

**Voices of Decision-Makers**  
*How District & School Leaders Decide About School Librarian Employment*

**Other Decision-Makers**

As reported earlier, most of the school leaders who agreed to be interviewed for SLIDE were district level officials. That being the case, it is unsurprising that their most frequent answers regarding who else participated in their decision-making about school librarians were district superintendents (32), school principals (28), and other district officials (27). Indicative of the more activist role being taken by school boards in the management of many districts, about a third of those interviewed (16) reported involving one or more school board members in their decision-making about librarian and related staffing. The next most frequently reported types of other decision-makers included other school officials (9), parents or community leaders (9), school staff (7), and incumbent school librarians (6). Finally, three interviewees reported involving human resources staff. In addition to these various other contributors to decision-making, two interviewees each mentioned referencing library association standards or guidelines and union contracts. (See Chart 4.)

**Chart 4.**

