


POWER LIBRARIANSHIP
Research-based Strategies for Leadership, Collaboration, and Technology Integration

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 Director - Library Research Service
 Colorado State Library & University of Denver






Schedule


<ul style="list-style-type: none"> ■ 1.30-2.00pm <ul style="list-style-type: none"> □ Who we are & what brought us together ■ 2.00-2.30pm <ul style="list-style-type: none"> □ What we've learned from research ■ 2.30-3.00pm <ul style="list-style-type: none"> □ Leadership ■ 3.00-3.15pm break 	<ul style="list-style-type: none"> ■ 3.15-3.45pm <ul style="list-style-type: none"> □ Collaboration ■ 3.45-4.15pm <ul style="list-style-type: none"> □ Technology Integration ■ 4.15-4.30pm <ul style="list-style-type: none"> □ Where we go from here
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Who We Are

<ul style="list-style-type: none"> ■ Keith Curry Lance <ul style="list-style-type: none"> □ Director, Library Research Service, CO State Library & U of Denver ■ Nance Nassar <ul style="list-style-type: none"> □ Senior Consultant, School Library Development, Colorado State Library ■ Betty Bankhead <ul style="list-style-type: none"> □ Project Director, Power Libraries, CSL & CO Library Consortium 	  
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Who Are You? Exercise


- Find some "peers" (school level, district level, LIS education, etc.) & claim a table
- Introduce yourselves to each other
- Share why you are attending this workshop
- Share what you hope to take from it
- Assign someone to report for your group as needed

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What Brought Us Together

- To link research and practice
 - Studies in 14 states (and counting)
 - Some evidence of success ...
 - ... but a need to act more effectively on what we've learned
- To define in action ...
 - Leadership
 - Collaboration
 - Technology Integration

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What We've Learned from Research

<ul style="list-style-type: none"> ■ School Library Links to Test Scores <ul style="list-style-type: none"> □ Hours open, flexible scheduling □ Teacher-librarians & aides □ Activities associated with teaching & learning, info access & delivery, and program administration 	<ul style="list-style-type: none"> □ School expenditures on school libraries □ Print & periodical collections □ Licensed databases & technology to reach them □ Group & individual visits to school libraries ... especially visits for info literacy instruction
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What We've Learned from Research



- How School Libraries Compare with Other School & Community Conditions
 - ❑ Poverty (% of students eligible for Nat'l School Lunch Program) is #1 predictor of test scores
 - ❑ School library is 2nd most consistent predictor
 - ❑ Other predictors: teacher-pupil ratio, overall per pupil spending, adult educational attainment, race/ethnicity

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What's Next in Research



- Illinois: the last of the "Colorado" studies?
- Ohio: perceptions of students and teachers about impact of exemplary school libraries
- Indiana: perceptions of librarians, teachers & principals and their impact on achievement
- No Child Left Behind, Scientifically Based Research & What Works Clearinghouse
- New studies in Colorado

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Leadership



- A teacher-librarian who is a leader ...
 - ❑ Meets with the principal & other administrators
 - ❑ Serves on key committees (management team, standards, curriculum)
 - ❑ Participates in faculty meetings
 - ❑ Meets with other teacher-librarians

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Leadership Outcomes



- Outcomes of Impact Studies
 - ❑ 81% shared with principal
 - ❑ 66% ... with teachers
 - ❑ 44% ... with superintendent
 - ❑ 37% .. with school board
 - ❑ 40% spend **more** time with principal
 - ❑ 38% ... serving on committees
 - ❑ 27% ... attending faculty meetings
 - ❑ 45% increased collection size
 - ❑ 14% added support staff
 - ❑ 8% added librarian
 - ❑ 26% increased library's ongoing budget
 - ❑ 25% obtained one-time funds for a special project

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Leadership Examples



- Don't be invisible
- Don't suffer in silence
- Be persistent

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Don't be invisible



- Group of district's TLs brainstormed how to promote reading & libraries
 - ❑ Strategy: Monthly letter to superintendent & board
 - Programs, special outreach, technology tie-ins, statistics
 - ❑ Results: \$7000 grant per school for library
 - ❑ Board views TLs as reading leaders

Ronan/Pablo (MT) School District

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Don't suffer in silence



- For 9 years, Title 1 school had only 4 weekly hours of student assistance to TL.
- Last year, that support was lost.
 - Strategy: TL documented becoming hi-priced aide & shared info with principal & teachers.
 - Results: This year, principal & teachers insisted on **paid, full-time** library aide.
 - TL's vision of being "true partner" finally being realized.

Providence (RI) Public Schools

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Be persistent



- Before annual presentations about research: 8 of 14 principals did not budget for libraries
 - Strategy: Provide annual reports: collection size, age, funds
 - Results: only 4 principals still do not budget for libraries
 - Next year's target: from 4 to ZERO!

Oregon Trail (OR) School District

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Leadership Strategies



- **Power Libraries Project**
 - Action Plan
 - End of Year Planning Session
- Share research findings with school board, administrators, classroom colleagues, and others
 - Resources listed later
- 10 Easy ... Ideas to Help School Librarians Become Leaders ...
- Seek out administrators & classroom colleagues who "get it"

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10 Easy Ideas ...



- Meet w/ principal
- Attend faculty meetings
- Serve on committees
- Present professional development
- Engage in collaboration
- Meet w/ school library colleagues
- Visit other school libraries
- Link to campus/district initiatives
- Recognize others for successes
- Attend state, national conferences
- Your ideas?

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Leadership Exercise



- 10 Easy ... Ideas to Help School Librarians Become Leaders ...
 - As a group, share your own experiences of leadership strategies—successful & unsuccessful.
 - Individually, complete the "my ideas" column, identifying steps you will take when you get home.
 - As a group, identify 2 or 3 of your group's best ideas for your reporter to share if called upon.

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Collaboration



- A teacher-librarian who is a collaborator ...
 - Provides info to principal & classroom teachers (w/out being asked)
 - Plans & teaches collaboratively with classroom colleagues
 - Develops collections that meet curricular needs of school
 - Creates a pro-reading environment

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Collaboration Outcomes



- **Outcomes of Impact Studies**
 - ❑ 69% improved working relationship with principal
 - ❑ 66% ... with teachers
 - ❑ 64% spend **more** time planning with teachers
 - ❑ 62% ... teaching info literacy
- ❑ 59% ... identifying resources to teachers
- ❑ 49% ... teaching collaboratively with teachers
- ❑ 40% increased class/group visits to library
- ❑ 39% established flexible scheduling
- ❑ 36% increased individual visits

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Collaboration Examples



- Empower yourselves & your colleagues
- Flex the schedule
- To be seen as a teacher, act like one
- Share evidence of impact

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Empower yourselves & your colleagues



- CO's Power Libraries (successor to Library Power)
 - ❑ Strategies: research-based advocacy
 - ❑ Peer-to-peer mentoring
 - Involve principal, teachers, & TL
 - ❑ Results: Principals motivated to set policy & to fund
 - ❑ Teachers motivated to collaborate

Centennial High School, Pueblo (CO)

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Flex the schedule



- Elementary students demonstrated weak info lit skills; classroom teachers, TL and technology teacher worked in isolation
 - ❑ Strategy: TL & technology teacher meet monthly w/teachers
 - ❑ Results: ¼ flexed schedule in library & computer lab
 - ❑ Feather in caps: at faculty meeting, teacher shared accrediting report praising collaborative instruction

Jefferson Campus
 Portland (OR) Public Schools

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To be seen as a teacher, act like one



- Used district curriculum: few library visits, nobody responsible for teaching info literacy, teachers dissatisfied w/student research
 - ❑ Strategy: TL tapped by principal to fill this gap; teaches research skills regularly
 - ❑ Well-received by teachers & students
 - ❑ Students not yet reached feel deprived
 - ❑ Results: "teacher of year" for school & state association, no longer seen as "custodian of books"

David Douglas High School (Portland, OR)

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Share evidence of impact



- Collaboration in a K-12 school
 - ❑ Strategy: 2nd graders: concept of research papers; 4th graders: how to use books, magazines & databases; high-schoolers: how to evaluate websites
 - ❑ Share what research (& local data) say about impact
 - ❑ Results: Ever-increasing budget, despite tight times

Westborough (MA) Public Schools

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Collaboration Strategies



- Collaborative Process of Planning & Teaching
 - Collaborative Planning Organizer
 - **IMPACT:** Instructional Media Professional's Academic Collaboration Tool (Excel-based software)
- Action Research
 - Document, analyze & evaluate roles, refocus efforts as needed
 - Power Library Observation Log

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Collaborative Planning Organizer



- Subject area, lesson or unit
- Content, Info Lit, Technology Standards
- Student products, assessments
- Resources (all formats)
- Activities
- Evaluation

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Collaboration Exercise



- Collaborative Planning Organizer
 - How does your practice differ from this ideal process?
 - Are there steps you don't always feel the need to do? Which ones? Why?
 - Are there steps you don't do but feel you should? Which ones? What are the obstacles? What can be done to overcome them?

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Technology Integration



- A teacher-librarian who is a technology integrator ...
 - Encourages development & use of school computer network in ways that extend reach of school library
 - Exemplifies linking of computer, info, & other literacies in teaching
 - Provides in-service professional development to classroom & technology colleagues to better equip them to do the same

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Technology Outcomes



- **Outcomes of Impact Studies**
 - 48% improved access to e-information
 - 29% improved working relationships with technology staff

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Technology Examples



- Be a teacher's teacher
- Partner with technology staff

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Be a teacher's teacher



- State tests demand evidence of technology skills
 - Strategy: in addition to collaboration, district's TLs are leaders in teaching teachers as well as students about e-resources
 - Results: 2 or 3 school librarians each year "teachers of the year"

Hermiston (OR) School District

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Partner with technology staff



- Few e-resources in district
 - Strategy: District TL & technology coordinator partner to develop online union catalog to encourage sharing; bring state & consortial databases to schools
 - Results: Students & teachers have more access to e-resources

Marlborough Public Schools (MA)

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Technology Strategies



- Technology plans
 - CO educational technology & info literacy (ETIL) plans
- Info Lit curriculum
 - Critical thinking; strategies for locating, accessing, evaluating, using & sharing info; ethical use
 - Integrating with content areas, especially those tested
- Visual learning software
 - Inspiration ("visual learning"), Cornerstone ("visual thinking")
 - Graphic organizers: concept mapping, "mind mapping," outlining

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Educational Technology Planning



Acquisition	Integration	Transformation
■ Hardware	■ Literacy	■ Learning
■ Software	■ Curriculum	■ Environments
	■ Use	■ Tools

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Technology Exercise



- Educational Technology Planning Continuum
 - What's the ed-tech status of your schools & districts?
 - What are the persistent problems or obstacles to further progress?
 - What can be done to overcome them?
 - What has worked—or not worked—in your experience?
 - What will each of you do when you get home?

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Where We Go From Here



- What will you read?
 - Choose from key resources
 - Studies
 - Books
 - Articles
 - Brochures
 - Websites

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Key Studies



- **The Impact of School Library Media Centers on Academic Achievement** (aka the First Colorado Study), 1993
- **How School Librarians Help Kids Achieve Standards: the Second Colorado Study**, 2000
- Similar studies in AK, FL, IA, IL, MA, MI, MN, MO, NC, NM, OR, PA, & TX (2000-2005)
- **Student Learning Through Ohio School Libraries**, 2004
 - Links to all studies at <http://www.LRS.org/impact.asp>

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Key Books



- **Information Power: Building Partnerships for Learning** (1998)
 - **Info-Powered School** (best practices based on IP & Library Power, 2001)
 - **Planning Guide** (step-by-step IP workbook, 1999)
 - <http://www.alastore.ala.org>
- **Powering Achievement** (Lance & Loertscher, 3rd ed, 2005)
 - <http://www.LMCsource.com>
- **We Boost Achievement!** (Loertscher & Todd, 2003)
 - <http://www.LMCsource.com>

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Key Articles



- *Enough Already?*, **SLMR**, forthcoming 2005, <http://www.ala.org/ala/aasl/aaslpubsandjournals/slmrb/schoollibrary.htm>
- *Scientifically Based Research on School Libraries & Academic Achievement*, **KQ**, May-June 2004, <http://www.ala.org/ala/aasl/aaslpubsandjournals/kqweb/kqarchives/vol32/TOC.pdf>
- *13,000 Kids Can't Be Wrong*, **SLJ**, Feb 2004, <http://www.schoollibraryjournal.com/article/CA377858.html>
- *Dick & Jane Go to the Head of the Class*, **SLJ**, April 2000, <http://www.schoollibraryjournal.com/index.asp?layout=article&articleId=CA153041>

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Key Brochures



- Information Power
 - <http://www.alastore.ala.org>
- Info Literacy Standards for Student Learning
 - http://www.ala.org/ala/aasl/aaslpubsandjournals/informationpower/InformationLiteracyStandards_final.pdf
- Your School Library Media Program & No Child Left Behind
 - <http://www.ala.org/ala/aaslbucket/aaslnclbbrochure.htm>
- School Libraries Work!
 - <http://librarypublishing.scholastic.com>

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Key Websites



- School Library Impact Studies on LRS.org
 - Watch for news of Indiana & third Colorado studies
 - <http://www.LRS.org/impact.asp>
- Center for Int'l Scholarship in School Libraries
 - Ohio study report link
 - Watch for news about Delaware & Australia studies
 - <http://cissl.scils.rutgers.edu/>
- **School Library Media Research** (AASL online journal)
 - <http://www.ala.org/ala/aasl/aaslpubsandjournals/slmrb/schoollibrary.htm>

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Where We Go From Here



- What will you do ...
 - The week you return? By the end of the calendar year? By the end of the school year? Next year?
- How will we know?
 - E-mail us or respond to our post-Pittsburgh e-mails
 - Respond to the Outcomes of School Library Impact Studies Survey, <http://www.LRS.org/impact.asp>

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10 Easy Leadership Ideas to Help School Librarians Become Leaders on Their Campuses

Leadership Strategies	My Ideas
1. Meet regularly with your principal.	What are my plans for meeting with the principal?
2. Attend all faculty meetings.	What are my plans for attending and/or presenting at faculty meetings?
3. Serve on curriculum and standards committees.	What committees should I serve on?
4. Present professional development for teachers and librarians.	What professional development will I present?
5. Engage in collaboration with teachers and technology staff.	Which teachers will I collaborate with this school year?
6. Meet with school library colleagues.	Which school librarians would I like to meet with this school year? When?
7. Visit other school libraries.	Which school library programs would I like to visit and why?
8. Link to initiatives that are implemented on your campus or in your district.	How will I work with other educators to support school and/or district initiatives?
9. Give recognition to others for their successes.	What methods will I use to recognize other educators and staff on my campus?
10. Attend and participate in district, state, and national association meetings and conferences.	Which association meetings and conferences will I attend and participate in next year?

Collaborative Planning Organizer

Planning Team Members:		
Meeting Date:	Course Name:	Period or Time of Day:

Subject area: _____ Lesson/Unit: _____

Content Area Standards: _____

Information Literacy Standards: _____
Higher Order Thinking, e.g., Bloom's Taxonomy: } _____

Technology Standards (if appropriate): _____

Student products:

Assessments of Student Learning:

Activities:
What students will do—

Rationale for activity—

Resources:

Printed materials—

Internet URL's —

Databases—

Software—

Videos—

Evaluation of the Learning Plan:



12th National Conference
& Exhibition
October 6-9, 2005 in Pittsburgh, PA
David L. Lawrence Convention Center

Educational Technology Planning

	Acquisition ■ Hardware ■ Software	Integration ■ Literacy ■ Curriculum ■ Use	Transformation ■ Learning ■ Environment ■ Tools
1. Current status?			
2. Problems? Obstacles?			
3. Potential Solutions?			
4. Experience of Others?			
5. What Will I Do?			



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A Contract With Myself

Steps I will take:

By the end of the calendar year

By the end of the school year

Next school year

