

slide	The School Librarian Investigation
	<i>Decline or Evolution?</i>

The Status of School Librarians: IMLS Grant Findings

Texas Association of School Library Administrators 2022 Conference

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SLIDE - The School Librarian Investigation Decline or Evolution?



- Sept 2020 through August 2023, funded by IMLS
- Submitted by Antioch University Seattle
- PURPOSE: “what’s behind the slide?”
 - NCES staffing data inaccurately reported?
 - Confusion over job definitions?
 - Jobs morphing with other positions?
 - How staffing choices are made and why?

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SLIDE - The School Librarian Investigation Decline or Evolution?



Phase 1 examined:

- NCES data from 2009-10 to 2018-19
- Almost 13,000 school districts
- NO school data, only district
- Used a “District Ratio of Librarian FTE per School”

Phase 2 conducting:

- Interviews of school decision makers
- To learn priorities, factors, and experiences considered when choosing how to staff information & technology services for staff & students

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First Year Sept 2020 – Aug 2021



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- [*Perspectives on School Librarian Employment in the United States*](#)

Assess patterns in librarian employment (geography, district size & setting, race/ethnicity, poverty & per pupil \$\$\$) from 2009-10 – 2018-19

- [*Contexts of School Librarian Employment*](#)

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

- [*Libslide.org*](#) website and share findings

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Years 2 & 3

Sept 2021 – Aug 2023

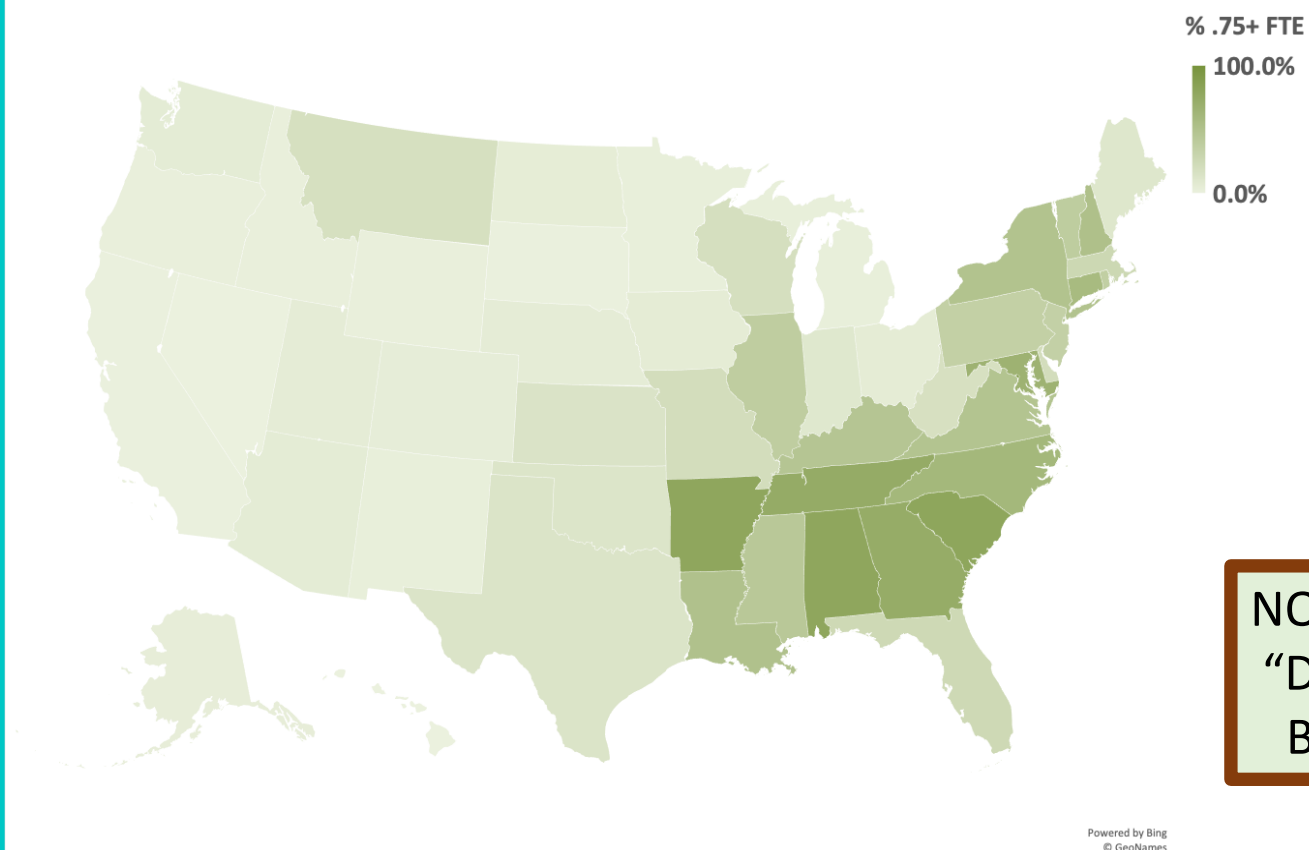


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- Recruit and conduct interviews among school decision makers
 - Create data tutorials and refine web tools
 - Attend and present at conferences
 - Communicate results in articles, videos, and infographics

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States With More Full-Time Librarians

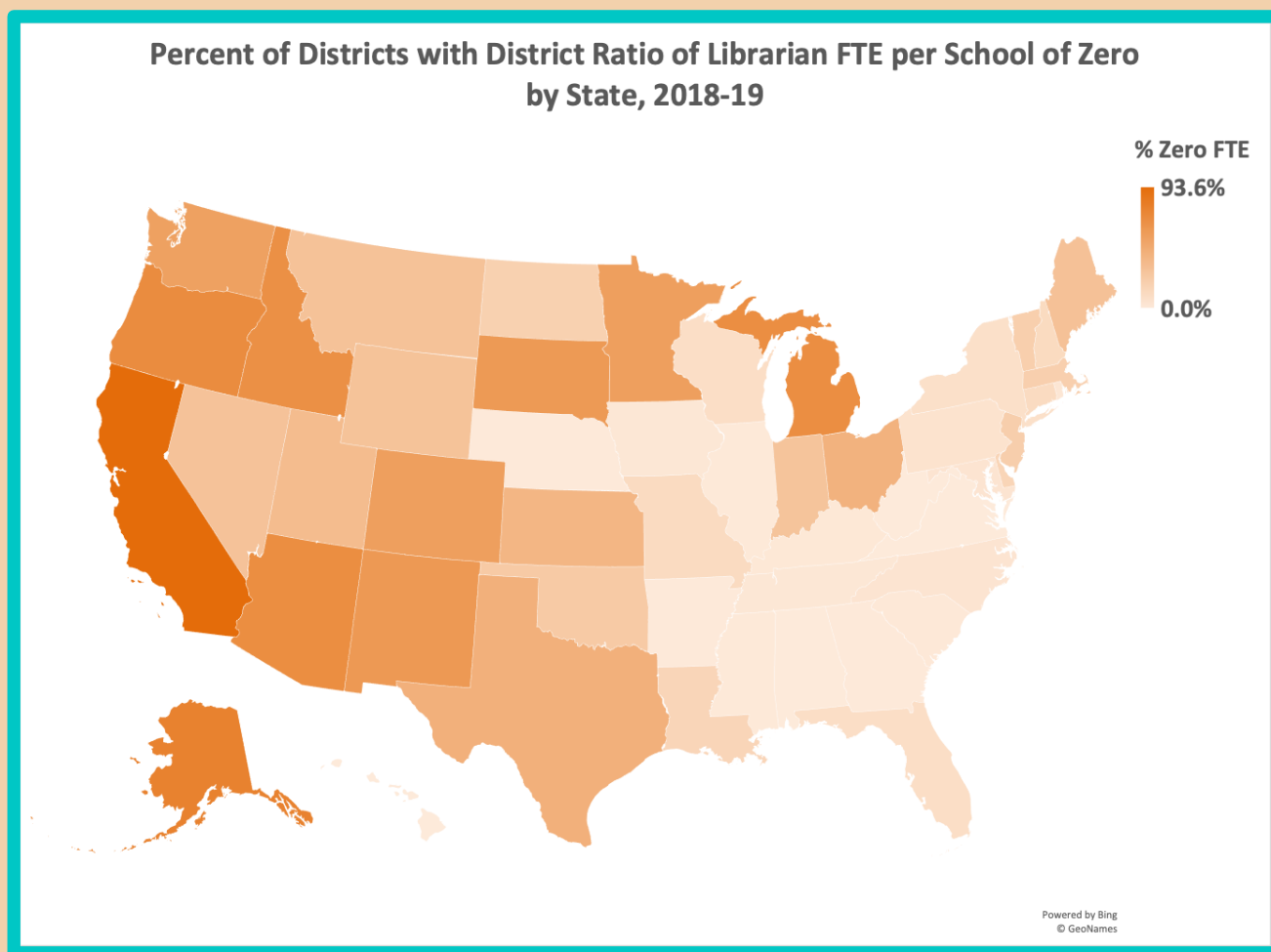
Percent of Districts with District Ratio of Librarian FTE per School of .75+ FTE
by State, 2018-19



Districts likeliest to have full-time librarians in most schools tend to be in the South and Northeast.

NOTE: Created and assessed by a
“District Ratio of Librarian FTE per School”
Based on 2018-19 NCES data

States with Least Full-Time Librarians



Districts in Western states are most likely to have no librarians.

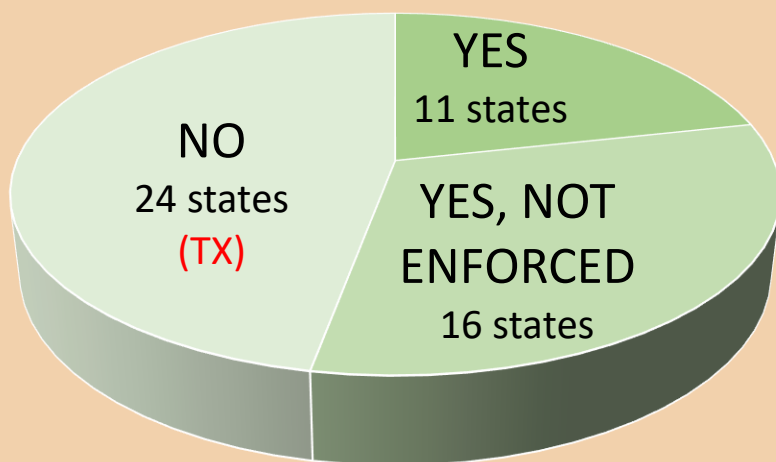
Factors Associated with Regional Staffing



Better staffing in **Southeastern** states and **east versus west** associated with:

- Staffing mandates, whether enforced or not
- Number of higher education institutions preparing school librarians

States That Require Librarians

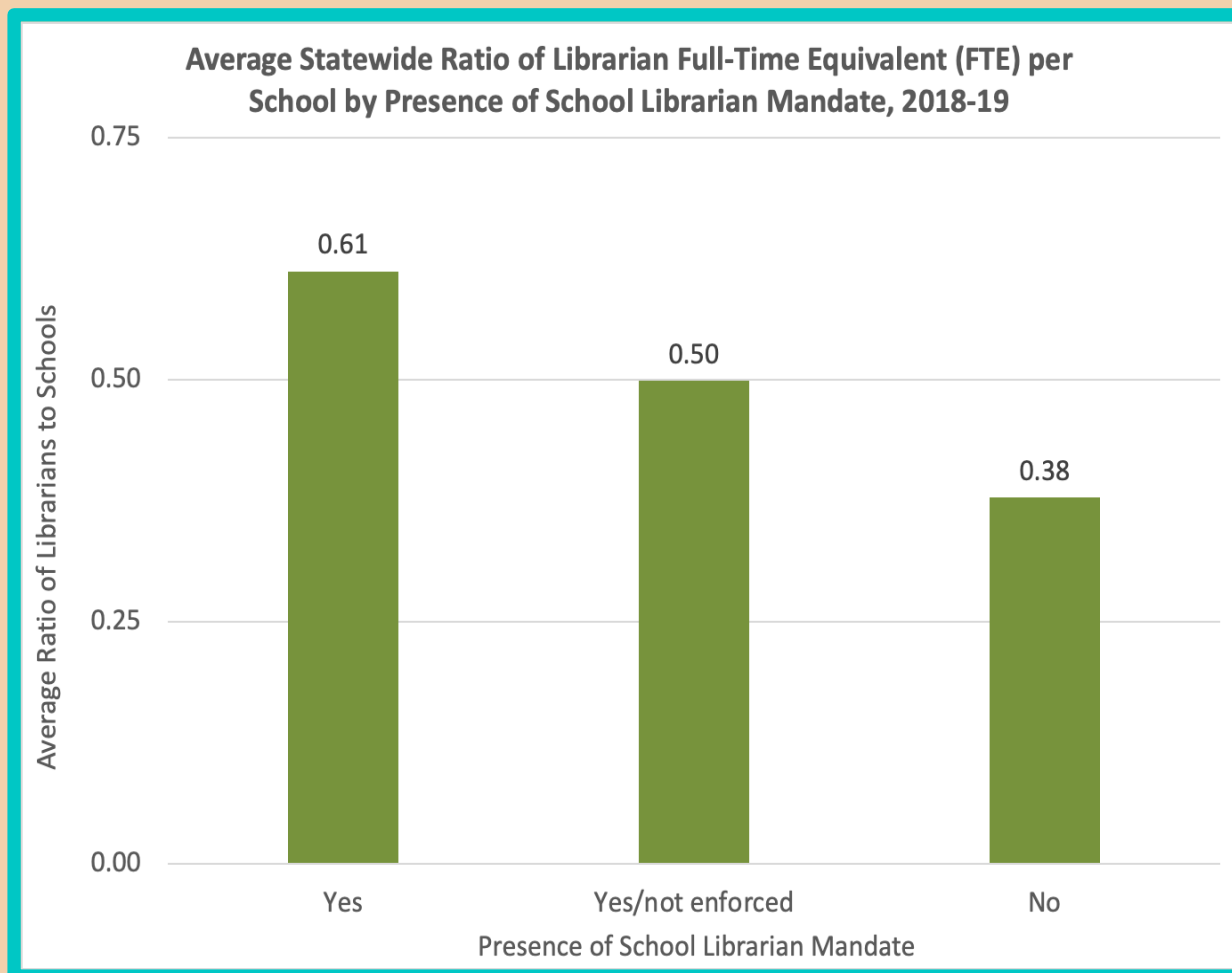


YES, AND ENFORCED - 10 states plus DC (22%) have legal, enforced requirements for school librarians in their public schools – AL, AR, KY, MS, MT, NE, ND, OK, SC, WI, and District of Columbia

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

State Staffing Mandates



States with enforced mandates averaged .61 FTE per school versus .38 in states with no mandates.

Mandated in 10 out of 16 Southern states; 6 out of 10 actively enforced.

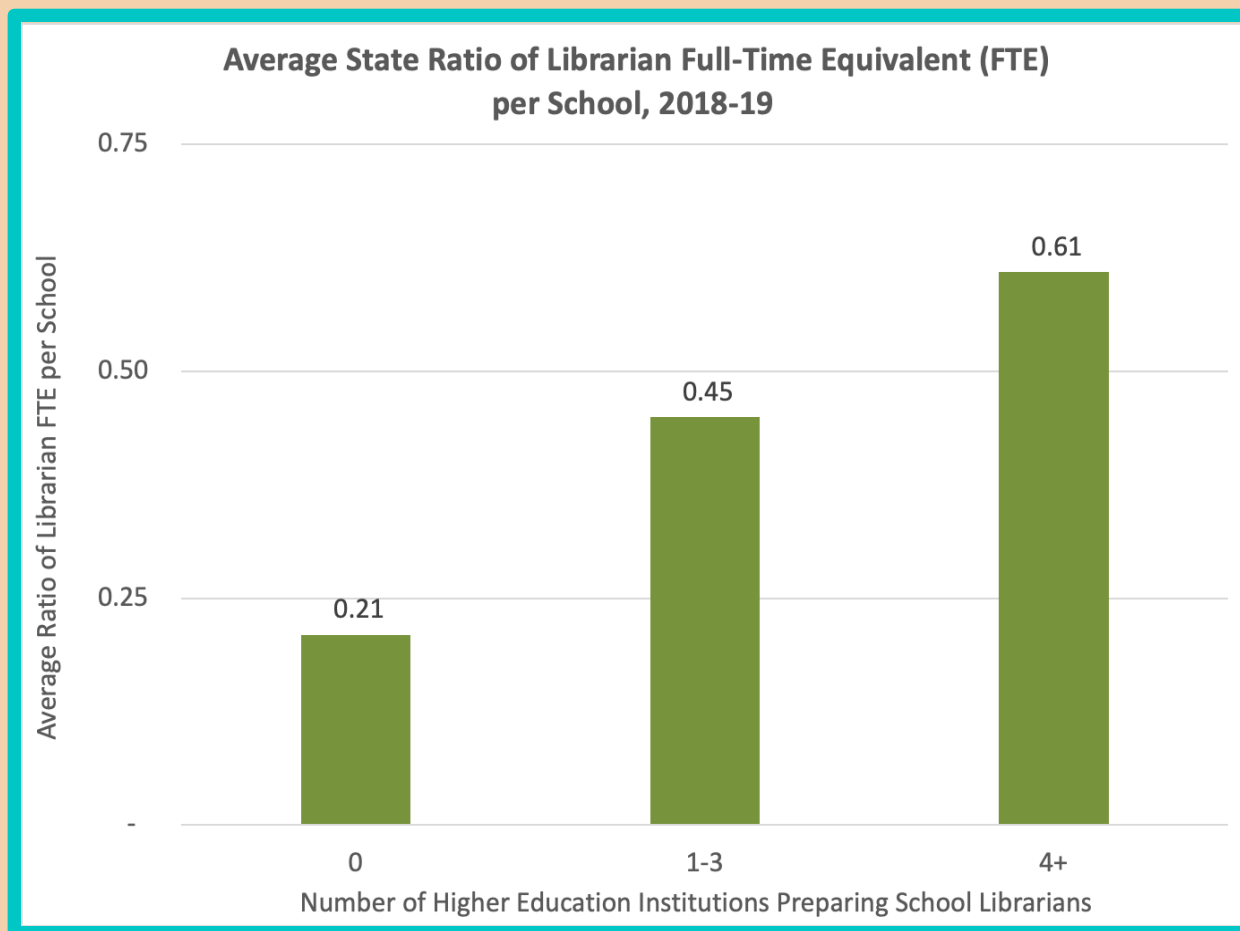
Institutions of Higher Education Preparing School Librarians

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# 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*](#)

Number of LIS Universities & FTEs of “Librarians”



States with more higher education institutions preparing school librarians had more FTE per school.

Source: [*Contexts of School Librarian Employment*](#), p. 9-10

Equity Issues – Who is Impacted?



1. Ethnicity (Hispanic vs. non-Hispanic)
2. Race (non-white vs. white)
3. Poverty (Free & Reduced-cost Meals Eligibility)
4. English Language Learners
5. Enrollment size
6. Locale



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SLIDE Equity Findings



- Almost 60% of majority Hispanic school districts had NO librarians between 2015-16 and 2018-19.
- In 2018-19:
 - 4.8M students in majority non-white districts had NO librarians (p.86).
 - 41% of districts with 75%+ students eligible for free/reduced-cost meals had NO librarians (p.47).
 - 43% of districts with more than 7.5% English Language Learners had NO librarians (p.49).

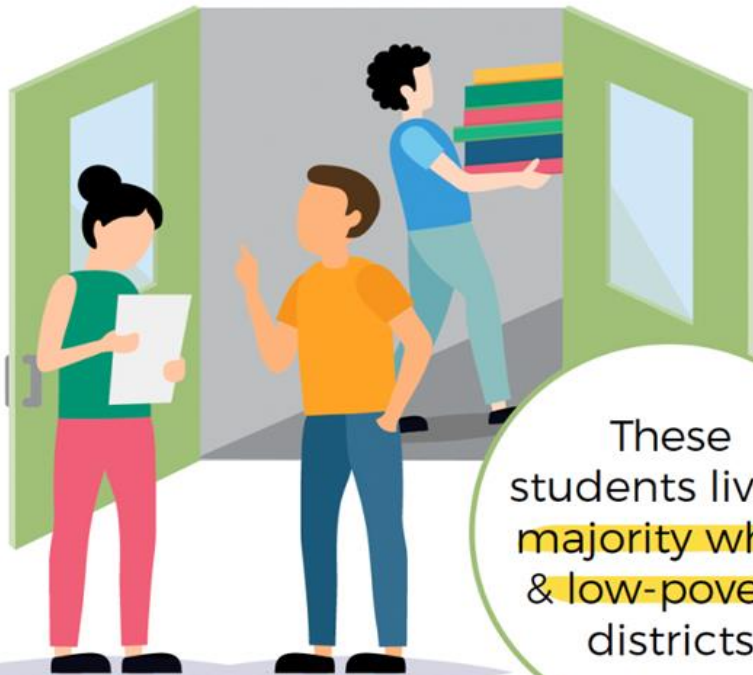
Source: [Perspectives on School Librarian Employment in the United States, 2009-10 to 2018-19](#)

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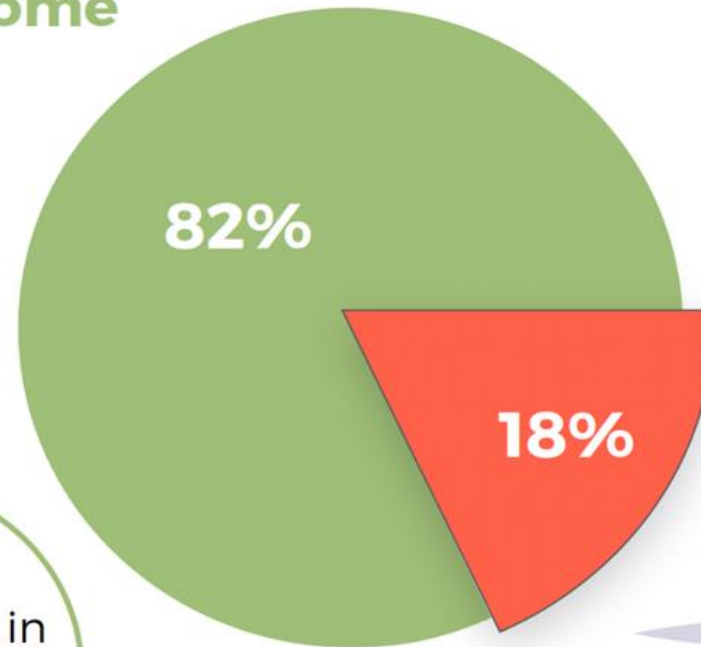
STUDENTS **WITHOUT** SCHOOL LIBRARIANS

An **Equity** Issue

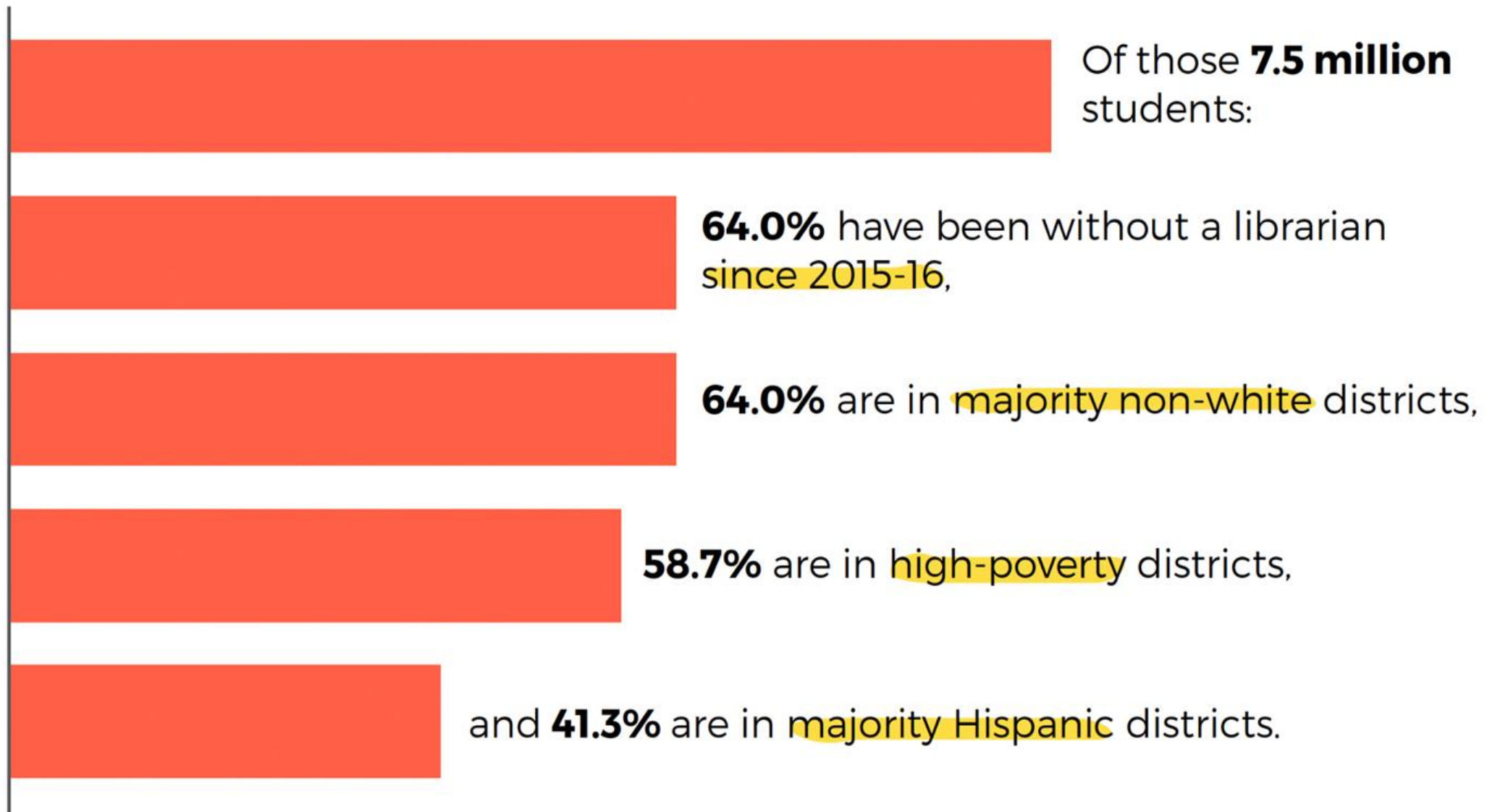
33.6 million students are in districts where all or some schools have librarians...



These students live in majority white & low-poverty districts



...but another 7.5 million are in districts where no schools have librarians



Source: National Center for Education Statistics/state data for 2018-19

<https://libslide.org/infographics>

Intriguing Finding: It's Not Solely about School Finances

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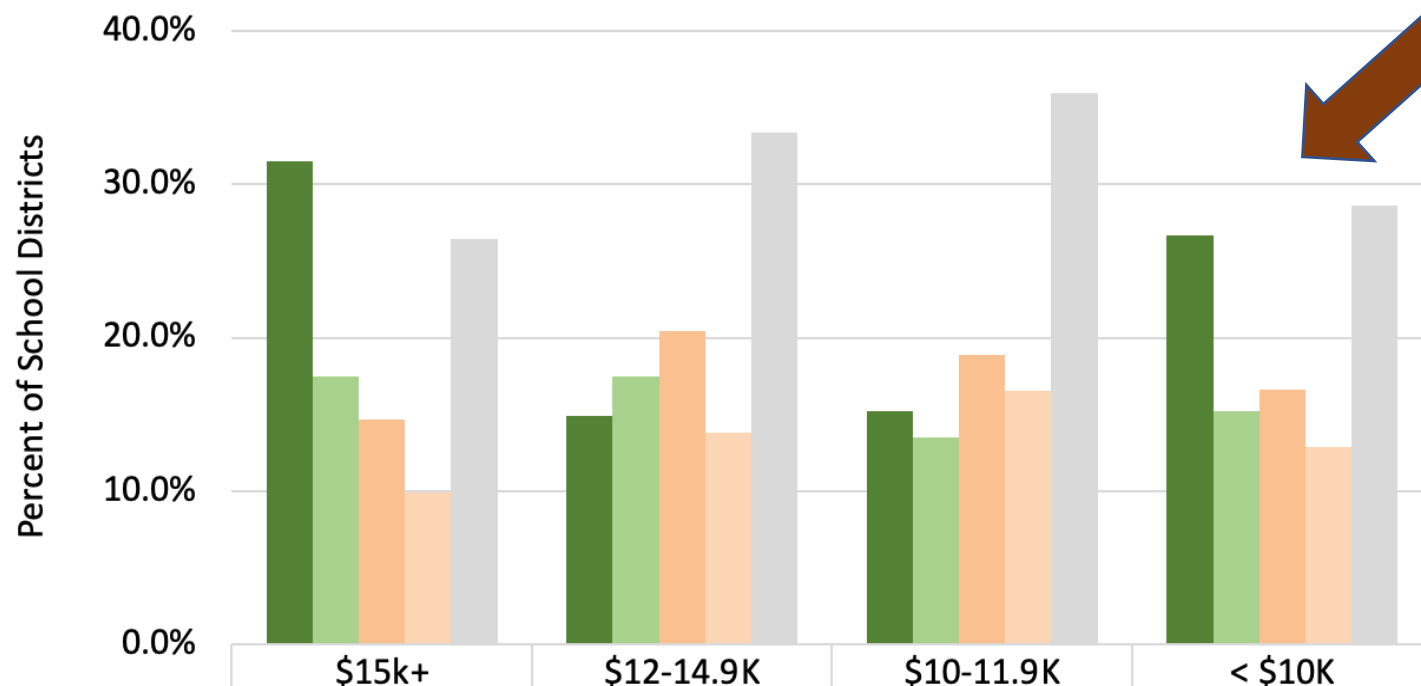
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Evidence

1. Employment patterns of other school staff
2. Per pupil expenditures

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**District Ratio of Librarian FTE per School by
Per Pupil Expenditures (2016-17), Local School Districts, 2018-19**

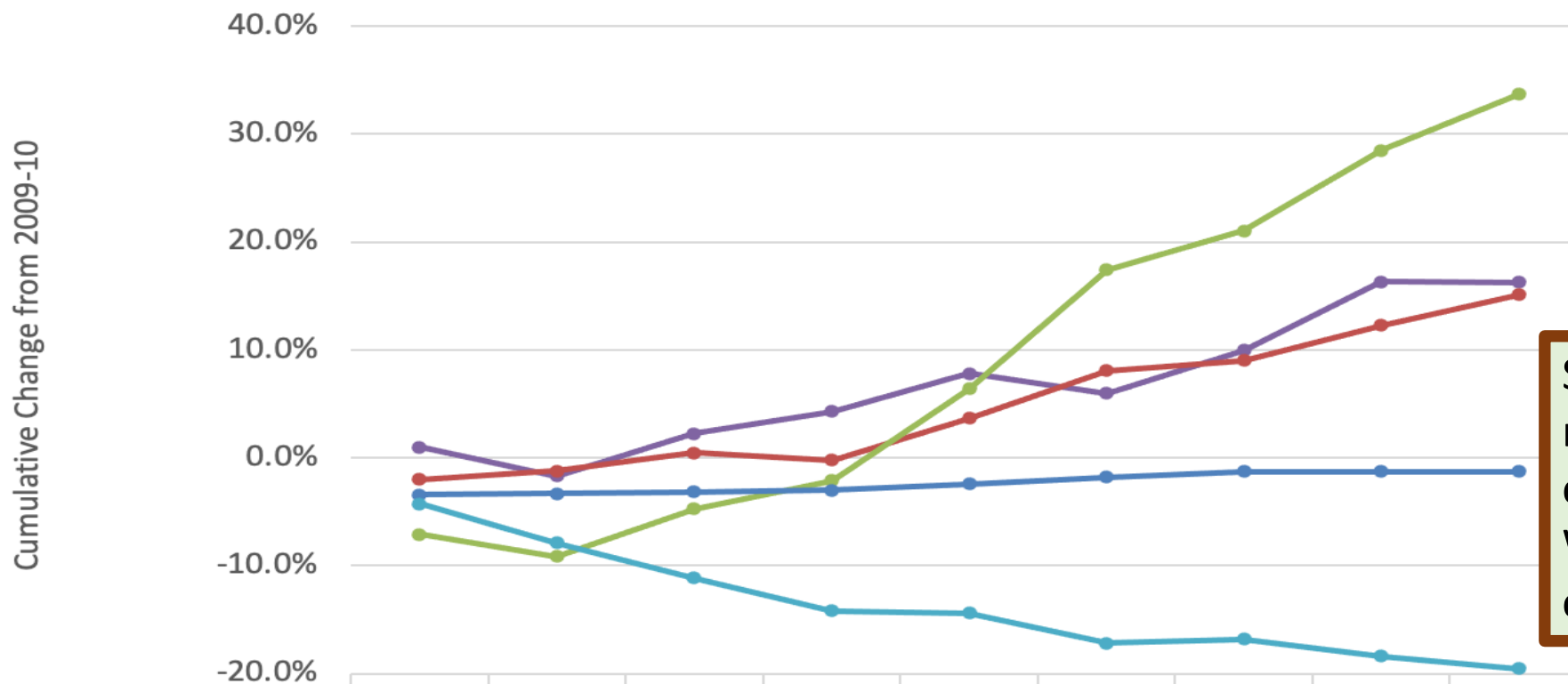


Per Pupil Expenditures, 2016-17

While the best-funded districts are most likely to have full-time librarians in most schools, districts spending the least per student have better staffing than districts spending less than \$15,00 and more than \$10,000 per student.

Funding alone is insufficient to explain staffing levels for other districts.

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



School librarian losses mirrored instructional coordinator gains. Who are instructional coordinators?

	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
District Administrators	1.0%	-1.7%	2.3%	4.3%	7.8%	6.0%	10.0%	16.3%	16.3%
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%
Teachers	-3.4%	-3.3%	-3.1%	-3.0%	-2.4%	-1.8%	-1.3%	-1.2%	-1.2%
School Librarians	-4.3%	-7.9%	-11.2%	-14.2%	-14.4%	-17.2%	-16.8%	-18.4%	-19.5%

Custom Search

Select and examine—by district or state—specific NCES data concerning employment of school librarians and others as well as district characteristics and student demographics.

NOTE: The data for 2015-16 to 2018-19 were corrected where possible for completeness and accuracy, relying chiefly on state data sources. (See [Appendix A: Data Quality](#) for details.) The 2019-20 data has not been subjected to this review and revision. If your state's data appears less than complete and accurate, please refer to your state department of education's data office that submits data to NCES's Common Core of Data (CCD) project. Ultimately, state departments of education and school districts are responsible for the completeness and accuracy of their data. States with known major data issues include California, Illinois, and New York.

District Comparison

Compare library staffing data for a selected district compared with peer districts.

State Profile

Examine library staffing data for a single state over time and compare those trends to those for other educator positions.

State Survey

View data collected during a Fall 2020 survey of all 50 states and the District of Columbia. The survey gathered state-specific information to provide context to the findings of the SLIDE study's other analyses.

SLIDE Interactive Data Tools



Making NCES data more
searchable and usable at
national, state and district levels.

<https://libslide.org/data-tools/>

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Texas State Profile Data from SLIDE Data Tools

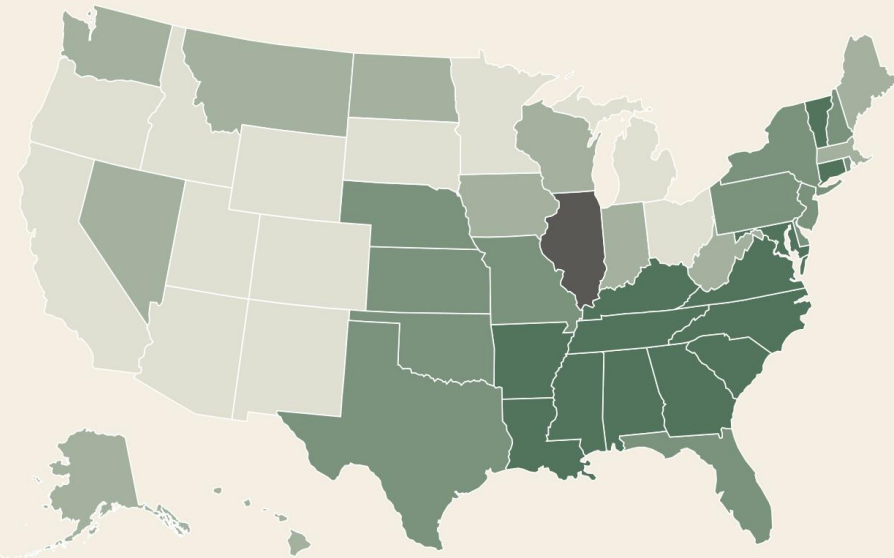


Librarian FTE per School



	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Librarian FTE per School	0.52	0.52	0.52	0.51	0.51	0.50

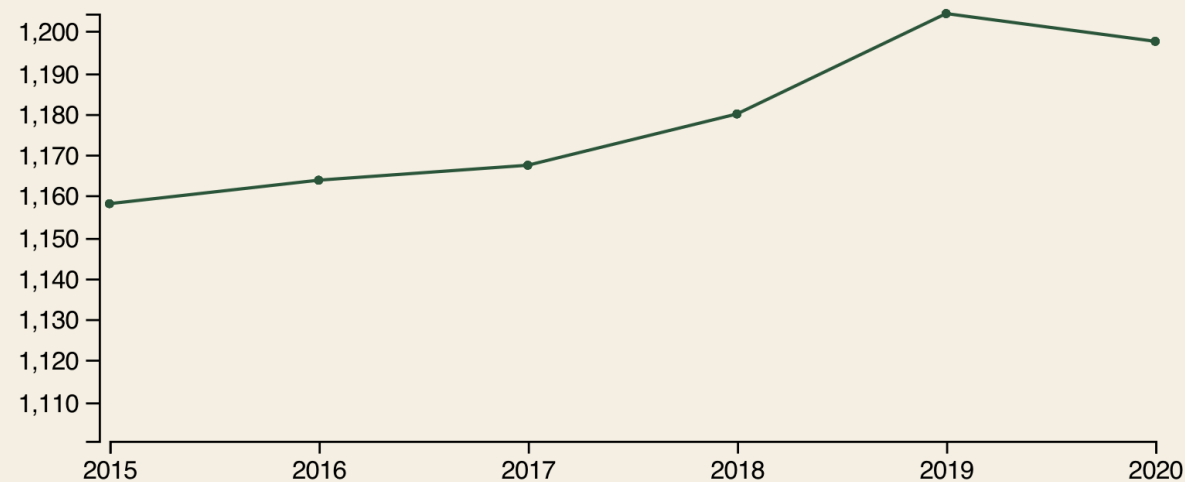
TEXAS is ranked 19 of 51 states (and D.C.) for the most current year.



Texas State Profile Data from SLIDE Data Tools

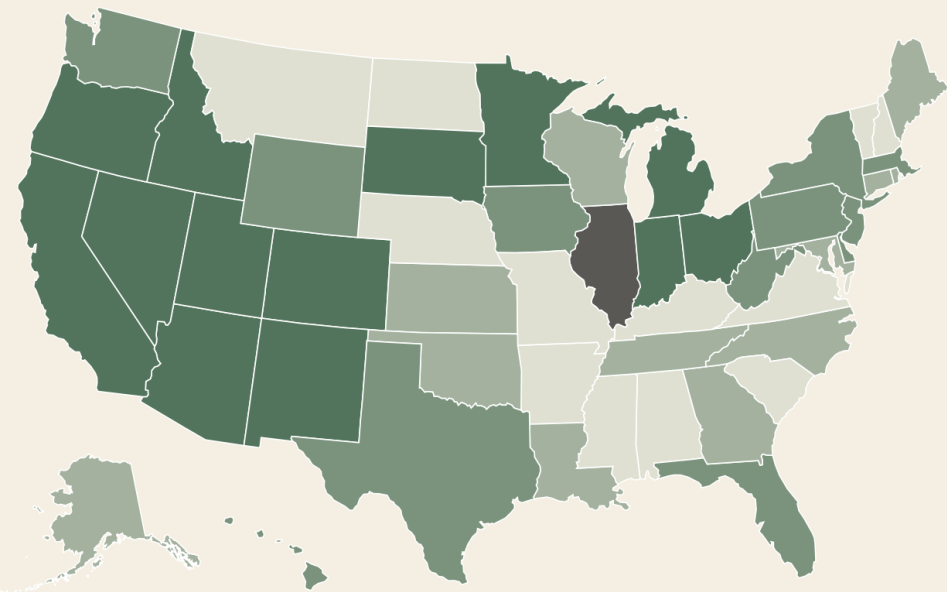


Students per Librarian FTE



	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Students per Librarian FTE	1,158	1,164	1,168	1,180	1,204	1,198

TEXAS is ranked 29 of 51 states (and D.C.) for the most current year.



Texas School Librarian Ratios

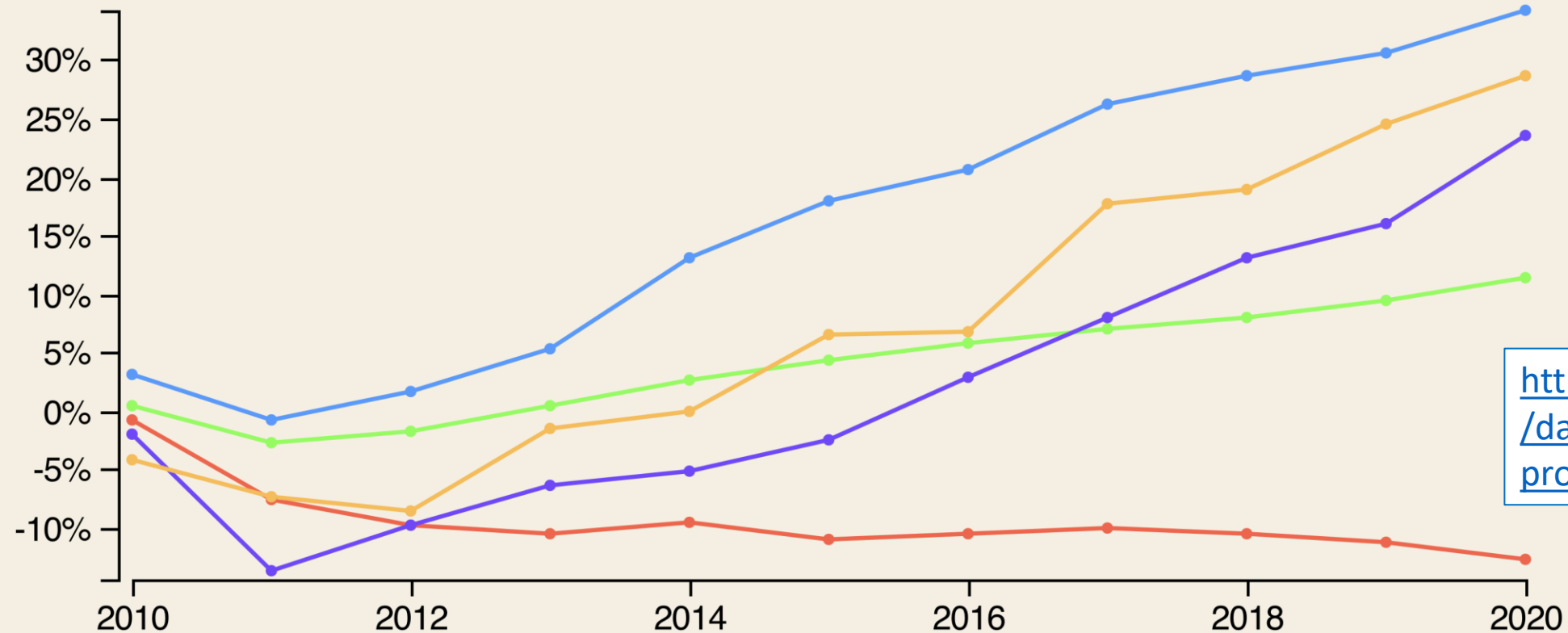


2020-21 data FTE Librarian to:	United States	Texas
Average FTE per School Building	0.4 average 0.5 median	0.5 (ranks 19/51)
Number of Students per 1 FTE Librarian	934 average 1,388 median	1,123 (ranks 28/51)
Number of Teachers per 1 FTE Librarian	67 average 89 median	78 (ranks 27/51)

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Change Since 2009-10 in Selected Educator FTEs

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<https://libslide.org/data-tools/state-profile/>

	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Teachers	0.6%	-2.7%	-1.7%	0.4%	2.7%	4.3%	5.9%	7.1%	7.9%	9.4%	11.3%
School Administrators	3.1%	-0.8%	1.6%	5.3%	13.1%	18.0%	20.7%	26.1%	28.7%	30.7%	34.2%
Librarian FTEs	-0.8%	-7.6%	-9.7%	-10.4%	-9.6%	-11.0%	-10.4%	-10.0%	-10.4%	-11.2%	-12.7%
District Administrators	-2.0%	-13.7%	-9.8%	-6.3%	-5.2%	-2.5%	2.9%	8.0%	13.1%	16.1%	23.6%
Instructional Coordinators	-4.1%	-7.4%	-8.4%	-1.6%	0.0%	6.5%	6.7%	17.8%	18.9%	24.5%	28.8%

FTE School Librarian Losses

(Based on 50 states plus D.C.)



Time Span	United States	Texas
Losses between 2009-10 and 2018-19	Average – 22.7% Median -19.8%	-14.0% (ranks 19/51 for most losses)
Losses between 2015-16 and 2018-19	Average – 3.7% Median -3.4%	-1.1% (ranks 19/51 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.

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Next Phase: Recruiting for Interviews

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- Purpose: to learn staffing priorities and choices in information and technology positions
- 100 interviews of school/district administrators who make staffing decisions
- In 3 sets of districts
 1. GAINED librarians
 2. LOST SOME librarians
 3. LOST ALL librarians
- Where changes occurred since 2015-16
- Individual and confidential
- One-hour Zooms



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Interviews of Decision Makers



- Recruited with help from 51 State Intermediaries
- Must be an administrator with decision-making authority over which positions are staffed
- 45 completed/scheduled to date from 26 states (3 From TX)
- Questions designed to go beyond finances, seeking staffing priorities
- Ongoing through October 2022
- Email dkachel@antioch.edu with potential interviewees

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For More Information



- <https://www.libSLIDE.org>
 - Publications: major reports, articles, infographics
 - Presentations & infographics:
 - Interactive Data Tools (get tables, charts & maps of data you select)
- Contact project leaders
 - Project director: Debra E. Kachel, Affiliate Faculty, Antioch U Seattle, dkachel@antioch.edu
 - Principal investigator: Keith Curry Lance, RSL Research Group, keithlance@comcast.net

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