LIBRARY MEDIA TEACHER SERVICES CREDENTIAL:

CANDIDATE COMPETENCE AND PERFORMANCE

Directions: Assess degree to which candidate demonstrates the following competencies using the following ranking:

A. Satisfactorily performs competency independently

B. Performs competency with assistance or supervision

C. Has studied and understands competency but needs to practice it

D. Needs to learn and practice competency.

**B** Standard 12: Information Specialist – policy development, resource management.

**I poll my faculty yearly to see what their curriculum needs are. I try to order books to support curriculum that cycles, so that each year when the teacher or department does the same assignment, there are books for them to use. My biggest weakness is fiction; I love to read fiction and usually order more pleasure reading fiction books than pleasure reading nonfiction. I need to work on this. I know the district policies. I feel frustrated because there is no library budget for new books. I had a representative from Barnes and Noble come to my site and give me a spiel about the Nook and it solidified my lack of interest in purchasing eBooks for library use, although I found it a great idea for textbooks.**

1. Develop and implement a policy and procedure for selecting resources.
2. Assess, develop and evaluate the collection in terms of curriculum needs.
3. Assess emerging technologies for applications to instruction.
4. Involve school community in selecting and using resources and facilities.

**A** Standard 13: Instructional Leader – lead in systematic design, implementation and assessment of curriculum instruction and learning.

**I am an NBCT in English and a BTSA mentor. I teach workshops to teachers and parents all the time. I attend department meetings of all disciplines. I collaborate with teachers on a regular basis. I want to collaborate with more teachers.**

5. Apply current instructional design models to developing curriculum, instruction and learning. 6. Assess effectiveness of curriculum design/development at classroom, department/grade, school and district levels.

7. Plan and implement staff development activities related to a systematic instructional development process.

8. Collaborate with teachers in integrating instructional resources, including core literature, into developing instruction and learning across the curriculum.

A Standard 14: Teacher – help ensure that students use resources systematically to meet learning and curriculum objectives.

**Not only am I an avid reader of teen fiction, I am constantly trolling the web for new websites. I have created a “Virtual Reference Desk” that I am constantly adding to, to reflect the curriculum. I run a girl’s book club and a boy’s book club, and kids are constantly coming in for help with research.**

9. Plan and co-teach in all curricular areas using appropriate instructional strategies, activities and resources which motivate students and develop a positive attitude toward using information.

10. Integrate information skills and various types of literature into all curricular areas to help students become systematic users of information and ideas.

11. Work with teachers to develop and teach, using literature–based instruction in all curricular areas

12. Use various instructional methods with different groups, and demonstrate effective production, use and integration of technologies into the curriculum (graphic, photo, display, video, computer, programs, telecommunications, distance learning).

13. Motivate and guide students in developing, reading, listening, and viewing competencies, enjoyment of literature, and critical thinking skills.

**B** Standard 15: Administrative Leadership – lead in planning, budgeting, promoting, implementing and evaluating school library media programs to meet established educational goals.

**I hold a library committee meeting once a month where we discuss any library issues, including budget, long and short tem plans, goal setting, programs, etc. Budget questions make me sad, as I don’t have one.**

14. Develop short and long-term plans with the school community to meet the goals of a comprehensive library media program integral to the school’s educational process.

15. Develop a budget for resources and personnel reflecting the needs/goals of the library media program.

16. Define personnel needs, write job descriptions, identify hiring procedures, develop personnel competencies, train and evaluate staff performance.

17. Assess and apply technologies when appropriate for efficient library media program administration.

18. Establish procedures for evaluating the extent to which program goals/objectives have been net.

19. Explain the library media program’s role and effectively publicize its resources and services. 20. Develop plans to promote the library media program’s role to the school community for the purpose of increasing use, ensuring adequate financial support, and improving visibility/status of the program.

**B** Standard 16: Management/Organization – implement goals, policies and procedures for the library media program.

**I have a full schedule; my library program is booming! This is a goal I set for myself last year. A parent volunteer comes and creates displays at least once a month. This makes the library look inviting and timely. There are about 60 regular scholars who visit the library before school to quietly do an activity. I feel like I am meeting my previous goals, and now it’s time to start setting new ones.**

21. Allocate funds based on cooperative planning, which considers needs, objectives, and standards.

22. Describe characteristics of adequate library media facilities, and arrange existing facilities to best advantage.

23. Provide policies/procedures for effective acquisition and use of resources.

24 Establish a working structure in which library personnel work as a team to carry our overall goals.

**A** Standard 17: Communication – communicate effectively with the school and larger community

**I update the school website, and I have created my own library website where I share activities and updates. This year I started a library blog. I hold a monthly library committee meeting. I sent out email to library committee members, the principal, and faculty and staff. I am a voting member of School Site Council.**

25. Listen and respond to school community needs.

26. Create a positive attitude among users through rapport and respect.

27. Use appropriate and effective oral, written and media-based communication techniques to various audiences.

28. Apply appropriate techniques of PR, communication and group dynamics.

29. Work as an effective team member.

**A** Standard 18: Diversity – plan/use instructional strategies, activities and resources appropriate to diverse needs/interests/learning styles of all students.

**I I have traveled abroad extensively—I worked as an assistant cruise director for Princess Cruises for three years—so I have experienced many cultures just by living on a multicultural ship, much less the places we went. I feel comfortable with people who are different than I am and proudly consider myself a LGBT ally. I support our GSA club at school, although I cannot attend meetings due to a scheduling conflict with my chess club. I actively invite our special education classes into the library, and our MR class has a weekly story hour with me.**

30. Accept individual differences and be sensitive to cultural heritage, community, values and aspirations of the school community.

31. Plan and use strategies, activities and resources appropriate for a diverse population (culture, ability, interest).

32. Evaluate/modify learning activities based on observation and interaction with students.

**A** Standard 19: Human Relationships – promote compatibility among students/ staff, work effectively with school community.

**I feel like I’ve answered this already.**

33. Work effectively with the school community including those of different backgrounds/languages from candidate.

34. Understand/appreciate/be sensitive to cultural heritage, community values and individual aspirations of school community.

35. Use group dynamics to encourage individuals to work together effectively.

**B** Standard 20: Literature and Literacy – know traditional/contemporary literature for youth; promote literacy and enjoyment of literature.

**My knowledge of literature is very good, as I taught seventh grade English for eleven years, and in department meetings always discussed the grade level readings. I am proficient at raising reading levels as a teacher, but I have trouble collaborating with certain teachers, who don’t see the value of utilizing a librarian for their content and refuse to let their students use the library.**

36. Develop current collection of literary and information resources in various media to promote interest in literacy.

37. Work with adults to motivate/promote independent learners 38. Work with teachers to integrate literature across the curriculum. 39. Select/recommend quality literature for various age levels.

**A** Standard 21: Access – provide school community open and equitable physical/intellectual access to information/ideas.

**I bought a server, so that all library computers are just drones. This means that no information at all can be saved on them. I post copyright signs. I am pro intellectual freedom. The only technological media we have in the library are computers, and I am in the process of compiling a media cart, thanks to Donors Choose. So far, I have the cart, a laptop (from the school), and a projector. I bought screens a few years ago, so I have a workshop area. My library is open from 7:30 – 3:15 every day; any student can use a computer (with teacher permission) at any time.**

40. Establish/use approved written selection policies that ensure unrestricted access to information/ideas, promote intellectual freedom; provide policy for challenged materials review. 41. Establish collection development policies that ensure access to broad range of resources.

42. Promote concepts present in basic access documents (e.g., Library Bill of Rights)

43. Apply/encourage adherence to copyright laws and ethical use of materials.

44. Ensure/protect rights of private and confidentiality of school community.

45. Develop a plan to provide open access to all library resources at all times for all students and staff.

46. Select/use/manage technologies that make information and ideas available in various formats.

**D** Standard 22: Professionalism – show personal responsibility to profession and its role in society.

**I am not involved with any library promotion groups, although I am a member of the SJSU listserv. I do not subscribe to any professional journals. I don’t have time or energy right now to attend meetings. I know I ought to be doing all these things. However, I am loud and proud at my school site.**

47. Identify library media program’s role as it related to the school and other information agencies.

48. Work individually and collectively to advocate/promote ways to improve the profession.

49. Self-evaluate/direct learning for professional growth.

50. Maintain interest and contribute to appropriate professional associations.