



Pennsylvania School Librarians Association

LEADERSHIP CANDIDATE RUBRIC

Candidate:

Date:

Please rate the candidate on a scale of 0-4 based on their evidence.

- 4 = Exceeds criteria
- 3 = Solidly meets criteria
- 2 = Partially meets criteria
- 1 = Limited evidence of meeting the criteria
- 0 = No evidence of criteria

NOTE: The numbers are a guide. The Leadership Development Task Group considers the candidate's strengths and the overall slate when presented to the PSLA board for approval.

*The candidates score will be multiplied by 4 for their final score only under the heading:
Participation in PSLA.

BASED ON THE SUBMISSION: (Description of the possible evidence) 1-4

Comments/Evidence/Examples: The Leadership Development Task Group will list support statements and comments of the candidate's criteria to validate their rating.

Participation in PSLA: Has the candidate taken an active role in PSLA? *see above

- PSLA president
- Position(s) served on the PSLA board
- PSLA Co-chair position
- PSLA Task Group Co-Coordinator position
- PSLA Leadership Academy Leader, Mentor, Coach or Participant
- PSLA Annual Conference Presenter
- PSLA Affiliate Leader
- Committee Member

Professional Leadership: How has the candidate demonstrated leadership in the library/teaching profession?

- Conference Presenter for Library-related or Professional Organizations (AASL, ALA, ISTE, PETE&C, PA Forward Information Literacy Summit, etc.)
- District Leadership Roles (Library Department Chair, District Library Supervisor, PSEA (union) position, etc.)
- Regional Library Leaders (ACCESS PA, IU Librarian Group)
- Presenting in-service meetings within the local school district

Professional Development: How has the candidate demonstrated professional development growth?

- National Board-Certified Teacher
- Active Committee/Task Group/Board Leadership: ALA, AASL, ISTE, PaLA, YALSA, PAECT, etc.
- Google Certified Educator, Microsoft Certified Educator, ISTE Certification, etc.
- Communication: How has the candidate demonstrated their ability to communicate librarianship to a wider audience?
- Model Curriculum for Pennsylvania School Libraries Writing, Development or Training Team
- Leading a PSLA Regional Training (various topics)
- Coordinating a PSLA Regional Training (various topics)
- PDE Educator Effectiveness System Writing, Development or Training Team
- Professional Social Media Presence (Facebook, Twitter, Snapchat, etc.)

Culture fit: How will this candidate's skill set fit in with the other board members?

Not numerically scored, but considered in the final slate

- Flexible and able to adapt to changing plans and priorities.
- Actively invites feedback and can quickly implement and adapt to it.
- Comes across as genuine and says what they mean.
- Responds to deadlines in a timely manner
- Interacts with others cooperatively and collaboratively

Secretary / Treasurer: How has the candidate demonstrated their ability to fill the specialized position?

- Notices errors that others might overlook and circles back to fix them, even after their work has been mostly finalized.
- Has held similar positions in other organizations
- Demonstrates organizational skills and meets deadlines
- Treasurer - Familiarity with financial software
- Secretary - Able to multitask and take minutes

Comments or Additional Evidence

Overall Recommendation