



Summary of main points

Allocation of teacher-librarian position

Although there are Education Queensland guidelines for the allocation of a TL position based on enrolment numbers, it is obvious from perusing this table that the amount of TL time given to a school varies widely. A good example is School I which has 270 students with 0.6 of a T/L yet School H has 450 students with only 0.5 of a TL. This could be contrasted with Schools A, F & C which have student enrolments between 730 and 800, yet only one full-time TL. Mention should also be made of a local high school, School E, which has an enrolment of 1500 but still only one full-time TL.

School-based management

What has occurred in the last decade under school-based management has been the 'trade-off' of the teacher-librarian position. There are several examples in the data:

- School D in 1995 had 1.5 TLs for 800 students and now has 1.07 TLs for approximately 900 students.
- School E, in 2005 had 2 full-time TLs and now has 1.
- School J was allocated a full-time TL BUT 0.5 for TL, 0.3 for Deputy Principal to use as HOC and .2 for ICT.
- School H was allocated a full-time TL BUT 0.5 was given over to CCT/Literacy Coach/Non-contact.

NB: There is a common theme to trade off 0.5 of a TL position for ICT.

Allocation of teacher-aide time

This also varies enormously and is at the discretion of Admin.

- School B has 470 students, 50 staff, 1 TL and **6-7 aide hours** per week divided into 30 min blocks provided by a variety of people. (A teacher-aide position in the library is a specialised position and the lack of consistency makes it very difficult for this TL to tackle big tasks such as Book Fair and other initiatives)
- School H has 450 students and teacher aide hours in the library of **ONLY 7.5**.

Building the Education Revolution (BER)

Many of the schools in this area will receive new BER libraries. The amount of consultation with the TL has also varied enormously.

- Schools A, B & H – **no** meaningful consultation.
- Schools C & F – **full** consultation with Admin team.
- School I – fully consulted BUT part of the furniture and fit-out budget will be used to pay for a covered walk-way in the library resulting possibly in a new building full off old shelving and furniture.

Not all BER libraries are staffed by a TL or, as in School J, is closed for parts of Wednesday, Thursday and Friday. The core business of primary schools is the development of Literacy skills. A Library can contribute much through the development of a reading culture but to do this requires a 'print-rich' environment.

School Budgets

These are entirely at the discretion of the principal and can vary enormously from school to school and within a year. ASLA guidelines suggest that \$20 per student is the beginning point for the adequate funding of a library.

- Schools A, C & F meet the guidelines of \$20 per student.
- Schools B, G, J do not meet those guidelines and their budgets could be considered as inadequate.

It is not uncommon for there to be significant trade-offs of funds allocated to library to be used for ICT/technology. Within a given year, if a school is under financial pressure for whatever reason, the library budget can be impacted immediately and directly.

Conclusion

The best libraries are those which have the support of Admin, which are funded adequately and which have the proper allocation of TL and teacher-aide time. There has been a most definite trend in the past decade under SCHOOL BASED MANAGEMENT to re-direct funds and to reduce the allocation of a TL. While the new BER libraries have been very much welcomed by their communities, there is still the issue of adequate staffing by a trained and skilled teacher-librarian.

School A perhaps best sums up the situation, “The advent of ICT skills has become the be-all and end-all of education. Some education decision makers have lost sight of the fact that computers are a tool and not a magical implement for improving results across year levels.”

Schools which do not have a trained TL underestimate the diverse role which a TL performs in any school, as indicated by the wide range of extra-curricula activities undertaken by so many. A BER library closed for portions of the day, without a TL and with an inadequate collection cannot deliver the best student learning outcomes. ***Technology is not literacy. The former is a tool only for the latter. Literacy is still a lifelong skill.***

School A			
Enrolment:	730 students from Prep to Year 7	<p>I have been a full time TL since 1997 and have seen the role of TL's change dramatically. The advent of ICT skills has in some way become the be all and end all of education. Along the way educators have lost sight of the fact that computers are a tool and not a magical implement that will improve all results across year levels.</p> <p>TL's have special skills which improve literacy results across all sectors of education. They provide quality resources for all levels of development. Advice on literature for use in classrooms and for individual students is provided because these professionals actually read the literature and can point the reluctant reader to the place where they may discover the magic of reading. TL's advocate the use of ICT's in a well balanced classroom and offer advice and leadership in the use of ICT's to provide superior pedagogical practice in the modern classroom. All this can be achieved because the TL is a teacher firstly and a trained librarian as well.</p> <p>All schools need a trained TL and the diverse role a TL performs in a school is vastly unrated.</p>	
State/Private:	State Primary School		
Library Staff:	One full-time teacher-librarian for whole school plus 23 teacher aide hours/wk		
Budget:	\$14 000 - This amount is an increase from previous years of \$2000. This is the first increase for 10 years. Shortfall in funding is augmented by holding book fairs during the year.		
Collection Size:	35 000 items at present		
Borrowers:	790 student borrowers including siblings who wish to be borrowers 131 staff borrowers		
Av. Daily loans	330 per day		
Computers	8 available for students		
Data projectors/Whiteboards	One data projector		
New BER Library/ renovations	A refurbishment of existing library planned. The starting date has been put at 19 th April but as to date (12 th April) I have not been consulted in any meaningful manner as to plans etc.		
Opportunity to discuss financial matters with principal	No discussion takes place between myself and the Principal on financial matters. My discussions always take place with the Business Service Manager. Whilst she is sympathetic to the problem of adequately funding a library on such limited funds, the fact remains that the state system runs on the smell of an oily rag and we do a marvelous job with such limited resources.		
School B			
Enrolment:	470 students (approximately) 50 staff (approximately)		<p>NCT/TRS: I don't provide NCT & have provided TRS as a one-off when a teacher was only away for part of a day.</p> <p>I am a full-time TL. I take a reading group for 3 different year levels 4 days a week as well as library lessons for 15 of the classes.</p> <p>There are about 6-7 hours of aide time provided by 5 different aides in 30 minute blocks (sometimes 2 blocks are in a row), which makes it difficult for continuity & ownership of jobs & difficult for big jobs to be completed in a timely manner.</p>
State/Private:	State Primary School		
Library Staff:	One full-time teacher-librarian, 6-7 teacher aide hours per week		
Budget:	\$5120		
Collection Size:	60 000 items (approximately)		
Borrowers:	470 students (approximately) 50 staff (approximately)		
Av. Daily loans	100 per day		
Computers	5 for students, 1 for student searching and 1 for circulation		
Data projectors/Whiteboards	None (in classrooms)		
New BER Library/ renovations	The courtyard is being closed in as a multi-media room. The deputy has said that I can look at the plans at sometime but I haven't seen them yet. The principal hasn't extended any offer of inclusion in this process.		
Opportunity to discuss financial matters with principal	At the beginning of the year the principal told me my budget for the year & explained the term break-down (how much I can spend per term). My budget for this year is \$5120 which I'm told is down on last year.		

School C		
Enrolment:	755 students – variable due to the school situation in housing and residential growth area	<p>The past three years have been a period of rapid population growth in the wider community and consequently, the school population: 24 classes 2008; 27 classes 2009; 30 classes 2010 <i>missing out on 31st class having been short 4 enrolments by day 8.</i></p> <p>The current FTE Teacher Librarian appointed in 2009 is an experienced senior teacher (twenty-five years), has more than 10 years experience in the role of Teacher Librarian and no formal librarianship qualifications.</p> <p>The current Library is housed in the original, seventy-five year old, administration and teaching block at the front of the school. A \$60 000.00 renovation was funded by the govt in 2007. Existing shelving is original throughout (chipboard and ply construction) with the exception of the Teacher Reference collection which is housed in a downstairs storeroom. New shelving was acquired for this collection as part of the renovation project. The existing Library space which is accessed by students is equivalent to 2 ½ classrooms.</p> <p>BER funding is providing a much needed, stand alone Library and covered assembly area (two separate projects) at the school. The new Library and Science & Technology space is substantially larger than the existing provisions plus, there are additional space/rooms allocated to the Teacher Reference collection; Media, Seminar and AV rooms; and a staff workroom.</p>
State/Private:	State primary – Prep to Year 7	
Library Staff:	One full-time teacher-librarian plus 14 teacher aide hours per week	
Budget:	\$14 000	
Collection Size:		
Borrowers:	755 students	
Av. Daily loans		
Computers	13 student access desktops recently transferred to school computer lab; 4 staff access desktops remain. Provision has been incorporated into the new building for up to 45 (student access) desktops to be accommodated in the new Library building as part of the Science & Technology component. Between 15 and 30 of these will be in place when the building is completed, depending on the availability of residual/contingency funds at the completion of the project.	
Data projectors/Whiteboards	1 data projector (portable and available for loan)	
New BER Library/ renovations	New BER Library (with Science & Technology centre attached) due to be completed April/May 2010	
Opportunity to discuss financial matters with principal	2010 Budget a negotiated increase from \$11000.00 in 2009. *Negotiated with Principal and BSM to develop a funding formula based on per capita acquisitions; and building the costs of processing/accessioning acquisitions into other cost centres/budgets such as KLA/Curriculum areas, PD, and Year Levels effectively increasing the total Library allocation.	
School D		
Enrolment:	942	<p>It seems really an incredible waste of resources if schools get these new fantastic? libraries and then are not made to have fully qualified people manage them. It's like giving a Formula 1 car to an unlicensed bicycle rider and expecting to get the best performance out of both of them. You might be very lucky to get a "natural" but the odds are significantly improved if you put a fully qualified driver behind the wheel. The fantastic Formula 1 car may be even better if the fully qualified driver has some input into its construction and fine tuning too, just to continue the metaphor. I'm just so cranky and frustrated about such a lost opportunity. So far we have had about 1 and half terms without any library and so far a year with a</p>
State/Private:	State secondary school	
Library Staff:	1 full-time 2010 History: <ul style="list-style-type: none"> • 1999 1.5 librarians (800 students) • 2000-2005 1.2 teacher-librarians (800 to 900 students) • 2006-2009 1.2 teacher-librarians but the full-time TL had to teach one class which varied from 2 to 3 x 70min lessons a week (enrolment 900 to 980) so effectively between a 1.1 and 1.07 TL 1 full-time aide 8.00am – 4.00pm 5 days a week (a portion of this is ADO time) 1 part-time aide 6 hours a week	
Budget:	Approx. \$30,000 pa, as it has been since 2000 since I began. (If only book prices had at least doubled in that time, and if only we hadn't been expected to	

	cover the cost of databases which are utterly beyond our budget.)	minimalist style library.
Collection Size:	In 2000 the collection size was around 20 000. It peaked around 26 500 but massive culling has the collection around 17 800 at present. Have been told it needs further drastic culling, as the new shelving which is going to be purchased for new refurbished library, will not accommodate it. Message I'm getting is that books are welcome in the library but only on a limited scale. At least this is an improvement on the original directives, I guess. We will have more room and flexibility in new refurbished library but that is not to be used for books. Apparently a reference collection is not required and we certainly need to cull our non-fiction. Decisions are being made by someone who doesn't use the library or visit very frequently	
Borrowers:	942 students	
Av. Daily loans		
Computers	Students: In our temporary library, (1 year now well start of next term), we have 1 school networked computer for internet research and assignment work, and 1 catalogue computer for students to access library catalogue. Staff: We have 1 desk top computer and 1 C4T laptop. This has been the case since C4T was implemented as my desk top died at that time and I was told it would not be replaced. Over the past several years we have only ever had 2 computers for up to 4 staff and since the implementation of MOE and the need for separate staff passwords and the lack of generalised "library" passwords, this can be a problem when computers lock.	
Data projectors/Whiteboards	None	
School E		
Enrolment:	1500	The staffing of our library has been under pressure for some time. We have gone from 2 qualified TL s to 1 although the workload has not diminished. We have a budget larger than any other subject department and service the whole school community yet the library is pigeonholed into another subject department under middle management that knows little about our role and seems to care even less. It is a position that can be frustrating and time consuming but it is vital to the intellectual climate of the school.
State/Private:	State secondary school	
Library Staff:	1 full-time teacher-librarian, 42 teacher aide hours/week	
Budget:	\$32 000	
Collection Size:	22 181	
Borrowers:	1500	
Av. Daily loans	54 loans per day	
Computers	6 catalogue computers, 1 circulation, 2 data entry, 14 student use, 25 wireless student laptops	
Data projectors/Whiteboards	2 data projectors hard wired in annexes, 3 for loan	

School F		
Enrolment:	800 students	<p>I have been at my present school for 13 years and am fortunate that my Principal has always been very supportive of me and my initiatives BUT, over my fifteen years I have seen the role of Teacher Librarians diminished in so many ways by their school's Admin team. Under School based Management I am aware of school Principals who have cashed in their TL allocation to use the money elsewhere. Now we are witnessing the construction of BER Libraries, in many instances with few resources or trained Teacher-Librarians. How is it meant to work?</p> <p>I have applied for the position of EST (Experienced Senior Teacher) largely based on all the extras which I have undertaken at this school:</p> <ul style="list-style-type: none"> • Numerous short story competitions • Author visits • Whitsunday Voices Literature Festival • Library Monitor Program • Secretary of the P&C • Book Fairs, etc. <p>Technology is NOT Literacy, the former is a tool only for the latter. Literacy is still a Lifelong skill.</p>
State/Private:	State Primary School	
Library Staff:	One full-time teacher-librarian and 30 teacher-aide hours I do not provide regular NCT BUT I do provide two and a half hours every week supervision for non-religion students	
Budget:	Between \$12-15000 (Has been decreased in some years for computer costs) It has NEVER been increased in 20 yrs.	
Collection Size:	20 500 items	
Borrowers:	800 students 80 staff	
Av. Daily loans	More than 1000 per week	
Computers	6 computers available for students	
Data projectors/Whiteboards	One data projector bought out of library funds five years ago. No Interactive Whiteboards.	
New BER Library/ renovations	A new library and I have been fully consulted on the whole process.	
Opportunity to discuss financial matters with principal	I have received the same budget for the past 15 years. While I recognise the financial pressures that schools are under, it is a challenge to meet student demands and to have a print rich collection against this back-drop.	
School G		
Enrolment:	360	
State/Private:	State primary school	
Library Staff:	Full-time teacher-librarian Don't usually provide NCT for teachers, but am occasionally called upon to fill in	
Budget:	\$3000	
Collection Size:	25 000 items (approximately)	
Borrowers:	360 students	
Computers	14 (5 of which are not working at the moment & as we have no Tech. person they are not likely to be working any time soon)	
Data projectors/Whiteboards	Data Projector - 1 in library with a drop down screen (most classrooms have them)	
New BER Library/ renovations	Only an extension on end of library for a computer lab.	
Opportunity to discuss financial matters with principal	Yes but not much joy comes of them.	

School H		
Enrolment:	450 students	I also do book club, which is 8 times per year; book fair; teacher bulk loans; reading room; promote special events; fete etc.
State/Private:	State primary school	
Library Staff:	0.5 teacher-librarian for whole school Teacher aide hours in library – 7.5 Teacher aide hours in reading room – 2.5 My other .5 is CCTLiteracy coaching for Naplan/ non-contact (whatever is necessary at the moment) I am also called to give up specified library days if someone is away. These are rarely made up. I also supervise non-religion students during Library Day.	
Budget:	\$8000	
Collection Size:	17 000 items	
Borrowers:	450 students	
Computers	I am not responsible for technology side of library.	
Data projectors/Whiteboards	The whole TL position was split into two so that 0.5 could be library and 0.5 technology. Therefore, the position of TL was minimised.	
New BER Library/ renovations	I have had no input, not been consulted, don't know where it is going or what it looks like. The principal and registrar have made all decisions.	
Opportunity to discuss financial matters with principal	I used to have a weekly meeting, but this has been dropped. I have received the same budget for 4 years.	
School I		
Enrolment:	270 students	
State/Private:	State primary school	
Library Staff:	0.6 teacher-librarian plus 10 teacher-aide hours I don't provide NCT or TRS but am timetabled to an hour a week for literacy groups with year 1. I am not replaced if away and will at times provide an extra body for excursions to save TRS days for the school.	
Budget:	\$5000	
Collection Size:	15 000	
Borrowers:	270 students	
Av. Daily loans	300 per week	
Computers	Library has a data projector, interactive whiteboard and 14 computers for student use (usually only 12 work reliably). There are no other computers in the school.	
Data projectors/Whiteboards		
New BER Library/ renovations	New BER library has been signed off and I will be able to offer input regarding the new library. However part of the furniture and fit out budget will be used to pay for a covered walk-way to the library so I may well end up with a new building full of old shelving and furniture.	
Opportunity to discuss financial matters with principal	My Principal is an ex- TL so is quite approachable about the issues facing the library.	

School J		
Enrolment:	330 students from Prep to Year 7	I do not provide regular NCT. We do sometimes have to supervise students. I take classes on request however most of my time at the moment seems to be used on Administrative tasks.
State/Private:	State primary school	
Library Staff:	One Full time Teacher-Librarian allocated to school however we use .5 for TL, .3 for Deputy Principal as HOC and .2 for ICT. I have two teacher aides that work with me. They both work in the afternoon session (1:45 – 3:00pm). Apart from this they also do some duty in the library and one opens daily from 8.30 – 9am. This year I lost 6 hours from the last year which means that there are times when we have to shut the library.	
Budget:	Usually around \$4000. More this year because of the new library and some significant purchases that have to be made.	
Collection Size:	27,162 items at present	
Borrowers:	330 student borrowers 50 staff borrowers	
Av. Daily loans	Usually around 50-70. Our average daily loans vary due to the library being manned some days and not others.	
Computers	28 computers available for students in the computer lab.	
Data projectors/Whiteboards	One data projector and one interactive whiteboard in Library.	
New BER Library/ renovations	New Library supposed to start any day. Have been included in draft planning stage with principal and involved in one meeting with the BER people. At this meeting, the principal and P&C were signing off on plans. I hope to be included in future meetings.	
Opportunity to discuss financial matters with principal	Every year I speak to principals about library budget, but their hands always seem to be tied.	

School K	
Enrolment:	375 students from Prep to Year 7
State/Private:	State primary school
Library Staff:	One 0.8 Teacher-Librarian with 6 hours permanent aide time and 2 hours casual aide time. I have changed to the 0.8 fraction this year but as I have been the unofficial curriculum coordinator for the last 7 years I have in reality been 0.8 in the library for all of this time (I am still fitting 5 days work into 4!)
Budget:	Usually \$6000 - was less for 2009 as we were still processing books from the 2008 flood replacement money and is less this year because of the drop in funds due to the drop in school numbers.
Collection Size:	18 442 items
Borrowers:	375 student borrowers 50 staff borrowers including Instrumental Music teachers for our school, aides and Religious Instruction teachers
Av. Daily loans	310 per week
Computers	9 for students, 1 for circulation and 1 for accessioning etc.
Data projectors/Whiteboards	I use an LCD TV connected to my laptop and have 1 blackboard (with TV mounted in the middle.)
New BER Library/ renovations	Our library was purpose built so we decided that a new hall would be of more benefit to the school as a whole. We have new carpet and some new shelving due to the flood. If there is money left over from the hall I may have some extras for the library eg. a shade sail for the courtyard.
Opportunity to discuss financial matters with principal	Yes, but there is only so much money available for resources and the school budget always seems to be stretched extremely thin. It is only the generosity of teachers with their time (and in many cases money!) that allows the system to keep operating. If we all worked the hours we were paid for and used only the resources we were provided with through school funds the education system would be in dire straits.

I usually work with all classes for at least some part of the year. Much of this work is related to integrated units. This year I am working with Prep and Year 1 on the GSP Reading Comprehension Project as well.

NCT/TRS I do not provide regular NCT but I am sometimes asked to take a class for a short period if a teacher needs time for a meeting or as part of a team with the LST and perhaps deputy if it is impossible to get a TRS.