits or approve.
2. Monitor progress throughout the school year.
3. Request documentation as needed.

Suggestions:

- Set goals that will make you and your CCC grow together. CCC groups typically fall into one of two categories for library media specialists:
 - A school-based CCC, one where the library media specialist participates with a group of teachers. For example, if a 9th grade team is working together to develop a plan to improve 9th grade writing skills and scores, the library media specialist could participate with that group, OR
 - A small group CCC made up of local library media specialists. These tend to be groups of 3+ library media specialists that meet locally to work together on common library media program goals.
- Share your goal with others in your school to build collaboration and accountability. Consider sharing with others in your PLN (personal learning network) as well.
- Your goal should be written clearly so that your evaluator can assist with monitoring progress and clearly determine if the goal has been met at the end of the school year.