

SCHOOL LIBRARY MANPOWER PROJECT REPORT

"The activities and progress of the first six months of the School Library Manpower Project have provided a sound foundation from which the project can continue to build."

With these words, the first quarter report to the Knapp Foundation of North Carolina, Inc. sums up the achievements of the project to date. The goals of the project are to help provide adequate numbers of well qualified personnel to supply quality library service in all schools and for all children in America. The Foundation awarded a grant of \$1,163,718 for the project to the American Library Association.

The project is focused on three parts of the problem of the development and effective use of school library manpower: task and job analysis, education for school librarianship, and recruitment. The American Association of School Librarians, a division of the American Library Association and an associated organization of the National Education Association, is administering the five year study.

Highlights of the report, prepared by Robert N. Case, Director of the School Library Manpower Project, are these:

1. A Task Analysis Survey in Phase I (two years) of the project was developed by the Research Division of the National Education Association to obtain "base data to identify and describe the tasks performed by all levels of school library personnel serving in unified service programs at the school building level."

2. In conferences with Dr. Glen Robinson, Assistant Executive Secretary of the NEA Research Division, and his staff, a criteria of excellence guideline was developed. The criteria emphasizes the performance of a variety of service activities as related to total staff function through utilization of a wide variety of types of library personnel. Using this criteria, the project succeeded in finding the best unified service programs known to be operating.

3. State agencies, with the aid of state school library supervisors, identified 294 public and private school systems which met the criteria of excellence.

4. Using the criteria of excellence statements, local administrators, with the aid of district school library supervisors, designated the specific building level programs which would participate in the actual Task Analysis Survey. The survey sample was adjusted down to 265 school systems, in which 947 building level programs will participate in the study.

The Task Analysis Survey Instrument, copyrighted by ALA, has three parts: Definition of terms, Status Profile Sheet and the Checklist of Duties. The Status Profile Sheet permits the Research Division to relate the findings from the Checklist of Duties to specific levels of training, size of staff and level of school in an identification and comparison of library duties performed. The Checklist of Duties will help identify the multiplicity of tasks performed by all school library personnel in building level unified library service programs.

The Research Division has received a 91% response to the instrument from the survey schools. Responses are now being edited and coded by the Division staff. The Division will publish the final report of the Task Analysis Survey in October, 1969. This 100-page report will be written in a popular style to provide as much impact as possible

at all levels of education. Copies of the final report will be distributed widely. In addition, summaries highlighting specific interest areas will be written to reach specialized audiences: administrators, school library supervisors, library educators, building librarians and state departments of public instruction. Copies of the Task Analysis Survey Instrument will be made available to school districts nationally and will be distributed, along with related materials, to more than 400 higher education programs now offering library training in the nation's colleges and universities.

Plans are being made and time tables being established for stage II of Phase I to begin operation. In-depth analysis of tasks and recommendation for the curricular content of future training programs will prepare the profession for new concepts in training and utilization of school library personnel.

The Task Analysis Committee will be made up of eight members from these fields and disciplines: two personnel consultants representing the general and library personnel fields, one library educator, one building librarian, one school library supervisor, one technical person, one building principal and one high level clerical person. This committee will be re-structured into two committees, one to be concerned with task analysis and the other to relate new job definitions to the content of curriculum in library training programs. The Project Director will begin to implement the work of the Task Analysis Committee in the fall of 1969. This committee's report will be submitted in December, 1969 and will serve as a working paper for the Curriculum Content Committee, which will have responsibility for developing guidelines for the proposed curriculum of the experimental training program in Phase II.

The results of the Task Analysis Committee and the Curriculum Committee work will be formally presented at five regional conferences. These conferences will be held in April and May, 1970 in New York City, Dallas, Atlanta, Chicago and San Francisco. The final report of Phase I will be published in August, 1970, and will cover the activities and findings of the first two years of the School Library Manpower Project.

After careful study by the Project Director and the Advisory Committee, and a nation-wide search in the field of school librarianship, Mrs. Anna Mary Lowrey, Library Program Specialist with the Sacramento, California City Schools, has been selected as Associate Director.

"The School Library Manpower Project has continued to receive excellent direction from the members of the Advisory Committee. Mr. Leslie H. Janke, chairman, has successfully led the committee in shaping the policies and guiding the Project toward achieving the goals of the five year study," Mr. Case said. He added that the project "has been able to build upon the high reputation of the Knapp School Libraries Project whose outstanding achievements were realized under the direction of Miss Peggy Sullivan. The manpower study is recognized nationally to be a natural extension of the earlier demonstration school libraries program."

The Knapp Foundation of North Carolina, Inc. and the Knapp Foundation of New York were established by the late Joseph Palmer Knapp, prominent business and civic leader, publisher and for many years a director of the Metropolitan Life Insurance Company.

(Continued on Page 190)

DEPARTMENT OF LIBRARY SCIENCE EAST CAROLINA UNIVERSITY

After a busy summer, the Department of Library Science at East Carolina has begun another activity-filled fall. Enrollment records were broken during the summer with 573 class enrollments during the two terms. Visiting professors during the summer included Miss Elizabeth Copeland, Mrs. JoAnn Bell, and Mrs. Jane Johnson. Faculty activities during the summer included the teaching of regular classes; a workshop in media for elementary school librarians, teachers, and supervisors; an institute funded by the U. S. Office of Education involving the school media program and the disadvantaged child; consultant work in schools around the state; visits to libraries in four states; and one faculty member participated in the Oklahoma State University's European Study Tour in Children's Literature.

For the fall quarter, there are 210 regular class enrollments with 1194 students enrolled in the Research Skills course taught through the Department. New on the faculty this fall is Miss Judith A. DeBoard, a native of Charleston, West Virginia. Miss DeBoard holds degrees from Morris Harvey College and the University of Pittsburgh. New teaching fellows for this year in the Department include: Carolyn R. Cobb, Farmville, North Carolina; James R. Hurdle, Elizabeth City, North Carolina; Mark J. McGrath, Lowell, Massachusetts; Elizabeth C. Seagle, Nashville, North Carolina; and Peggy C. Seiling, Gates, North Carolina. Steve Howell of Garysburg, North Carolina, is serving as president of the local chapter, Alpha Eta, of Alpha Beta Alpha, national undergraduate library science fraternity. They are in the process now of rushing new members for this honorary group. Mrs. Lois T. Berry serves as advisor to this group.

A student advisory group to the chairman of the Department, Dr. Lanier, has been created in order to get the students more involved in the internal workings of the Department. This group will advise the chairman in matters concerning curriculum building and changes, student experiences, and student placement. Representatives on the advisory council include a junior, a senior, a graduate student, and a student working toward certification.

New graduate courses approved by campus curriculum committees include *Library Administration and Management*, *Research Techniques in Library Science*, and *Independent Study*. The course, *New Media for Information Storage*, has been revised and is now called *Automated Processes in Libraries*.

Other fall activities have included consultant work in schools remodeling or building new media centers, development of government proposals under the Higher Education Act, conducting short-term workshops for library aides, and attendance at the North Carolina Library Association Conference in Charlotte.

SCHOOL LIBRARY MANPOWER PROJECT (Cont'd.)

In announcing the receipt of the funding grant for the study, David H. Clift, Executive Director of the American Library Association, said, "This project helps meet an urgent need for recognizing and defining the many areas of responsibility and the varieties of tasks performed in school libraries and for developing educational opportunities appropriate to these tasks. The entire profession will benefit from this study of manpower."