Asking The Beautiful Questions About School Library Supervisors: An Initial Inquiry

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2013 ALISE Annual Conference
The Lilead Project

• A three-year research project funded by the Institute of Museum & Library Services (IMLS)

• Two Parts
  • The Lilead Survey
  • The Lilead Network
Why Study School District Library Supervisors?

- Little information available – primarily anecdotal
- Often the only advocate for library programs and services at the district level
- Defined in national standards and described in position statements
The Lilead Survey

• National workforce study to collect baseline information

• 280 school districts with student populations of 25,000 or more

• At least one district in every state, bringing the total survey population to 290 districts
Research Areas

- Position profiles
- Knowledge and skills
- Greatest challenges and needs
- Demographic data
Pilot Survey

• April 2012

• 21 Participants

• Surprises
Most Challenging Aspect

• Who ARE the supervisors?

• How do we find them?
Survey Deployment

• Launched on October 10, 2012

• With a survey population of 290 districts, 274 supervisors received surveys

• Closed on November 21, 2012

• 61 percent response rate
  • 166 completed surveys
  • Participants in 38 states
Position Profile of the Supervisor
Titles of Supervisors
Supervisors’ Divisions & Departments

- Curriculum and Instruction: 72%
- Educational/Instructional Technology: 21%
- Support Services: 3%
- Other: 4%

Supervisors’ Divisions & Departments

Curriculum and Instruction

Educational/Instructional Technology

Support Services

Other
Responsibilities at the Building Level

Yes: 8%
No: 92%
Do you spend 100% of your time on library services?

- Yes: 56%
- No: 44%
Percentage of Time Spent on Library Services

- The average supervisor tasked with more than one district-level responsibility spends just 41% of time on library services.
- What else are these supervisors doing?
Responsibilities of the Supervisor
Hiring School Librarians

- Responsible: 12%
- Advisory role: 47%
- Not responsible: 41%
Evaluating School Librarians

- Responsible: 10%
- Advisory role: 40%
- Not responsible: 50%
Conducting Professional Development

- Responsible: 93%
- Advisory role: 7%
Technology Support for School Librarians

- Not responsible: 13%
- Advisory role: 40%
- Responsible: 47%
Demographics of the Supervisor
Demographic Highlights

- 80 % Female
- 87 % White
- 49 % are between the ages of 55 and 64
- 61 % have an MLS
- 58 % were once school librarians
- 72 % were once classroom teachers
- 68 % are on an administrator's salary schedule
Tenure in Current Position and Current District

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Percentage of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; 1</td>
<td>0%</td>
</tr>
<tr>
<td>1 - 2</td>
<td>10%</td>
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<td>20%</td>
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<td>30%</td>
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<tr>
<td>11 - 15</td>
<td>40%</td>
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<tr>
<td>&gt; 16</td>
<td>50%</td>
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</tbody>
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- **Current Position**
- **Current District**
Position Immediately Preceding that of Supervisor

- School librarian: 53%
- Classroom teacher: 33%
- Building-level administrator: 7%
- Administrator, not library services: 4%
- Other, please specify: 3%
Further Data Analysis

• Much, much more data
  • Time spent on specific tasks
  • Importance of various tasks
  • Trends in budgets, staffing, and other challenges
• Comparisons of roles and responsibilities based on
  • District size
  • Office staff size
  • Tenure and experience
Future Research

• Continue as a longitudinal study
  • Retention, turnover, position loss
• Further research into the titles, roles, responsibilities and expectations
• Expand to include more mid-size and small districts
• Conduct workshops with supervisors to further research and create professional development opportunities
The Research Team

- Dr. Ann Carlson Weeks, Principal Investigator
- Mr. Jeffrey DiScala, Co-Principal Investigator
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- Ms. Alexandra Moses
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- Dr. Diane Barlow
Acknowledgements
Questions?

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