slide

The School Librarian Investigation

Decline or Evolution?

The Status of PA School Librarians: IMLS Grant Findings
2021 PSLA Conference Session

Debra E. Kachel, Project Director
Keith Curry Lance, Ph.D., Principal Investigator

ANTIOCH UNIVERSITY SEATTLE

INSTITUTE of Museum and Library SERVICES

libSLIDE.org - @lib_SLIDE - #lib_SLIDE

SLIDE Project

- The School Librarian Investigation: Decline or Evolution?

- Funded from Sept 2020 through August 2023, for $349,000

- [Institute of Museum and Library Services (IMLS) Laura Bush 21st Century Librarian Program grant](#)

- Submitted by Antioch University Seattle

- Project Director, Deb Kachel

- Principal Investigator, Keith Curry Lance, with assistance from RSL Research Group, Colorado

libSLIDE.org - @lib_SLIDE - #lib_SLIDE

Big Picture -SLIDE Project Activities

1. Use national data to determine patterns in librarian employment, particularly as it impacts equity for students

2. Create customizable web tools for users to create tables, charts & maps representing national, state, and district data

3. Analyze emerging job titles and roles in job descriptions to determine job blending or morphing

4. Interview district decision makers about factors influencing their staffing choices

libSLIDE.org - @lib_SLIDE - #lib_SLIDE

First Year   **Sept 2020 – Aug 2021**

1. *Perspectives on Employment of School Librarians in the U.S.*

   Assess patterns in librarian employment (geography, district size & setting, race/ethnicity, poverty & per pupil $$$)

2. *[Contexts of School Librarian Employment](#)*

   Requirements for School Librarian Employment: A State-by-State Survey

3. Identify districts for interviews

   - Approx. 33 that gained librarians between 2015-16 and 2018-19

   - Approx. 33 that have reduced numbers between 2015-16 and 2018-19

   - Approx. 33 that have lost all librarians since 2015-16

4. Develop project website with interactive tools

libSLIDE.org - @lib_SLIDE - #lib_SLIDE

Years 2 & 3 Sept 2021 – Aug 2023

slide

❖ Recruit and conduct interviews

❖ Create data tutorials and tools on website

❖ Attend and present at conferences

❖ Communicate results in articles, videos, and infographics

libSLIDE.org - @lib_SLIDE - #lib_SLIDE

Report: *Perspectives on Employment of School Librarian in the U.S.*

❖ In progress

❖ To present national, state and district school librarian employment trends 2009-10 to 2018-19

❖ Using [National Center for Education Statistics](#) (NCES) data that is annually required from each school district

❖ Reports staff in full-time equivalents, but not necessarily certified school librarians

libSLIDE.org - @lib_SLIDE - #lib_SLIDE

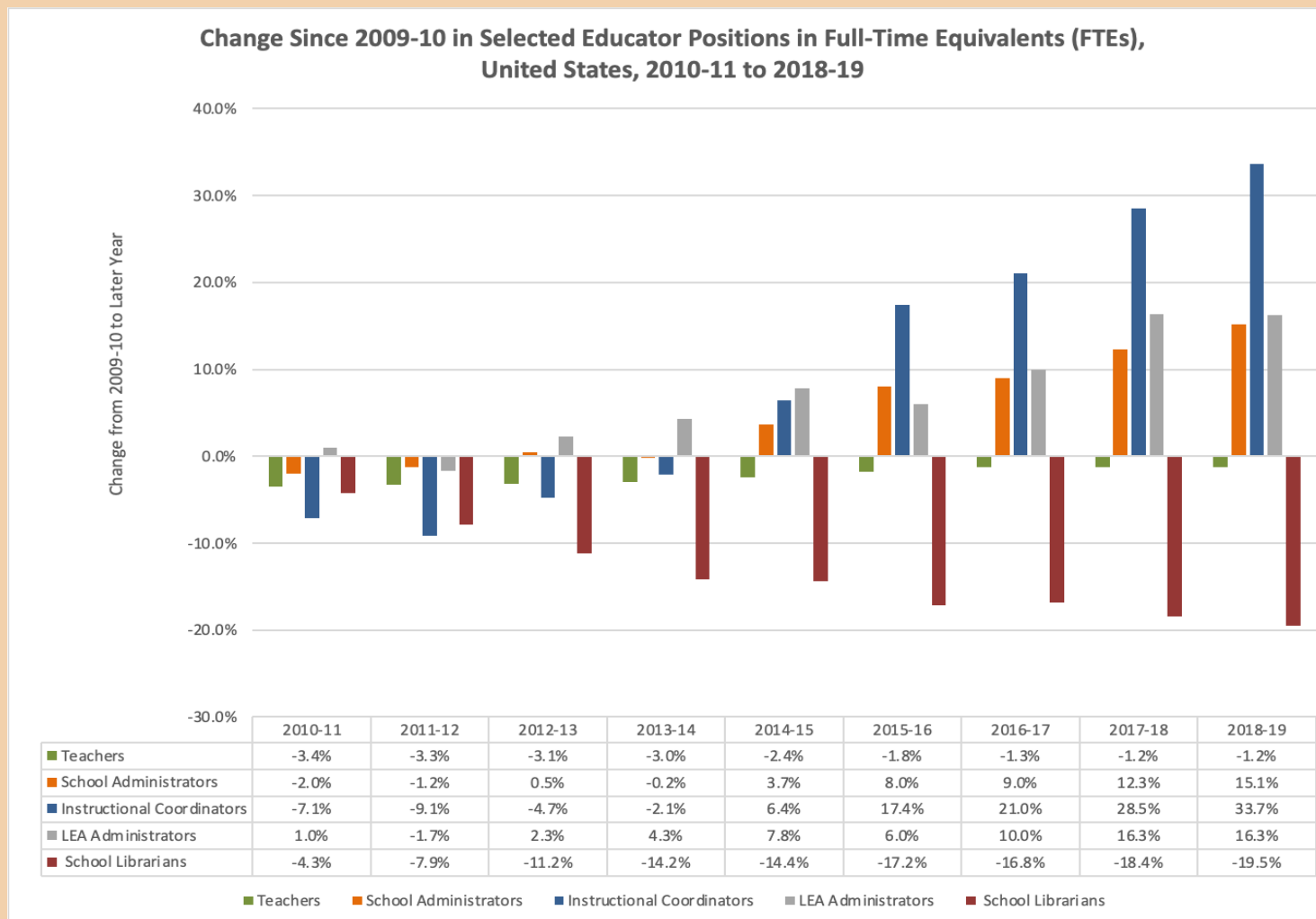# NCES Definitions are Dated & Unchanged

Instructional coordinator - "supervises instructional programs at the school district or sub-district level...coordinators and supervisors of audiovisual services; curriculum coordinators and in-service training staff; Title I coordinators and home economics supervisors; and supervisory staff engaged in the development of computer-assisted instruction."

Librarian – "A professional staff member or supervisor assigned specific duties and school time for professional library services activities. These include selecting, acquiring, preparing, cataloging, and circulating books and other printed materials; planning the use of the library by students, teachers, and instructional staff; and guiding individuals in the use of library books and material maintained separately or as a part of an instructional materials center."

SLIDE.org - @lib_SLIDE - #lib_SLIDE

NATIONAL VIEW: Cumulative Change in Total School/District Staff in Full-Time Equivalents (FTEs) by Position, 2009-10 to 2018-19

Change Since 2009-10 in Selected Educator Positions in Full-Time Equivalents (FTEs), United States, 2010-11 to 2018-19

Change from 2009-10 to Later Year

	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
■ Teachers	-3.4%	-3.3%	-3.1%	-3.0%	-2.4%	-1.8%	-1.3%	-1.2%	-1.2%
■ School Administrators	-2.0%	-1.2%	0.5%	-0.2%	3.7%	8.0%	9.0%	12.3%	15.1%
■ Instructional Coordinators	-7.1%	-9.1%	-4.7%	-2.1%	6.4%	17.4%	21.0%	28.5%	33.7%
■ LEA Administrators	1.0%	-1.7%	2.3%	4.3%	7.8%	6.0%	10.0%	16.3%	16.3%
■ School Librarians	-4.3%	-7.9%	-11.2%	-14.2%	-14.4%	-17.2%	-16.8%	-18.4%	-19.5%

■ Teachers   ■ School Administrators   ■ Instructional Coordinators   ■ LEA Administrators   ■ School Librarians

Since 2009-2010…

- Instructional coordinator FTEs have increased by almost 34%.
- Librarian FTEs have decreased by almost 20%.

Most growth in Instructional Coordinators has been since 2014-15.

NOTE: LEA Administrators are building-level administrators

FTE School Librarian Losses

(Based on 50 states plus D.C.)

Time Span	United States	Pennsylvania
Losses between 2009-10 and 2018-19	Average – 22.7% Median -19.8%	-26.9% (ranks 19/51 for most losses)
Losses between 2015-16 and 2018-19	Average – 3.77% Median -3.4%	-7% (ranks 16/51 for most losses)

Between 2009-10 and 2018-19, the U.S. lost 10,266 school librarian positions;
all states lost school librarian positions except New Hampshire.

libSLIDE.org - @lib_SLIDE - #lib_SLIDE

Ranking of the "Biggest Losers"

slide

1	California	-76.7%
2	Idaho	-66.9%
3	Wyoming	-55.3%
4	Michigan	-49.5%
5	Oregon	-48.6%
6	Hawaii	-40.2%
7	Ohio	-38.9%
8	West Virginia	-37.3%
9	Indiana	-35.5%
10	Rhode Island	-34.8%
11	Minnesota	-33.2%

12	Colorado	-30.9%
13	Nevada	-30.9%
14	Arizona	-30.5%
15	South Dakota	-29.8%
16	Iowa	-27.6%
17	New Jersey	-27.5%
18	New Mexico	-27.4%
19	Pennsylvania	-26.9%
	State Average	-22.7%
	State Median	-19.8%

Percent Change in FTE School Librarians by State, 2009-10 to 2018-19

libSLIDE.org - @lib_SLIDE - #lib_SLIDE

School Librarian Ratios

2018-2019 data FTE Librarian to:	United States	Pennsylvania
Average FTE per School Building	.428 average .47 median	.54
Number of Students per 1 FTE Librarian	1,736 average 1,058 median	1, 082 (ranking 25th)
Number of Teachers per 1 FTE Librarian	100 average 75 median	77

libSLIDE.org - @lib_SLIDE - #lib_SLIDE

Percent of Districts with District Ratio of Librarian FTE per School of .75+ FTE by State, 2018-19
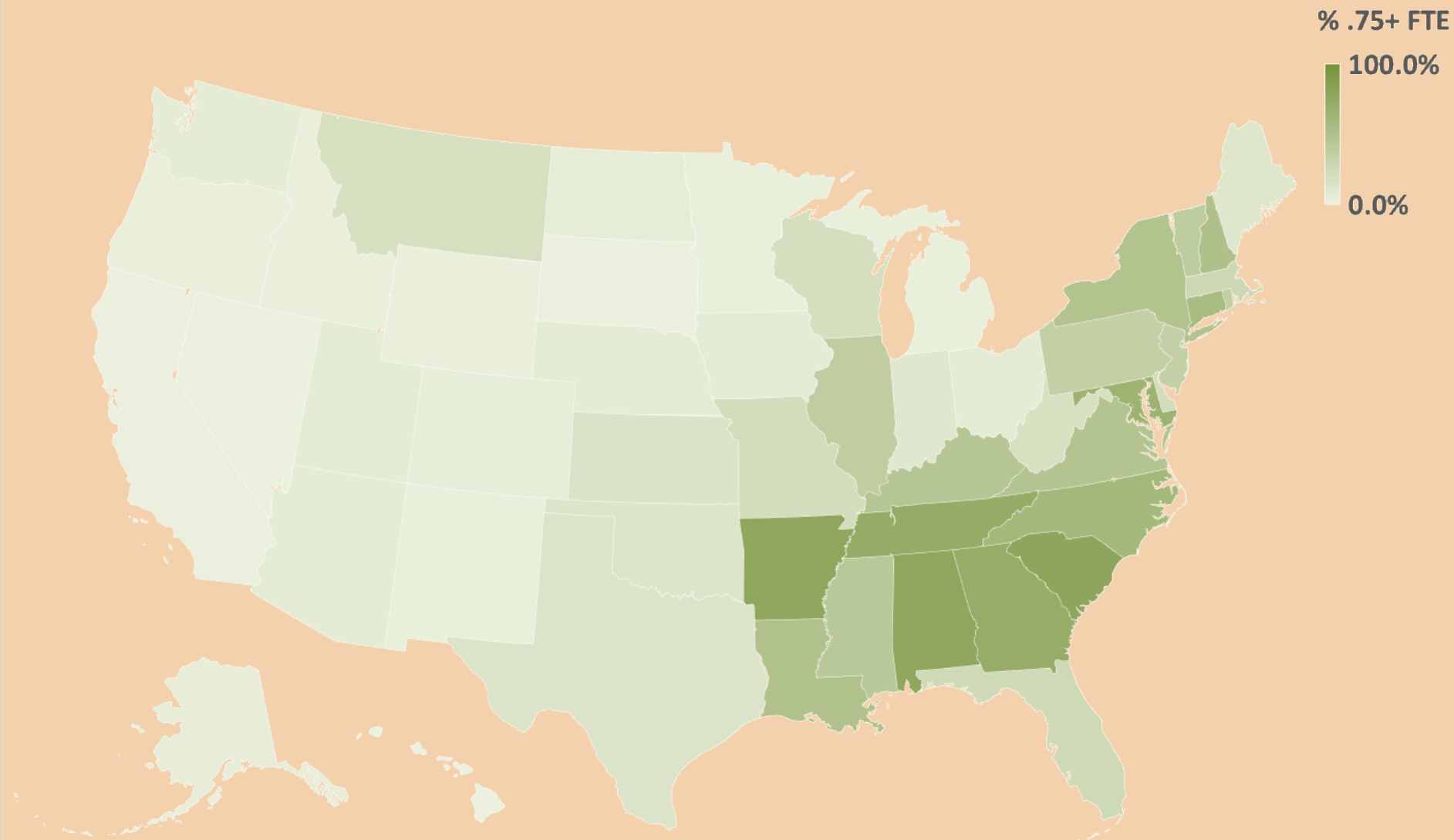
Equity Findings Nationwide

- ❖ More structural support in East (esp. SE) than West
  - ▪ Mandates for school librarians
  - ▪ Number of higher ed institutions preparing school librarians
- ❖ Higher librarian FTE/school ratio associated with:
  - ▪ Higher enrollment
  - ▪ Suburbs & towns (vs. cities & rural)
  - ▪ Majority white, non-Hispanic
  - ▪ Less poverty, higher school spending
  - ▪ Fewer English language learners
  - ▪ Fewer disabled

libslide.org - @lib_SLIDE - #lib_SLIDE

Report: *Contexts of School Librarian Employment* (https://libslide.org/publications/)

❖ All 50 states and D.C. surveyed

❖ To determine state support of school libraries

❖ Included

- standards and guidelines
- certification and staffing requirements
- direct funding and provision of state-funded e-resources
- plus "pipeline " questions on availability of librarians and training programs

libSLIDE.org - @lib_SLIDE - #lib_SLIDE
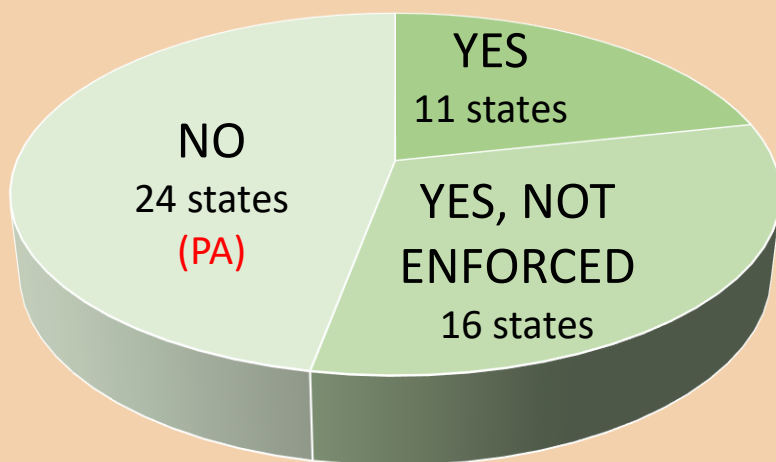
Results of the State Survey -
How does Pennsylvania compare?
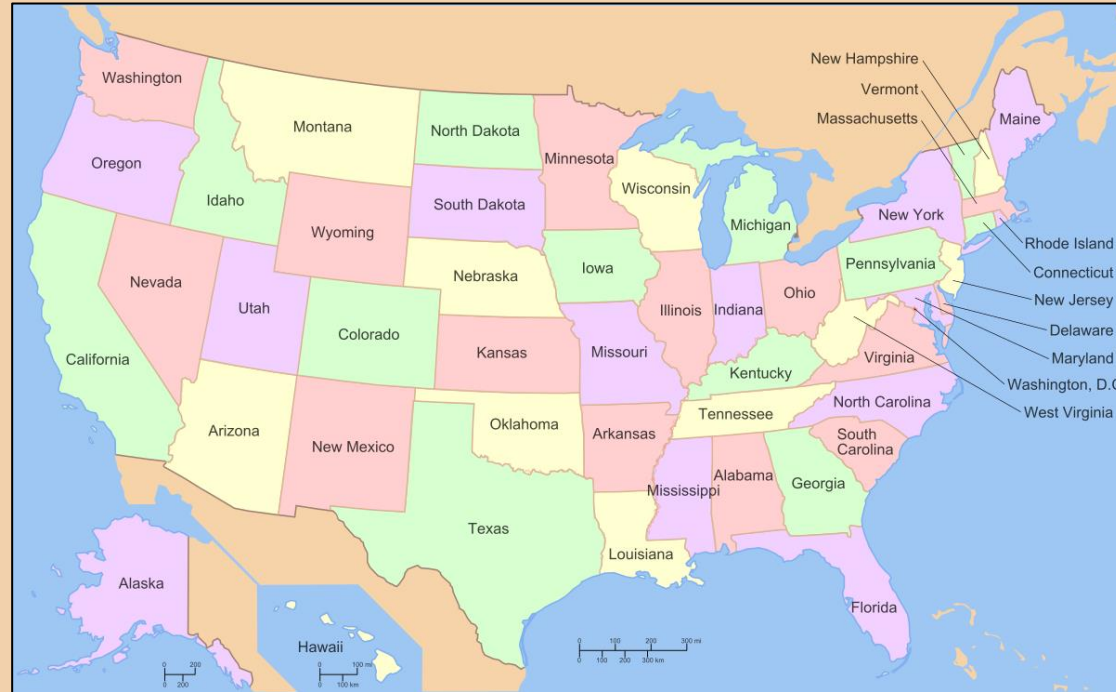
libSLIDE.org - @lib_SLIDE - #lib_SLIDE

States That Require Librarians

YES, AND ENFORCED - 10 states plus DC (22%) have legal, enforced requirements for school librarians in their public schools – AL, AR, KY, MS, MT, NE, ND, OK, SC, WI, and District of Columbia

YES, BUT NOT ENFORCED-16 states (31%) have legal requirements, but not enforced – CA, GA, IN, IA, LA, ME, MD, NH, NJ, NM, NY, OR, TN, VT, VA, WA

NO REQUIREMENT- 24 states (47%) have no legal requirements– AK, AZ, CO, CT, DE, FL, HI, ID, IL, KS, MA, MI, MN, MO, NV, NC, OH, **PA**, RI, SD, TX, UT, WV, WY
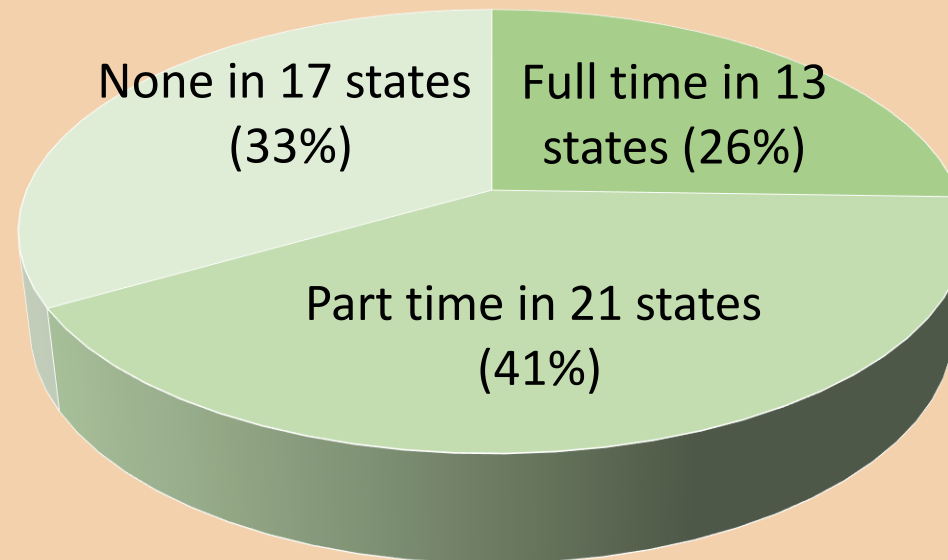
Source: *Contexts of School Librarian Employment*

State Agency/Organization That Regularly Collects District/School Data About School Librarian Employment

slide

17 states do not collect data (33%)

34 states collect data (67%)

PDE does not collect any data on school libraries
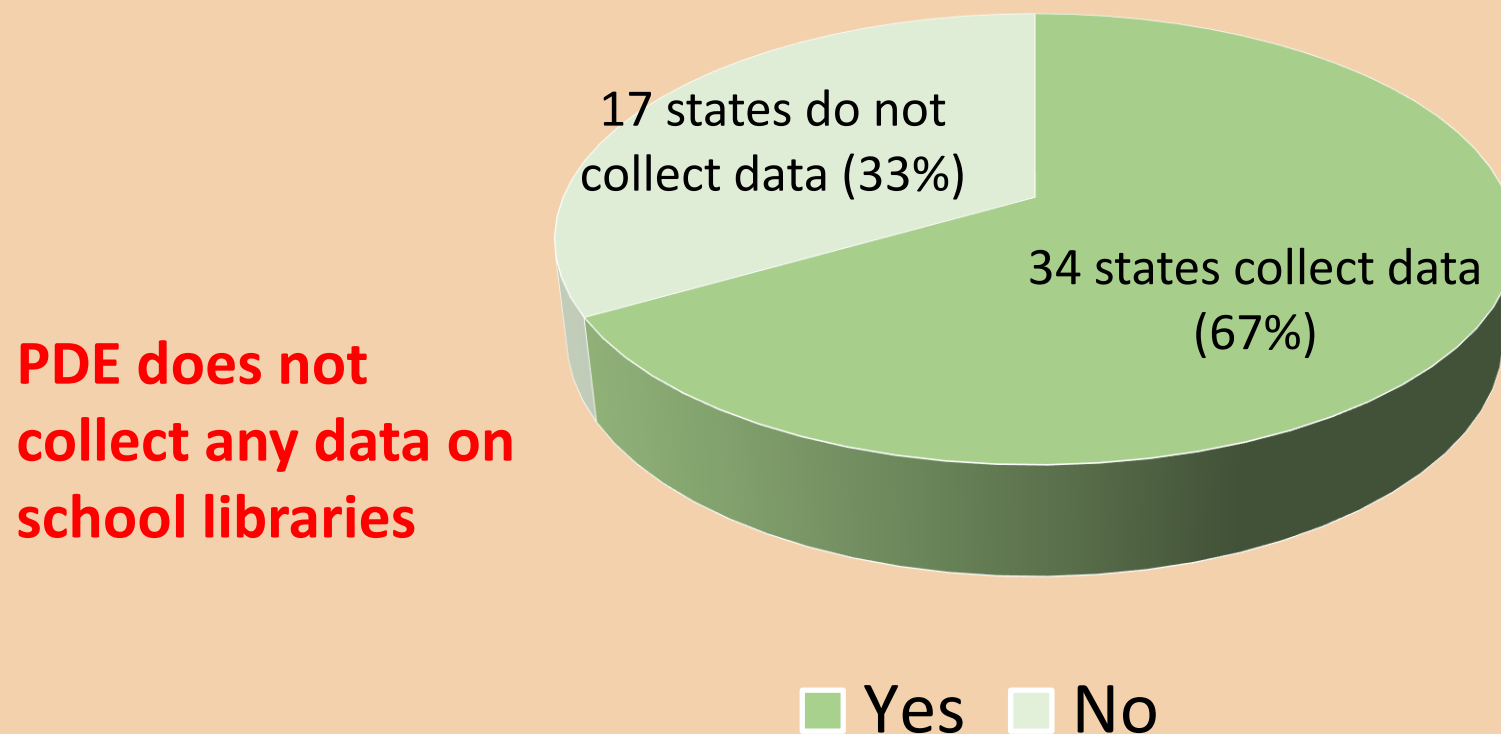
☐ Yes ☐ No

Source: *Contexts of School Librarian Employment*

Direct Funding to School Libraries (Any Purpose)

35 states (70%)

15 states (30%)
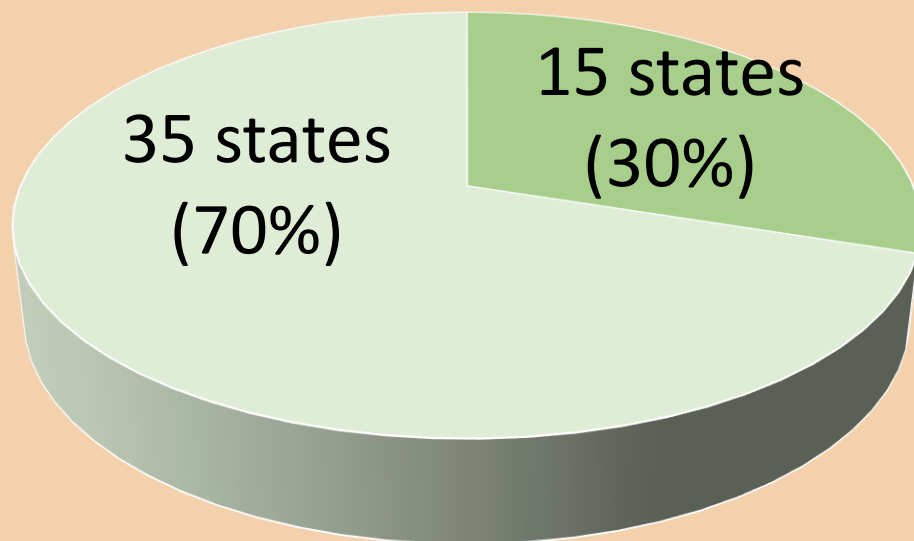
- Yes
- No

States with direct funding: AL, AR, CO, DC, FL, IL, NE, NM, NY, OK, TN, WA, UT, WV, WI

Does not include provision of free e-resources, like POWER Library

PA has none

Examples:
AL - $96.14 per "unit"
CO - $3500 or $4000 per school district
WA - $20 per student
WI - $36.99 per student
IL - $.75 per student

Source: *Contexts of School Librarian Employment*

Institutions of Higher Education Preparing School Librarians

# Institutions	# States	States
8	1	TX
6	3	AL NY TN
5	2	IL NC
4	7	CA GA KY LA MD OK WA
3	8	AR KS MA MN MO NJ VA WI
2	10	CO CT FL ID IA MT NE ND **PA** SD
1	15	DC DE HI IN ME MI MS NV NH OH RI SC UT VT WV
0	5	AK AZ NM OR WY
	51	

Source: *Contexts of School Librarian Employment*

# States Reporting Shortages of Certified School Librarians

slide

Response	# States	
NO	6 (12%)	AK DC NM TX UT WY
YES	35 (69%)	AZ AR CA CO DE HI IL IN IA KS KT LA ME MD MI MN MT NE NV NH NJ NY NC ND OH OK OR **PA** RI SC SD VT VA WV WI
DON'T KNOW	10 (20%)	AL CT FL GA ID MA MS MO TN WA

Source: *Contexts of School Librarian Employment*

PSLA 2020-21 Staffing Survey Results
IUs with School Districts Without Any School Librarians
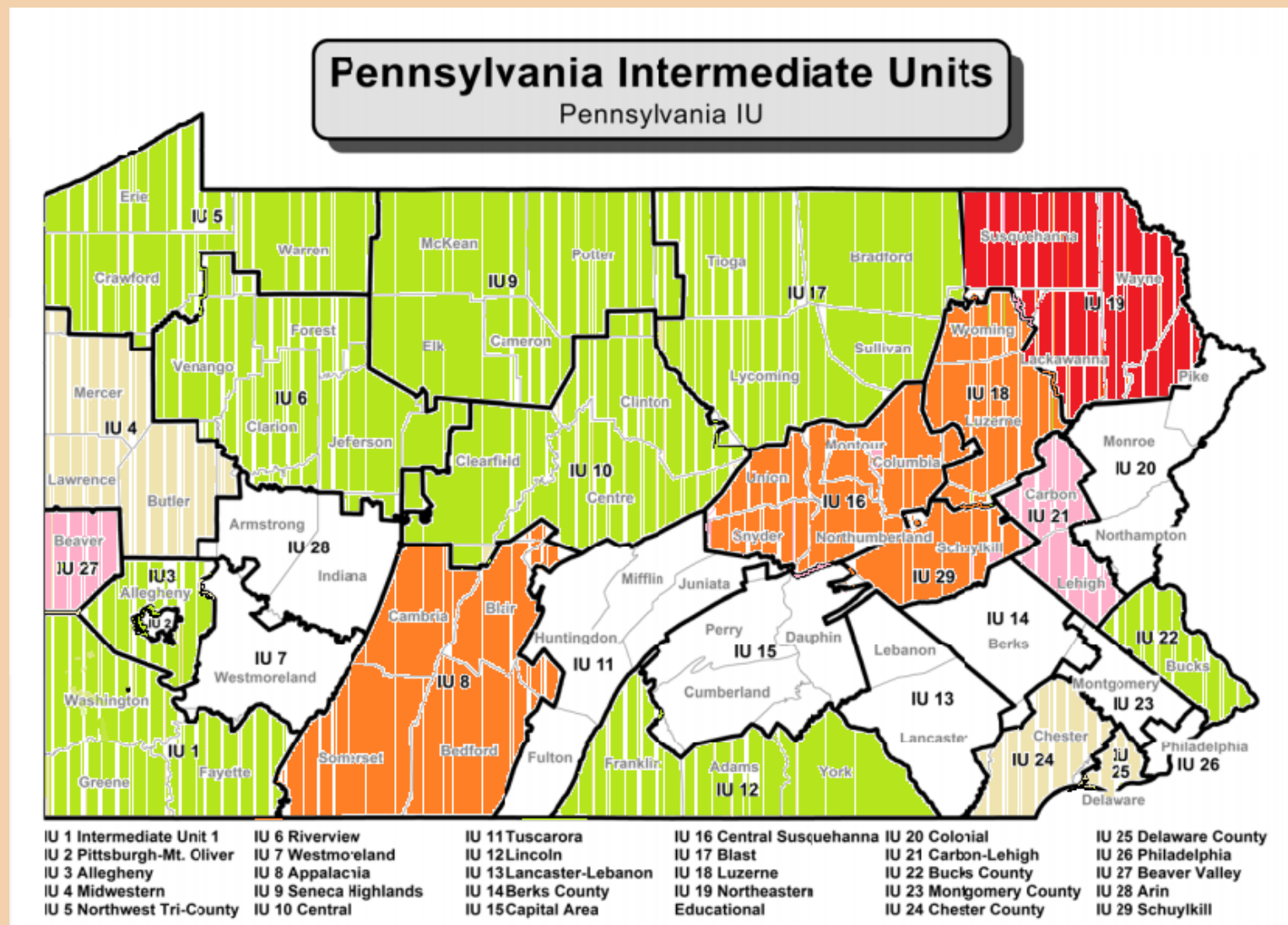
slide

Districts without librarians occur in 45% of our counties and 2/3rds of the Intermediate Units.

Red = 5 districts
Orange = 4 districts
Pink = 3 districts
Green = 2 districts
Tan = 1 district

The School Librarian Job Description – Changing or Morphing?

slide

Questions for audience input:

1. Has the role of the school librarian changed? How?

2. What new duties are school librarians responsible for?

3. Are new job titles being used in your districts, what if any different qualifications are required?

libslide.org - @lib_SLIDE - #lib_SLIDE

Stay Tuned for More

Web tools being developed now at https://libSLIDE.org
- Will include state and school district views

Follow us @lib_SLIDE

Keith Curry Lance keithlance@comcast.net

Deb Kachel dkachel@antioch.edu

libSLIDE.org - @lib_SLIDE - #lib_SLIDE