

RECRUITMENT DAY AS HELD IN THE CATAWBA COUNTY SCHOOLS

By LOTTIE HOOD*

Catawba County is no exception to other sections—we, too, have experienced a critical shortage of trained library personnel. In our High Schools we have only one librarian with a degree, although she does not serve full time. In our elementary schools, prior to this year, we had only one teacher with six semester hours in Library Science. This situation to us was a real challenge and we decided to devote our Spring Student meeting to one on "RECRUITMENT" for students as well as Teacher-Librarians.

Preplanning:

1. It was necessary to hold several meetings with teacher-librarians to discuss plans for the meeting.
2. Consultants, who were specialists in their fields, were selected to serve at the meeting. They were contacted and were willing to work with us on the project.
3. Students were then selected to serve as leaders and secretaries of each group.
4. Questionnaires in the form of "STUDENT INFORMATION" were sent to all Library Club members and each was asked to select fields of his interest according to first, second and third place.
5. Students were assigned to groups they had selected.

Objectives:

1. To help teachers and students realize that library service is an expanding profession.
2. To reveal the shortage of librarians and to point out the opportunities for advancement.
3. To attract students to library work while they are making plans for a career.
4. To assure students that they will render a service from library work and in return receive a value and personal satisfaction for this service.
5. To show students and teachers that salaries are comparable with those in other fields that are similar in purpose and preparation.
6. To give them first-hand information on the requirements for a library career.
7. To give them information from our State Schools about requirements in Library Science. (Faculty members present to give this information.)
8. To point out to our teachers that school librarians are also teachers.
9. The over-all objective was to inspire teachers and students to study library science and become librarians in our schools.

The Meeting:

1. The students of Fred T. Foard School served as guides to visiting students.
2. Rooms were assigned, numbered and the consultant's name placed on the door.
3. A student served as leader and introduced the consultant in each group. One additional student served as secretary and summarized the meeting.
4. The meeting was held especially for our high school library club members. One hundred and thirty-two students attended and all elementary and high school teacher-librarians attended.
5. Library Supervisor from Hickory, Instructor Supervisors from Catawba County and Newton City Schools also attended.
6. County Superintendent, Mr. Harry M. Arndt, took a very active part.

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7. The Meeting time was divided as follows:

Registration.

Conference periods: Each student attended three, twenty-minute periods with the consultant they had selected.

Free period: This period was used for discussing Library Science with colleges' representatives.

Assembled in Cafeteria for a program. Mr. Arndt, Superintendent of Schools, traced the development of the libraries of the Catawba County Schools.

Miss Bomar brought inspiring remarks and then introduced our brilliant speaker, Miss Vernelle Gilliam, Boyden High School, Salisbury, N. C. She spoke on "*Librarianship as a Career.*" With her dynamic and pleasing personality, she completely captured the interest of the students and each of them wanted to be her type of librarian.

Evaluation:

1. Consultants were asked to evaluate the meeting. Some evaluations follow:
 1. Good for stimulation of students and teachers.
 2. Information valuable for students making a choice of a career.
 3. Well planned except periods were too short.
 4. Especially good for 11th and 12th grade students but a little above the 9th and 10th grade students.
 5. In general, the meeting was an inspiration to all in attendance.
2. Teacher-Librarians then evaluated the meeting, as follows:
 1. Students reported to teacher-librarians that the meeting was wonderful, and they would like to have another meeting of this type.
 - a. They felt they could ask more questions since they have a better understanding of the various phases of library work.
 2. The 9th and 10th grade students did not feel that the meeting was too advanced. (Consultants felt they did.) This age student responds to meetings in a different way from more advanced students.
 3. The students, in most cases, felt that the consultants had presented their subject matter in a most inspiring manner.
 4. The teacher-librarians were most fascinated with the meeting and as result, several attended summer school during the summer months and studied library science.
 5. The Teacher-Librarians felt the meeting was a great success.
3. Student evaluation of meeting:
 1. Students realized how many fields were open in library work from which to choose a career: School, college, medical, legal, etc.
 2. Students were happy to learn the scholastic requirements as well as personality necessary to be a good librarian.
 3. Periods were too short; want another meeting next year with longer periods and two sessions instead of three.
 4. Students were willing to eliminate program in order to have longer periods with consultants.
 5. Students felt it was the most inspirational and most beneficial meeting they had ever attended.

Results:

1. Six teacher-librarians attended summer school and completed 12 semester hours in library science. They plan to again attend next summer in order to be certified librarians.

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2. Three teacher-librarians completed six semester hours in library science.
3. Several students have made plans to study library science.
4. Principals, teachers and students have become more library conscious. Our Superintendent, Mr. Harry M. Arndt, has always backed this program 100 per cent.

Our Goal in Catawba County is:

We believe that by encouraging our student library workers and our teacher-librarians to study library science, that at some time in the distant future we will be able to have a professionally trained librarian in each elementary and high school library in our county.

Last year we used over 300 students in the elementary libraries to assist in carrying on the program. In the high schools we used approximately 135 students in the library work.