



To The Secretary of the Committee

Please find attached my submission – Public School Library context for consideration.

Yours truly

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Factors influencing recruitment and development of school libraries

It is Management : Site managers, Library managers, Organisational managers who have the responsibility and influence to create change.

- Government needs to have a direct role in School Library Management : not just with human resources but physical resources.
- Management need to foster more collaboration [expectation] between Library staff and ICT staff – they are integral each other to provide the best outcome for staff and students.
- Management need to recognise and utilise the knowledge and skills of non teaching staff. TNA approach could be adopted. All staff should have a library qualification.
- Management does not value the qualifications of non teaching staff. Currently ALIA recognised courses are the best option for acquiring high level and appropriate library staff.
- There is no career path for non teaching staff in libraries. As an SSO 2 FTE \$58,111 the level of paraprofessional J&P's are definitely inadequate and job satisfaction is the casualty. I do not know of any SSO 3 library positions [DECS] or if a P.I.D is available in this role or level.
- Management need to discuss and review the actual roles of their library staff- what do they want for the schools stakeholders. It is a business!
- More library staffing allocation to reduce teacher/student ratio: eg SACE research project – non teaching staff may have this capability
- Why have a teacher..librarian if they do not teach [inside or outside of the library] therefore, no reports, parent teacher interviews or lesson plans but still work only term time.
- What is the purpose and does the salary warrant the duality if not being used. Can a qualified non teaching staff member undertake more library responsibilities? Are other qualifications necessary factors other than teaching that would influence recruitment eg Management and ICT.

Policy

- Management is responsible for policies whether organisational or site based and are a necessary requirement. They need to be constantly reviewed. e.g a Collection Development Policy is necessary to addresses many factors and reflects the Strategic Plan.

Digital technologies

- Acquisition of digital technologies should be seen as a top priority, not only to keep students and staff more techno savvy but to address generational learning styles and create a less regulated learning platform for students. Suggestion here is for online learning capability.
- Some school libraries have Clickview – deemed important by creative management, but most find the software and infrastructure too costly to support it. Irregularities and directions of school libraries are reflected by site management influences and not necessary those by the organisation. [DECS] The advantage is that it can be 24/7

and accessed from home. It also allows for non copyright materials to be added to the server. Huge benefits for staff and students to access resources from home.