

Proposed Power Library Pilot Program for 2010-2011

Submitted by Laura Summers, Kim Ackerman, Phil Goerner, and Mary Beth Bazzanella

Power Libraries Pilot Program for 2010-2011

The primary questions that need to be answered by pilot districts are:

1. What is our vision for how the Power Libraries model remains successful and continues to reach out to all Colorado libraries in the future?
2. What type of model will be manageable and not put undue monetary and time expenses on districts involved?
3. What are you willing to do to continue the Power Libraries program in our district?

Items to consider:

A. What are the incentives to become a Power Librarian? Possible incentives include:

- Mentoring and **recognition** of your high caliber work and effect it has on kids
- Banner and Title for library
- district and/or university credit
- first chance at district provided slots for conferences?
- PLC or cohort group – part of a supportive system that pushes you to continue learning

B. Online Course Modules for Developing Teacher-Librarians

- Design of modules will need to occur during the spring/summer 2010 on a voluntary basis by selected members of the PLP board and appointed representatives from High Performance Power Libraries.

Option 1: one or two mandatory modules that new PLs work through with your mentor

Option 2: many modules that new PLs complete for UCD credit

Ideas for specific modules for Power Library program may include:

- Effective budgeting
- Collection development: weeding, ordering, reporting
- Preparation for meeting with principal – provide data, documents, etc.
- How to build collaborative relationships in your building
- How to build your PLN with other professionals
- Data collection to demonstrate your effect on student achievement
- Building a relationship with your community - working with public library, summer reading programs, bringing parents in, etc.
- Developing your library's 3 year plan
- Base your teaching on ISTE or your district's ET-IL standards

C. Welcome meeting for new PL team.

Should the new PL team attend the welcome meeting virtually or in-person? Is a substitute required for the day? Half day?

D. Spring Professional Development Event for all pilot districts

This event will be a spin-off of the “power dating” idea where High Performing Power Librarians share ideas with Developing Power Librarians (mentees) as the mentees rotate around the room in a five-minute format.

E. To Do List

- **Clarify the goals of program** – goals, your commitment, your growth
- **Revise the application process.** Make make it shorter and more specific to each pilot district. Include signed contract with firm commitment to all elements.
 - Must include these elements in the revised application:
 - Collaboration
 - Tech Integration
 - Professional Learning Community
 - Advocacy & Marketing of library
 - Power Library Networking
 - Demonstration of Instructional Leadership
 - Delivery of professional development
 - Membership to professional organization (e.g. CASL)
 - Your SMART goal – part of your Action Plan
- Connect **SMART goal** with school improvement goals or RTI – give examples
- **Change Scoring Rubric** to correspond with revised application.
- **Create a checklist of responsibilities/expectations** for both the mentee and the mentor.
- Revise and require “**End of Year Planning Session outline.**”
- Require **quarterly or semester-based report to staff and administrators**
- provide **online professional development** in place of intro meeting and mid-year meeting ?

Budget Plans

Annual Costs:

- Release Time for Mentees & Mentors:
Each district will need to pick up this expense or allow for the teacher-librarian to leave the building for the time allotted.
 - Substitute time for Welcome meeting (face-to-face or online) (Meeting 1)
 - Provide substitute time for 1/2 day visit to another Power Library is required (meeting 2)
 - 1/2 day sub for tri-district meeting: (spring workshop)
 - Substitute for 3rd mentor/mentee meeting (meeting 3)
 - Substitute for 4th mentor/mentee meeting (meeting 4)
- High performance Power Library banner – one each year (\$65) or add to MAIN banner yearly.

One time cost:

- Online modules would be design voluntarily as contribution by PL Board members or High Performance Librarians.
Would be revised/updated annually.

Additional Funding Support:

- Explore grant funding to support mentees and mentors' attendance at the CAL, CASL, CLIC and/or CCIRA conferences.
- Explore grant funding to design and implement online professional development modules.
- Explore grant funding to pay for HP PL banners.

Pilot Program Timeline

Milestone	Date
Complete all forms associated with PL program	By April 1, 2010
Receive completed applications from Fall 2010 developing PL candidates	By April 20, 2010
Choose developing PLs and match with HP PLs for Fall 2010	By May 11, 2010
Online Course Modules Planning and Development	Design and implement prior to September 2010
Meeting 1: (mentor & new PL team) An initial meeting with mentor and 3 more meeting are required for the year (see below; a combination of face-to-face and virtual are acceptable). <ul style="list-style-type: none"> • Give "must be completed by...." dates. • Report on info gathering for SMART goal and planning. • Provide support. • Answer questions. 	Late September 2010 @ Mentee School
Meeting 2: (mentor/mentee) Report on first report to staff, smart goals, evidence-gathering	Late November <i>If possible, meet at CAL; investigate if grant funds could provide meeting space & time for developing PLs and mentors at CAL, or elsewhere, as a retreat, since districts may not be able to pay for subs or registration at CAL.</i>
1st Mentee Meeting with Principal & team	Fall semester – before Dec.19, 2010
Meeting 3: (mentor/mentee) Report on analysis of SMART goal data; review 2nd report to staff; provide coaching for meeting with principal.	Early February <i>If possible, meet at a conference like CLIC or CASL; but not all districts may be able to support this initiative.</i>
2nd Mentee Meeting with Principal & team	Spring semester – before April 1, 2011
Tri-district PL event:	Spring 2011
Meeting 4: (mentor/mentee)	Early May @ mentee or mentor school

Report on how to share successes with faculty, administration, and community; provide results from meeting with principal; review 3rd report to staff.	
Board Review of Developing PL status	Early May 2011
Award of HP PL status and banner	May 2011

Roles for High Performance Power Librarians

For High Performance PLs to show annual growth:

1. Choose one of these leadership activities as your focus for the year:
 - A. Facilitate professional development for our district (monthly classes)
 - B. Develop online modules for developing PLs
 - C. Facilitate online discussions in training modules.
 - D. Serve on committee to revise all PL forms needed
 - E. Mentor a developing power library
 - F. Present at a conference.
 - G. Add lessons to and facilitate discussions on PL ning
 - H. Plan and facilitate tri-district PL event
 - I. Plan and facilitate fall welcome event for new PL teams
 - J. Plan special sessions and events for developing PLs if need arises
 - K. Serve on a special committee concerning an Adams12 libraries concern (i.e. RFP for books)
 - L. Community outreach - describe PL program and its effect on learning
 - M. Share tech, collaboration, and lesson ideas with fellow librarians – post on wiki monthly
2. Must belong to a professional organization
3. Must meet with your supervisor twice each year
4. Must perform outreach to staff and community at least twice (newsletter, on website, at staff meeting, parent night)
5. Continue doing all the things you learned in your developing year
6. Send reports and meeting dates to your district coordinator

Responsibility of the PLP Board

1. The district coordinator is the point person for Judy (state coordinator) and the district coordinators contacts their own PL people.
2. Each district reads their own applications, chooses new PLs and matches schools with mentors
3. In spring, PL Board decides if each developing PL school met its obligations & awards status
4. All forms, handouts, dates, organizational info and requirements will be agreed upon by the PL board for all PL schools.