

Task: Librarian Professional Goal

LIBRARIAN PROFESSIONAL GOAL

Librarian Professional Goal

INSTRUCTIONS

Beginning of Year

- Complete this goal form and click **SAVE PROGRESS** at the bottom.
- You and your appraiser should meet to review your goal and implementation plan.

Middle of Year

- Both you and your appraiser will review and edit this collaborative form throughout the year.

End of Year

- Prior to your summative, you should complete your end of year reflections at the bottom and click **SAVE & SUBMIT**. This will lock the form and send the final contents to your appraiser for review.

Employee Information

Employee Name:

Amy Kincaid

School:

Jackson Elementary School

FOUNDATION

Complete this section prior to your goal setting meeting.

Create a narrative or bulleted list that captures the thinking and the process you engaged in as you developed your Professional Goal/SLO statement. Be sure to include all factors that influenced your goal-setting, such as the self-assessment, reflection, peer and supervisor feedback, research, analysis of student learning, and

data analysis related to campus improvement plan goals. Often a powerful foundation statement includes both qualitative and quantitative data sources, references to effective practices, and/or reflections on student needs.

Studied Campus Improvement Plan for 2020-21- This goal supports:
Performance Objective 1

HB3 - The percent of Jackson 3rd grade students that score meets grade level or above on STAAR Reading will increase from 36% in 2019 to 40% by June 2022. The English Learner student group performance will increase from 22% in 2019 to 28% in 2022. The Economically Disadvantaged student group performance will increase from 23% in 2019 to 32% in 2022.

PROFESSIONAL GOAL/STUDENT LEARNING OBJECTIVE

Professional Goal/SLO Statement:

Record your professional goal/SLO statement here. Student Learning Objectives (SLOs) are student growth goals set by professionals to help them plan their program and to consider the impact of the goal on students throughout the year. They consider student needs as part of the goal setting process. To develop your goal, determine your areas of need based on the SLO you have identified. The goal should focus on improving your practices.

The recommended structure for the Professional Goal/SLO is:

I want to [improve, get better, learn how to, etc.] so that my students/school/program can [insert SLO outcome].

I design reading skills library lessons so students use strategies to comprehend, analyze, determine the meaning of words, infer, and also to enjoy literature.

Designed Outcome - Change in Practice / Evidence:

Complete this section prior to your goal setting meeting.

"Unpack" your professional goal/SLO statement to indicate here how you expect your practice to improve. **Copy the professional goal statement from above.** Then identify the specific end of year evidence you will collect and prepare to share with your administrator.

You may encounter unexpected evidence of your improved practice throughout the year; so revisit this document as needed to include that additional information

I design reading skills library lessons so students use strategies to comprehend, analyze, determine the meaning of words, infer, and also to enjoy literature.

By mid-September, Analyze third grade STAAR scores to see which areas need the most improvement, issue student surveys to find reading interests throughout the year and use feedback to direct purchases, write Plano ISD Education Foundation Grant for Pre-K level books, and craft library lessons to incorporate TEKS-based reading strategy skills.

Designed Student/Program Outcome - Change in Student Performance / Evidence:

Complete this section prior to your goal setting meeting.

"Unpack" your professional goal/SLO statement to indicate here what changes in student performance/program you expect to see by the end of year. Copy the SLO from above. Identify specific end of year evidence you will collect and share with your administrator.

You may encounter unexpected evidence of changes in student performance throughout the year; so revisit this document as needed to include that additional information.

I design reading skills library lessons so students use strategies to comprehend, analyze, determine the meaning of words, infer, and also to enjoy literature. Approximately half of all library lessons focus on reading skills and literature. Analyzation of STAAR scores and TEKS drives lesson design so Reading STAAR scores improve. Pre-K will have more books from which to choose so book circulation increases.

IMPLEMENTATION PLAN

Complete this section prior to your goal setting meeting.

- Identify the action steps you anticipate taking to lead you to the desired changes in practice and in student/program performance you have identified.
- Create the right number of action steps based on the needs you have identified.
- Determine the anticipated completion date and identify what type of evidence of progress you will be able to collect and manage.

	Action Step	Target Date	Evidence of Progress
1.	Analyze third grade STAAR scores to see which areas need the most improvement	by mid-SEPTEMBER	
2.	Write Education Foundation grant for Pre-K books	Sept. 30	
3.	Analyze Reading TEKS to design lessons	ongoing	
4.	Student surveys to find reading interests	use lists when completing book orders	
5.			
6.			
7.			
8.			
9.			
10.			

ON-GOING NOTES AND EOY REFLECTIONS

On-Going Notes / Revisions

Complete this section throughout the year, as needed.

This section is for you to add commentary on adjustments you've made in your goals and your action steps throughout the process.

An entry may look like this:

Ex. 9/25/18 - I revised my action steps today after realizing that my first attempt at including learner centered instructional strategies did not go well. I have decided to work with my appraiser/cluster leader/principal to assess data.

EOY Reflections

Complete this section at the end of the year, prior to your summative review.

Record your final end of the year reflection on the process in this section.

A strong reflection is thoughtful and detailed; it should identify strengths in the process, moments for celebration, and places where the process can be improved upon in the future.

Appraiser Comments

Appraiser Comments

DURING THE YEAR
 Click the **SAVE PROGRESS** button to save any changes made to the form throughout the year.

END OF YEAR

Prior to your EOY conference, click **SAVE & SUBMIT** to lock the form for final review by your appraiser.

Attached Workflow supervisor approval

Current Status Draft

Workflow Steps

1	Approval	Supervisor/Evaluator
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