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| **AASL Region** | **Is evaluation set by State, District, or Local?** | **Does evaluation use General Teacher Standards or Special Ones for Librarians?** | **Is a Student Academic** **Growth measure required?** | **Notes** |
| AASL Region 1 |
| Connecticut | District can develop own; must then be approved by state | Special—Librarian is Support Specialist | Student Learning Objectives | CONNECTICUT SEEDStudent and Educator Support Specialists Guidance Document: Library Media Specialists<http://www.connecticutseed.org/wp-content/uploads/2013/10/Library_Media_Specialists_SESS_10-8-13.pdf>  |
| Maine | State provides criteria/requirements for districts |  |  | Not able to determine<http://mainedoenews.net/2013/10/23/notice-of-proposed-educator-evaluation-rule/>  |
| Massachusetts | State provides criteria/requirements for districts |  | Student performance measures (“For educators whose primary role is not as a classroom teacher, appropriate measures of their contribution to student learning, growth, and achievement shall be determined by the district.”) | http://www.doe.mass.edu/edeval/ |
| New Hampshire |  |  |  | Not able to determine<http://www.education.nh.gov/instruction/integrated/sig_teacher_evaluation_system.htm>  |
| Rhode Island | District | Librarians are Support Professionals; have their own SLO examples | Yes, Student Learning Outcomes | Rhode Island examples of SLOs for elementary, middle, and high school for Library <http://www.ride.ri.gov/TeachersAdministrators/EducatorEvaluation/StudentLearningOutcomeObjectives.aspx>  |
| Vermont | State provides criteria/requirements for districts | No separate mention made of librarians |  | <http://education.vermont.gov/documents/EDU-Vermont_Task_Force_2012_06_18_Meeting_Minutes.pdf>  |
| AASL Region 2 |
| District of Columbia |  | Librarian | No | DC specific to librarians <http://dcps.dc.gov/DCPS/Files/downloads/In-the-Classroom/IMPACT%20Guidebooks/IMPACT-2012-Grp9-Aug13-web.pdf> |
| Delaware | State | Librarian | Yes | Delaware has special guidelines (130 pages) for specialists <http://www.doe.k12.de.us/csa/dpasii/files/DPASSpecFullGuide.pdf>  |
| Maryland | State provides criteria/requirements for districts | No separate mention made of librarians | Yes Student Learning Outcomes | The Maryland Teacher and Principal Evaluation Guidebook can be located at [http://msde.state.md.us/tpe/TPE\_Guidance\_Version3\_092013.pdf](https://owa.longwood.edu/OWA/redir.aspx?C=vSE2EwTYOkyH617DrpLFF8lzyBzWptBIwBDrMV5lwq62IOde4xpUyjv0dUB8kcHVK0cDASCGSCU.&URL=http%3a%2f%2fmsde.state.md.us%2ftpe%2fTPE_Guidance_Version3_092013.pdf) ;provides an overview of entire program. |
| New Jersey | State provides criteria/requirements for districts | Librarians in process of development | Optional | <http://www.state.nj.us/education/AchieveNJ/> (overall)<http://www.state.nj.us/education/AchieveNJ/intro/SpecialistsandOthersOverview.pdf> (includes librarians) |
| New York | State provides criteria/requirements for districts | Varies from district to district | Student learning objectives | <http://www.engageny.org/resource/teacherleader-effectiveness-evaluation>  |
| Pennsylvania | State | Librarian |  | <http://www.psla.org/professional-development/teacher-effectiveness>  |
| AASL Region 3 |
| Indiana | State provides criteria/requirements for districts |  | Student learning objectives | <http://www.doe.in.gov/sites/default/files/evaluations/rise-handbook.pdf>  |
| Illinois | State provides criteria/requirements for districts | District designed based on Danielson | Student growth objectives | <http://www.isbe.state.il.us/PEAC/default.htm> |
| Iowa | State provides criteria/requirements for districts |  |  | Not able to determine<https://www.educateiowa.gov/pk-12/educator-quality/teacher-evaluation>  |
| Michigan | State provides criteria/requirements for districts |  | Student growth measures | Not able to determine[http://www.michigan.gov/mde/0,4615,7-140-22709\_57992-272247--,00.html](http://www.michigan.gov/mde/0%2C4615%2C7-140-22709_57992-272247--%2C00.html)  |
| Minnesota | State provides criteria/requirements for districts | Domains based on Danielson | Student learning goals | Performance based evaluations not required by the state for librarians<http://education.state.mn.us/MDE/EdExc/EducEval/TeachEval/index.html>  |
| Missouri | State with district opt-out | Librarian |  | <http://dese.mo.gov/eq/TeacherEvaluation.htm> <http://dese.mo.gov/eq/documents/LibrarianStandardsContinuum.pdf>  |
| Ohio | State with district opt-out | Librarians are not currently included in performance-based evaluation | Student Growth | <http://education.ohio.gov/Topics/Teaching/Educator-Evaluation-System/Ohio-s-Teacher-Evaluation-System/Teacher-Performance-Ratings>  |
| Wisconsin | State | Currently applies only to teachers | Student Learning Objectives | <http://ee.dpi.wi.gov/teacher/teacher-evaluation><http://ee.dpi.wi.gov/files/ee/pdf/EvalOtherEdGrps.pdf>  |
| AASL Region 4 |
| Kentucky | Local school/district –Working on state | Kentucky Librarian standards-  | Student growth % | [Sample Evaluation Tool for School Librarians](http://education.ky.gov/curriculum/books/Documents/Evaluation%20Tool%20for%20Library%20Media%20Specialists%20-%20FINAL.pdf) |
| North Carolina | State | North Carolina Professional School Library Media Coordinator Standards | Value added | [http://ncees.ncdpi.wikispaces.net/Support+Staff+2012-13](http://ncees.ncdpi.wikispaces.net/Support%2BStaff%2B2012-13) |
| South Carolina | State | ADEPT PERFORMANCE STANDARDSLibrary Media Specialist | Value added | <http://ed.sc.gov/agency/programs-services/50/lms.cfm> |
| Tennessee | State | Domains | Value Added | <http://team-tn.org/forms> |
| Virginia | State/District | *Guidelines for Uniform Performance Standards and Evaluation Criteria for* ***Teachers*** | Student Growth % and Student Achievement Goals to Student Growth %. | <http://www.doe.virginia.gov/teaching/performance_evaluation/teacher/> |
| West Virginia |  State | 7 standards | Student Growth District Choice | 2013-14 <http://wvde.state.wv.us/evalwv/teacher.php>  |
| AASL Region 5 |
| Alabama | State | Formative Standards not AASL | No | EducateAlabama <https://www.livebinders.com/play/play_or_edit?id=93898> or <http://alex.state.al.us/leadership/evaluations.html> |
| Florida | District | Varied | Value Added |  |
| Georgia | District |  |  |  |
| Louisiana | State/DistrictCOMPASS | Domains | TRAILSValue Added | http://www.danielsongroup.org/article.aspx?page=frameworkforteaching |
| Mississippi | State | 5 Domains | Student Growth % | <http://www.mde.k12.ms.us/teacher-center/missisippi-teacher-evaluation-system> |
| AASL Region 6 |
| Arkansas | State | Domains | Student Growth % | <http://www.arkansased.org/divisions/human-resources-educator-effectiveness-and-licensure/office-of-educator-effectiveness/teacher-evaluation-system/tess-evaluation-forms/tess-library-media-specialist-documents> |
| New Mexico | State/new system | Strands/old system | No | <http://ped.state.nm.us/ped/NMTeach_EvaluationPlan.html> |
| Oklahoma | District | DomainsNot CD | Value Added | Librarian Portfolios |
| Texas | District | NA | Not specified |  |
| AASL Region 7 |
| Arizona | District/no State | General Teacher | No | ASU TAP Program http://www.tapsystem.org/newsroom/newsroom.taf?page=features&id=71 |
| California | Local evaluation by principal |  |  | DOE: http://www.cde.ca.gov/index.asp |
| Hawaii | State | Based on Danielson Model | Student learning Based on student assessment data. | DOE: <http://www.hawaiipublicschools.org/Pages/home.aspx> Working Portfolios |
| Nevada |  |  |  | DOE: <http://www.doe.nv.gov/> Has National Educator Performance Network; no mention of school librarians |
| Utah |  | Librarian model in development | Yes | Utah is developing a performance based assessment for all subjects. Are currently revising the LMS standards to reflect the CCSS. |
| AASL Region 8 |
| Alaska |  |  |  | No mention of School LibrariansDOE website <http://education.alaska.gov/TeacherCertification/> |
| Idaho | State tool based on the Danielson model. |  |  | No mention of School LibrariansDOE website: <http://www.sde.idaho.gov/> |
| Oregon | State modelOregon Bill 290 | Charlotte Danielson Model | Given an exemption for linking to student implementing the standard right now. | Does not have a specific form for School Librarians.<http://www.sde.idaho.gov/> |
| Washington |  |  |  | School Librarians were not mentioned.DOE website: <http://www.k12.wa.us/> |
| AASL Region 9 |
| Colorado | State mandated but also up to each individual district.  | General Classroom Teacher | Some school librarians are linked to test scores.  | <http://www.cde.state.co.us/sites/default/files/TeacherRubric.pdf>Other websites:“[Highly Effective School Librarian” growth plan](http://www.cde.state.co.us/sites/default/files/growth%20plan%20template%20%289%29.pdf) |
| Kansas | District tool or McRel evaluation instrument approved by State | General Classroom Teacher | (McRel) 21st Century Standards and Student performance | DOE website: <http://www.ksde.org/Default.aspx?tabid=335>Procedures just recently implemented. |
| Montana |  |  |  | DOE website: <http://mt.gov/education/default.mcpx>Plans for teachers and administrators but no information on School Librarians. |
| Nebraska | State Tool | General Classroom Teacher | McRel or Danielson Rubric | School Librarians are certified teachers; therefore they will be included in any teacher evaluation requirements. Some school districts have developed their own school library model.DOE website: <http://www.education.ne.gov/> |
| North Dakota |  |  |  | DOE website: <http://www.dpi.state.nd.us/search.shtm>Plans for teachers and administrators but no information on School Librarians. |
| South Dakota |  |  |  | DOE website: <http://www.doe.sd.gov/>Plans for teachers and administrators but no information on School Librarians. |
| Wyoming |  |  |  | DOE website: <http://edu.wyoming.gov/Default.aspx>Plans for teachers and administrators but no information on School Librarians. |