RUBRIC FOR FACULTY LIBRARIANS
EVALUATION BY CHAIR

COMPONENT	COMMENDABLE PERFORMANCE	SATISFACTORY PERFORMANCE	PERFORMANCE NEEDS IMPROVEMENT	VALUE TOTALS
VALUE	3	2	1	XXXXXXXX
PROFESSIONAL PERFORMANCE	Demonstrates effective strategies in supporting students; Creates a positive and supportive environment for students; Majority of students positively engaged with faculty; student feedback exceeds typical results	Demonstrates adequate strategies in supporting students; Support environment comfortable for students; Many students positively engaged with faculty; Student feedback ratings typical	Demonstrated support strategies need improvement; Support environment not sufficiently conducive for students; Few students positively engaged; Student feedback ratings appreciably below typical results	
ATTAINMENT OF GOALS	Agreed upon goals achieved in commendable fashion or exceeded	Agreed upon goals met	Agreed upon goals not sufficiently met	
WORK EXPECTATIONS	Demonstrates high level of performance in meeting work expectations	Demonstrates adequate performance in meeting work expectations	Does not adequately meet work expectations	
CONTRIBUTIONS TO DEPARTMENT, CAMPUS, AND/OR COLLEGE	Consistently makes contributions in multiple areas	Makes adequate contributions in many areas	Makes limited contributions	
VALUE TOTALS	XXXXXXXXXXXX	XXXXXXXXXXXXX	XXXXXXXXXXXXX	

OVERALL RATING SCALE
(based on total for rating values across dimensions)

RATING	VALUE TOTALS
Commendable	**11-12 points**
Satisfactory	**7-10**
Needs Improvement	**6 and below**

Campus Director, Learning Resources_____ **Date** _____

Received by Faculty Librarian _____ **Date** _____