



**OAKLAND UNIFIED  
SCHOOL DISTRICT**

*Community Schools, Thriving Students*

# 2015-2019 Measure G

## May 20, 2019 Report



Presented by District Library Services to Measure G Committee

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Lori Sasaki, Teacher-Librarian

[www.ousd.org](http://www.ousd.org)



[@OUSDnews](https://www.instagram.com/ousdnews)

# Vision & Mission

- I. **Vision:** Oakland Unified School District Libraries are the heart of every school. Within five years we will have model libraries at the Elementary, Middle and High school levels with professional Teacher-Librarians, support staff, book budgets, technology and furniture. These model libraries support and uplift the school they serve and provide inspiration for the entire District: library staff, central office administration, principals and funders. Our collections and library programming -- including maker spaces, art, traveling exhibits, award winning authors and speakers -- is recognized in the Bay Area as a standard for other school districts to reach. Within ten years, all of the elementary, middle and high school libraries will follow the model set within the first five years. Central office staff, principals, teachers and the full school community thoroughly understand the value of the school library and are ambassadors of library culture.
  
- I. **Mission:** OUSD Libraries provide all students crucial access and regular opportunities to READ, explore, collaborate, create, think critically, problem solve and have fun in a safe and vibrant space, while teachers access resources and essential support to extend lessons beyond the classroom. We collaborate to create strong library programs aimed at engaging students to become skilled users of information and technology, fostering academic growth and information literacy.

# Overview/Summary

1. Quality libraries include:
  - Professionally staffed libraries in alignment with standards:
    - Teacher-Librarians
    - Library Technicians at the elementary levels
  - Up-to-date and relevant collections: reading is the core of personal and academic competency
  - Participatory programming for school site community : inquire, curate, explore, create, engage:
  - Information technology integrated and equitably available
  - Collaboration with teachers to demonstrate safe, legal and ethical sharing of information, research and integration into core content instruction
2. Goals
  - Effectively utilize Measure G Library funding to create model libraries in the flatlands of OUSD to model, educate, inform as well as to attract outside funding for long term sustainability
  - Create equity by having flatlands schools equal to staffing and programming at hills schools
3. Current State of OUSD libraries that meet or approaches CA State Standards: ~ 4
4. Strategies to meet goals
  - District Library position
  - Teacher-Librarian and Library Techs Professional team
  - Co-located libraries open as one
  - Full time staff at one library

# Outline of Presentation



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This presentation will focus on answering the questions put forth by the Measure G Oversight committee. It will show:

- The necessity and results of having Teacher-Librarians and appropriate staffing in alignment with Ed Code, CTC and other standards.
- Overviews + specific examples
- The progress of OUSD libraries over a 4 year period in reaching quality and standards in the flatland areas of Oakland.
- Our dream school library district and how it's successful with site based funding

# Your Questions



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## What does success look like for OUSD libraries?

- How do we measure the success of our library program?
- CA State Standards, Ed Code, ALA & AASL standards?
- What does an exemplary library look like? Are there examples in OUSD? In other districts?
- What programming do these libraries offer?

# What does success look like?



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**Quality Libraries = Professional Staffing**  
informed by [CA State Standards](#),  
[Ed Code](#), ALA & [AASL standards](#)



- Relevant & [Up to date Collections](#)
- [Programming](#)
- [Collaborations](#)
- [Data reporting & accountability](#)

# What does success look like?



Flatland schools saw the biggest transformation:

- From **1 to 5** Teacher-Librarians
  - Teacher-Librarians have two credentials
- From **0 to 5** Librarians
  - Librarians have a *Masters In Library Sciences* and are paid as Library Techs
- From **0-18** Library Technicians
  - 18-month *Diablo Valley College Library Technology* training
  - 12 OUSD clerks became Library Technicians

Overview 2015-19

# What does success look like?



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1. Staff in alignment with CA State Standards and Ed Code, teaching in alignment with standards, curation of collections in alignment with standards
1. Teacher-Librarians working solidly in the role of Teacher-Librarians, and in K-5, clusters of skilled Library Techs supported by district library team of Teacher-Librarians and informing the team with best practices
1. Staff co-located sites that share a library with one full time person for both sites
1. Mitigate the bumping process, so that libraries remained open with no disruption of staffing, and staff maintained area of expertise
1. Salary increases in a fair and accountable way
1. Accountable for Measure G library funding
1. Soar into amazing programs, awesome collections, support for principals, teachers and students at the school sites

[For More Information](#)



# Where we've come from.... What does success look like?



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## Anatomy of Opening a Library



# What does success look like?



## Timeline of Opening a Library - see [Photo Essay/WOMs](#)

Year(s)	Staffing Level Required	Activity (ies)	Needed to succeed
1-3	Librarian (MLIS)	Clean out space of old furniture, teacher's storage, old books, etc	Cleaning Supplies Boxes Volunteer army Warehouse support
2-3	Librarian or Teacher-Librarian	Open Library Setting stage for Collaboration Develop Collection Orientate students Some programming	Supply budget Book budget Programming budget
3-5	Teacher - Librarian	Teach Collaborate Information Literacy Bring it all together	Book budget Programming budget Technology budget

# How do we measure the success of our library program?



Circulation & conversation about books and reading soars the more professionally staffed the library.

## Middle School Students with different staffing levels at 3 comparable libraries

	795 Teacher - Librarian		730 Library Tech (.5-1.0)		810 Sub/Teacher	
Date	Circs	Holds	Circs	Holds	Circs	Holds
>5/1/19	13,139	451	6,151	341	1,005	0
2017-18	12,651	263	3,280	135	1,900	0
2016-17	4,491	95	1,490	35	2,077	0
2015-16	298	0	700	2	1,670	0

# What does Success Look Like for OUSD Libraries?



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Part time Library Tech has better circulation and hold stats than full time staff in library. Learn more about success of all these programs [HERE](#)

Middle School Students	730				810		
Date	Circs	Holds			Circs	Holds	
>5/1/19	6,151	341	Library Tech 1.0		1,005	0	1.0
2017-18	3,280	135	Library Tech .5		1,900	0	1.0
2016-17	1,490	35	Clerk in Tech program .5		2,077	0	1.0

Teacher-Librarians result in higher circulation of books + increased numbers of resources for students and teachers.



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Middle/High Schools listed by highest circ numbers • NOTE: Circs would be higher, but teachers were on strike for 1 week and there were unaccounted for checkouts for 2 - 3 weeks due to database error.

Teacher-Librarians Library Techs Teachers

School/Staff	# of Students	Circs Year to Date*	Average Checkout per student per YTD	PDs	Grants Fundraiser	# Reading/Literacy Promotion	# of Research Content	# of Programs
Bret Harte	688	12,000	19	4	9	408	59	20
Frick	236	7,000	30	1	6	170	20	3
Life/United	840	6,000	7	4	7	109	119	7
Montera	730	6,000	8	1	6	123	0	7
Claremont	489	4,000	8	0	0	56	1	8
CCPA	470	3,000	6	0	0	0	0	0
West Oakland (.50 FTE)	198	1,000	5	1	1	18	2	10
Brewer	810	1,000	1					
Skyline	1600	900						

Numbers for ALL Middle/High Schools can be found [HERE](#)

# What does an exemplary library look like? Frick!



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Full time Teacher-Librarian (Cristal Fiel) = safe space for students to read, inquire, engage, create, study, explore.



# What does an exemplary library look like? Frick!



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Reading is the core of personal and academic competency.

Almost all students enter reading multiple grade levels behind.

Frick has 30% Newcomers and 30% SPED

## **2016-17 - Second year of full time Teacher-Librarian**

- 30% of students grew at least 1 grade level
- Over 60% no negative growth.

## **2018-19 - Third year of full time Teacher-Librarian**

- 40% of students grew at least 1 grade level.
- 87% of students had no negative growth.

For clarity, numbers above are rounded. See actual percentages [HERE](#)

# What does an exemplary library look like?



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## Frick Impact Academy

Average of 30 books checked out per student per year - approximately a book a week.

Elias Miranda [reports his SRI scores have increased from 800-1100 - a 4th grade to a 10th grade level.](#) Elias's most recent SRI score was 1123.

The principal says 70% of the kids at Frick now love to read and consider themselves readers. She attributes the growth directly to the library and library culture developed at the school.

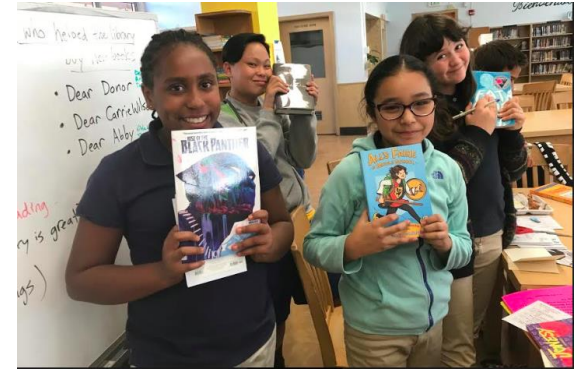


# What does an exemplary library look like? Bret Harte



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## Lori Sasaki, Teacher-Librarian



# What does an exemplary library look like? Bret Harte

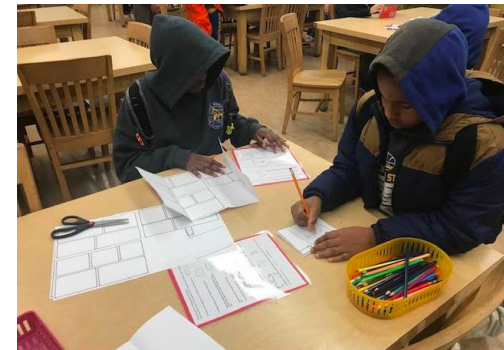


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Inquire, Engage, Explore, Create:

Participatory programming & Reading Promotion

- Author Visits
- Student Led Lunch clubs
- The LAB: Library Advisory Board
- Contests and Interactive activities



# What does an exemplary library look like? Bret Harte



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Lori Sasaki, Teacher-Librarian



# What does an exemplary library look like?



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## Life/United (Calvin Simmons)



**Above:** The Calvin Simmons Library as a storage space **Below:** The CSL as it is today

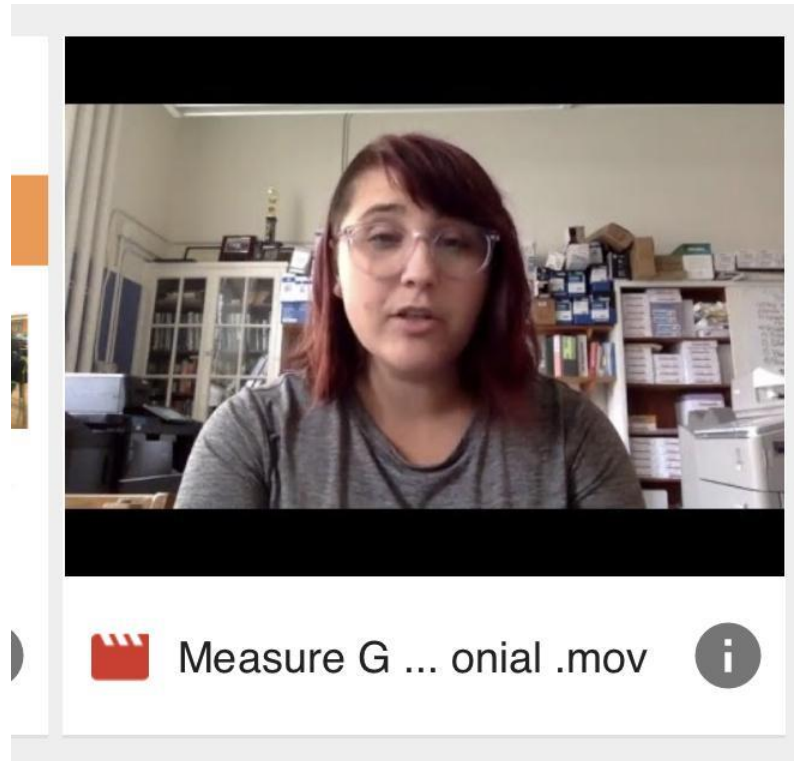
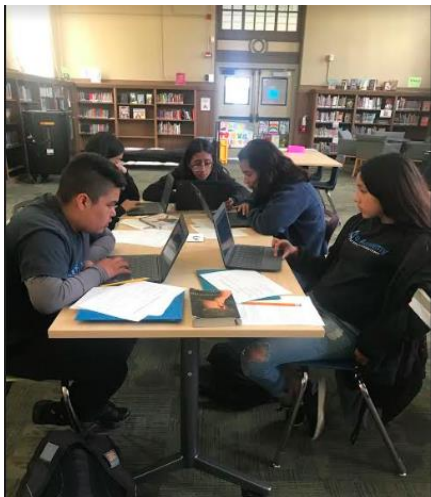


# What does an exemplary library look like?



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Calvin Simmons Library  
Meaningful [Collaboration](#) with Teachers  
Sam Solomon, Teacher-Librarian



# What does an exemplary library look like?



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## Calvin Simmons Library. Students are prepared for college, career and life.

- **61.5% of teachers surveyed at the end of the school year said they worked with the Teacher-Librarian to plan or teach a lesson in 2018-19**
  - 92.2% rated the experience a 4/4
    - “It is wonderful to have someone running the library who is so engaged not only with students, but teachers as well.”
    - “Ms. Solomon made it very easy to combine her expertise in both teaching and research skills and was able to construct a lesson that hit on both library and science skills that was very relevant to my class.”
    - “Very well structured, very clear skills focus, attentive and supportive for all research tasks and supporting in curating resources!”
    - “She was so prepared and made me feel at ease and confident in my lessons”
    - I wish there were multiple Sams so that when she's doing class visits, the library can still be open for kids to come check out books!

See the full CSL End of Year Survey results [here](#).

# What does an exemplary library look like?



Calvin Simmons Library.  
Students are prepared for college, career and life.

- 85.5% of students surveyed at the end of the 2019-19 school year say they never or sometimes use the public library; 33.3 of students use the library at least once per week on their own; 27.6% report coming mostly with a class
  - Students were asked “*What do you like best about the library?*”
    - “The uplifting feeling you get once you walk in”
    - “They have books and a very friendly librarian and theirs all sorts of activities that you could do.”
    - “How it kinda of feels like a community of readers”

See the full CSL End of Year Survey results [here](#).



# Success in Other Districts - what does it look like?



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1. Commitment
  1. Centralized funding or site based dependent upon staffing
  1. Stable, dedicated funding from year to year
  1. Teacher-Librarians at least at the Secondary schools
  1. 2-4 people at Central level
  1. Book Budgets, funding for supplies, programing, technology, furniture



# Success in Other Districts - what does it look like?



## Library Services Staffing Non Negotiables, Nashville

**“Library Personnel - Librarian:** Schools are required to have least one full-time, certificated librarian. Irrespective of the State requirements, librarians are critical to creating successful personalized learning environments. Librarians should be leveraged more purposefully to deliver instruction, provide intervention, and support enrichment.” (NUSD Principal Handbook)

1

	<449 Students	450-599 Students	600+ Students
<b>Elementary Schools</b>	1.0 librarian	1.0 librarian	1.0 librarian
	<400 Students	400-999 Students	1,000+ Students
<b>Middle Schools</b>	1.0 librarian	1.0 librarian	1.0 librarian
	<1500 Students	1500-1,999 Students	2,000+ Students
<b>High Schools</b>	1.0 librarian	2.0 librarians	2.0 librarians

**Certificated Librarian = Teacher -Librarian**

# Success in Other Districts - what does it look like?



## Library Services Staffing Additional, Nashville

**“Library Personnel-Library Clerks:** Library clerk is an important role in supporting the library. It is also recommended that if a librarian does have a scheduled, fixed class, a clerk is provided to allow access to the rest of the school. Library clerks not only manage the day-to-day operations of the library, but also can be a support in technology inventory and administrative tasks. “ (NUSD Principal Handbook)

	<450 Students	450-599 Students	600+ Students
Elementary Schools	0 clerk	0.5 library clerk	1.0 library clerk
	<399 Students	400-999 Students	1,000+ Students
Middle Schools	0.5 library clerk	1.0 library clerk	1.5 librarian clerks
	<1,999 Students	2,000+ Students	
High Schools	1.0 library clerk	2.0 library clerks	

# Your Questions



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- What does your office / central offer?
- What support or guidance do we provide site leaders or library staff (teacher librarians, techs, etc)

# What does your office / central offer?



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**Oversight & Information:** Standards, Quality, Accountability for District, Staff and others, resources

**Training & Support:** 2x/month PD for staff, volunteer training, site visits, visioning, collection development, library redesign support for [site principals](#)

**Resources & Funding:** Grants, fundraising author contacts, coordination of [author visits](#), new books from publishers, bookstores, and donations

**District Wide Resources, Programs & Initiatives:** Curation of [Library Databases](#), Oakland Promise Card, Author Visits, Webpage, Cataloging



# Oakland Promise Card

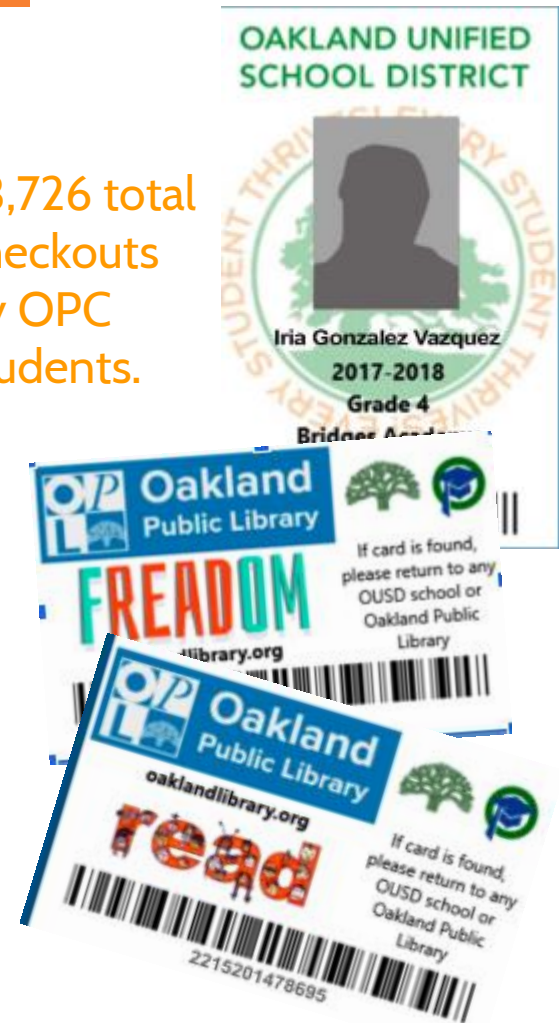


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“In many conversations with students, they told me they had never been to a public library - this was especially the case for refugee students. Others told me they couldn’t remember the last time they had been to a library, and/or that they could not visit a public library because their guardians were unavailable to take them and they were not allowed to walk to the library because the neighborhood was too unsafe. The overwhelming feedback I got from students was that if they did not have access to their school library, they would not be accessing any library at all.” - Andrea Kneeland, Teacher-Librarian, Frick Impact Academy

73,726 total  
checkouts  
by OPC  
students.



# Current State / Recent Progress



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## Your Questions:

- Given those success metrics, where are we now?
- Perhaps a timeline of where we started in 2016 and our progress to date

# District Library Overview 2018-2019



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Stage	Description
32	Library currently closed. No dedicated library staff. Current space used for multiple purposes other than library services or programs.
18	Library open minimal hours per week. Staffed by Stip-Subs, teacher without library credential or other staff working in the library. Currently lacking one or more of the following: up to date resources, furniture, technology.
24	Library open 4 - 5 days of the week, with regular class visits, staffed by Library Tech or MLIS librarian, with one or more of the following: up to date resources, furniture and technology.
4	Library (approaching/in) alignment with CA State Library Standards with Professional Teacher - Librarian, 28 books per student with an average copyright date of 2006

# District Library Overview 2016-2019



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Stage	2016-17	2017-18	2018-19	Change/Growth
Vol/ OPL	9	7	7	-2
1	34	31	32	-2
2	33	32	18	-15
3	8	13	24	+16
4	1	2	5>	+4



# Allocation Process



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- What do you feel have been the biggest contributors to recent progress? / what's working?
  - Centralized approach
  - Codification of practices and policies
  - Teacher-Librarians and Professionalization of Staff
  - Staff - full time at sites
  - Staff trained by/informed by Teacher-Librarian(s)
  - Incredible bonding, professionalization, programming of Tech team
  - Clean up + Amazing Collections with little funding

# Allocation Process

- What hasn't worked over the last few years? What do we need to change?
  - Focusing on quality impacted quantity
  - Lack of funding impacted growth,
    - made it difficult to maintain progress at all sites,
    - limits vision
    - challenges maintaining or adding to quality staff
  - Basics that need to be addressed: Job descriptions, hiring protocols, credentialing, tiered salary structure, addressing staffing inequities

# Allocation Process



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## Your Questions

- Do you have the opportunity to advocate for more Measure G funding?
- How do you find out how much is allocated to your program year-to-year?
- Do we know how much outside money is coming into schools to support libraries?
- Do we know how many libraries are utilizing this type of funding?

# Outside Funding?



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<b>Source</b>	<b>Amount</b>	<b>Generally for...</b>	<b># of Libraries</b>
District Library Manager	60k	Collections, Authors, Training, Programs	All/Open/Staffed
Salesforce	54k	Collections, Tech, Supplies	4-5
Grants by Staff	39k	Collections, programs,	19
PTA	35k	Collections, Supplies	8
FOPSL	21k	Collections, Author, Scholarship	20
School Site	16k	Collections	4 (may be higher)
Personal - Staff	10k	Collections	

[Outside Funding](#) Details

# Allocation Process



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## Your Questions

- Now that principals have submitted their budgets for next year, what impact do you see for school libraries? (openings, closures, staffing changes, etc)
- Could you present an alternative to the current allocation strategy (which addresses the theory of action Sr. Deputy Chief Aguilera outlined re: local spending control) if you feel some alternative would be more appropriate.

# Overview

# Impact for school libraries 2019-20



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Status	Measure G Funding 2018-19	Measure G Funding 2019-20	#
OPEN	YES	YES, at REDUCED RATES	28
OPEN	YES	NO	4
OPEN	NO, PTA	NO	8
OPEN	NO, Site based	NO	4
CLOSED	NO, closed volunteer, parent run	YES	20
CLOSED	NO	NO	23

# Impact for school libraries 2019-20



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Positives	Challenges To Date
Some principals invested heavily in libraries to maintain their programs and made hard sacrifices.	Alternate funding is unstable and may only be for one year. Weren't able to uphold standards.
Five Library Clerks Retiring	Bumping up 100% since last year.
	<p>11 sites and people are impacted. Students and culture are impacted..</p> <ul style="list-style-type: none"> <li>a. Reduction in hours</li> <li>b. Change in service area of expertise</li> <li>c. Change in classification</li> <li>d. Change in location</li> <li>e. Possible Layoffs</li> </ul>
	Loss of Teacher-Librarians

An alternative to the current allocation strategy (which addresses the theory of action Sr. Deputy Chief Aguilera outlined re: local spending control) if you feel some alternative would be more appropriate?



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## Nashville's Limitless Libraries

The screenshot shows the website's navigation menu with options for 'All Ages', 'Elementary School', 'Middle School', 'High School', and 'MY ACCOUNT' for 'Educators'. Below the menu is a search bar labeled 'SELECT YOUR LIBRARY' and a 'SUPPORTED BY' section with logos for various partners. The main content area features several promotional cards:

- WE WANT YOUR FEEDBACK**: A large graphic with a laptop icon.
- End-of-the-year Educator Survey**: A card asking users to take a 4-question survey about Limitless Libraries.
- End-of-the-year Student Survey**: A card asking users to take a 4-question survey from Limitless Libraries.
- BATTLE OF THE BOOKS**: A logo for the annual event.
- 2019 Middle School Battle of the Books Title List**: A card listing selected titles for the current year.
- Middle School Fall Picks 2018**: A card listing new titles for middle grade.
- High School Fall Picks 2018**: A card listing new titles for teens.

This section of the website is divided into three main categories:

- Recommendations**: Features a search bar with 'Disney' entered and a carousel of book covers, including 'Children's Favorites Volume 3' and 'A Circle of Circumstances'.
- Downloads**: A grid of four orange buttons with icons representing different content types: Music, eBooks, Audio Books, and Streaming Video.
- Research Tools**: A grid of four service tiles:
  - Lynda.com**: Streaming Video, Arts and Music, Business, Technology.
  - BookFLIX**: eBooks, Music, Streaming Video, Literature, Science, Social Studies, Arts and Music.
  - LibGuides**: General.
  - World Book Encyclopedia**: General.



# Allocation Process



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## Your Questions

- How will you approve library expenses in the coming year? Do you have concerns about the funds being spent inappropriately? Why / why not?

# Resources



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## District Library Webpage:

- [Welcome & Vision](#)
- [School Site Libraries News](#)
- [Measure G Library Funding Page, Plan of Action, Updates](#)
- 2019-20 [Guidelines](#)

[Research](#) on importance and value of school libraries

[Why school librarians matter:](#) What years of research tell us.

[School Libraries Meaningfully Impact California Students](#) infographic

[School Librarians Transform Learning](#) (Information Services)

[School Libraries Work!](#) Research supporting the effectiveness of school libraries

[School Librarians as Learning Leaders](#)

[Future Ready Librarians](#)

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