In your opinion, how could the recruitment and further training of teacher-librarians be encouraged?	
	Response Count
	557
answered question	**557**
skipped question	**67**

	Response Text	
1	Make it compulsory to have a teacher-librarian in schools over a certain enrollment.	Mar 21, 2010 1:27 PM
2	not sure	Mar 21, 2010 1:36 PM
3	Offer sponsored study leave Target money so that the position of teacher librarians can have security especially in primary schools Redefine the role and dont link it to time release	Mar 21, 2010 9:25 PM
4	We need to change the imaqge of a Librarian and advertise the challenges and possibilities of the role in a way which will appeal to young people. Librarians need to be seen as leaders in their schools and not refugees from the classroom. Librarians should be Coordinators of RBL and/or Resources and presented as highly efficient and responsible leaders (which we are but are rarely acknowledged as such).	Mar 21, 2010 9:40 PM
5	I would love to do some study, but would need finiancial rewards or even financial help to pay for the Masters. Time is a big issue. We already do so much, I think many of us just can't physically take on any more tasks.	Mar 21, 2010 10:22 PM
6	Through greater access to information about the relevant courses	Mar 21, 2010 10:25 PM
7	Grants for study...to either allow time or finances to assist those already passionately working in the field.	Mar 21, 2010 10:36 PM
8	increase profile of role of libraries increase employment opportunities	Mar 21, 2010 10:55 PM
9	By the Government legislating that each school must have TRAINED T-Ls in each school library - primary AND secondary - and that the industry standards as set out in 'Learning for the Future' be adhered to.	Mar 21, 2010 10:56 PM
10	There option to do a Grad Dip or a Masters is important so that people can afford to do the necessary study. School Libraries need to be places that are not dominated by a "struggle" - a struggle for sufficient budget and staff allocations. Networks and partnerships with professional bodies for continual Professional devleopment for Teacher Librarians is essential.	Mar 21, 2010 10:59 PM
11	More courses, requirement re staff allocation to have TLs in every school, proper funding, prof. recognition, acknowledgement of vital role by principals, etc.	Mar 21, 2010 11:01 PM
12	If T/L positions were offline Principals would grab the opportunity to have the extra support on staff.	Mar 21, 2010 11:07 PM
13	T-L training should have leave with pay for the first half of the course, the remainder being done externally. This was done in the past.	Mar 21, 2010 11:27 PM
14	Employnment prospects! Teachers are not going to undertake futrther study if there are limited employment prospects.	Mar 21, 2010 11:29 PM

Response Text		
15	Having a permanent voice at systemic level to lobby for the case for including qualified Teacher-Librarians and showing how they can contribute to literacy appreciation and better reading levels in schools. Brisbane Catholic Education is currently offering a part scholarship to a Masters of Education (Teacher-Librarianship) but does not have an official Education Officer to support T-L's..this was withdrawn a few years ago...and Education Queensland ceased their support over 10 years ago. Despite this there are very many active, passionate and thriving Teacher-Librarian Network groups working hard in all sectors of Education....State, Catholic, Independent and Private schools.	Mar 21, 2010 11:51 PM
16	Availability of funds for jobs	Mar 22, 2010 1:09 AM
17	must come from Education Dept recruitment offices	Mar 22, 2010 1:29 AM
18	Education Queensland could, in the EQ newsletter, ask for expressions of interest for t/l positions throughout Queensland, then interview for the best person. Then this person would know that they were actually going to go to a t/l position in a particular school, rather than being sent to a regional group and hoping to get a t/l job. Also, if a qualified t/l is in a school, the Principal should be forced to give that person the job rather than any 'teacher pets' who put their hand up for it; There should be undergraduate training in education degrees for those who might like to do say English and Teacher-Librarianship as majors, then there would be a pool of those with appropriate qualifications in smaller and regional schools who could do part-time t/l positions;	Mar 22, 2010 1:36 AM
19	Better job opp. Stable employment Employment only within areas od sepciality- not taking eg. SOSE class	Mar 22, 2010 1:38 AM
20	Higher pay for TL qualification, more hands on experience to count for course requirements, status similar to HOD within a school? support funding for TLs who are keen to study.	Mar 22, 2010 1:44 AM
21	Raising the profile of the role People being aware of the importance and unique nature of the role - schools NEED TLs! Opportunities for further training and development	Mar 22, 2010 1:49 AM
22	WIth a security of future employment rather than being threatened by replacement by 'cheaper' library technicians.	Mar 22, 2010 1:49 AM
23	Spend the day in the library/resource centre of your school or another local school. "Feel" the job!	Mar 22, 2010 1:53 AM
24	Better recognition of the role by the school community	Mar 22, 2010 2:20 AM
25	I have on 2 occasions had long term observations from relief teachers who wanted to consider library as an option. Placing teachers in the library over an extendned period to shadow a TL quickly facilitates a greater understanding of the TL's important role. This has helped them decide if they'r like to pursue library studies. Library lessons too must be collaborative with classroom teachers who could then lighten the load of TLs as they continue to apply library lessons in the class.	Mar 22, 2010 2:35 AM
26	be regulated and set - no Principal discretion on budget amounts or staffing	Mar 22, 2010 2:37 AM
27	Teacher Librarian educators are to train teachers and Teacher Librarian they should have recent Teacher and Teacher Librarian experience. Otherwise they are planning for and teaching a course when they have had no relevant recent experience.	Mar 22, 2010 2:46 AM
28	Ensure EVERY Government school must have a full time TL/	Mar 22, 2010 2:50 AM
29	More jobs in schools	Mar 22, 2010 2:59 AM
30	Creating technology leaders who are able to empower students as independent learners.	Mar 22, 2010 3:08 AM
31	Promote the value of school libraries and fully qualified teacher librarians Teacher Librarian position should be a position of responsibility	Mar 22, 2010 3:14 AM

Response Text		
32	An easier transition for those of us wanting to complete a TL course after a Librarianship degree has been undertaken, more institutions willing to teach this as well. As part of an education degree, a specialty could be Teacher-Librarianship.	Mar 22, 2010 3:16 AM
33	Those in control of TPL budget in the school should encourage attendance at conventions/training days etc so TL's feel less isolated.	Mar 22, 2010 3:23 AM
34	Courses need to be available. There is no dedicated course available in Melbourne.	Mar 22, 2010 3:23 AM
35	by providing recognised qualified teacher librarian positions - that do not take a class teacher position	Mar 22, 2010 3:25 AM
36	Addressing the points made above so that the position is understood and given the status it desrves. Also, if you have to pay personally to train and there is no extra remuneration that is a huge disincentive. Better acknowledgement of the value of the role by school systems, Principals and others would assist.	Mar 22, 2010 3:28 AM
37	Universities giving appropriate courses and credit for teacher librarians.	Mar 22, 2010 3:29 AM
38	re-introduce full time paid study for experienced teachers	Mar 22, 2010 3:29 AM
39	Budget increases, professional development and salary incentives	Mar 22, 2010 3:30 AM
40	Give every school with low reading-engagement and poor information literacy outcomes a great TL for at least 6 months, with money to refresh the collection and time to collaborate with staff, and the school communities will turn around and put pressure on funding bodies to create TL positions and provide more training. There needs to be a demand at the grass-roots level AND support and funds from the top.	Mar 22, 2010 3:31 AM
41	Salary incentives, better PR for role of Teacher-Librarians in schools.	Mar 22, 2010 3:33 AM
42	By acknowledging that T/ls are usually more highly trained than teachers and pay them accordingly. Also to decrease the workload on T/Ls by acknowledging that their supervision of students in the library outside class time is at least equivalent to teachers' supervisory roles in the playground and also equal to any co-curricular involvement by teachers.	Mar 22, 2010 3:35 AM
43	Give the TL's the certainty of knowing that they wont be shoved into a classroom whenever enrollments drop.	Mar 22, 2010 3:41 AM
44	More money is needed for training and resources. Teacher librarians are an aging population.	Mar 22, 2010 3:43 AM
45	Put a qualified teacher librarian in every school	Mar 22, 2010 3:48 AM
46	Realise that teacher-librarians and other library staff are roles that vary differently. Release teacher-librarians to undertake their roles as "teacher" and 'librarian" not as keepers of books.	Mar 22, 2010 3:49 AM
47	Governments have to make it mandatory that qualified teacher librarians are employed in all school then people would have the incentive to study.	Mar 22, 2010 4:02 AM
48	new recruits get an idea that the proffession is valued rather than continually under threat partic.by individual school execs	Mar 22, 2010 4:09 AM
49	Promotion of the position by careers advisors (I have tried to alert our careeers advisor to the possibilities) Fund postions for teacher librarians in schools, particularly primary schools. This is most important as it is the primary teacher librarian who will foster a love of books and reading in students which will carry on through secondary school and adult life.	Mar 22, 2010 4:09 AM
50	Better/more TL courses	Mar 22, 2010 4:11 AM
51	Financial incentive Leadership position	Mar 22, 2010 4:12 AM
52	Undergraduate degrees.	Mar 22, 2010 4:15 AM
53	Subsidies, beter administration allowances and administration staff	Mar 22, 2010 4:18 AM

Response Text		
54	Extra pay. The expectation that all schools have a QUALIFIED teacher librarian in their school.	Mar 22, 2010 4:18 AM
55	More TLs in schools - more respect given to the position	Mar 22, 2010 4:24 AM
56	Improving the status of the job. Including the TL in the school management team.	Mar 22, 2010 4:28 AM
57	Ensure that our dual qualifications and the skills we bring to our position are mandatory, recognised, and financially rewarded.	Mar 22, 2010 4:31 AM
58	By funding TLs in all schools, as research has shown that there are improved student outcomes in schools with TLs By supporting the role of TLs in training courses & establishemnts - recognising them as specialist teachers - bringing their value into teacher training by inclusion into normal teacher training as a specialist option	Mar 22, 2010 4:31 AM
59	Scholarships,	Mar 22, 2010 4:33 AM
60	More pay to compensate for the extra training required. Educate teachers about the role of the teacher librarian. Greater funding to libraries. School library day.	Mar 22, 2010 4:35 AM
61	Funding assistance	Mar 22, 2010 4:38 AM
62	Educate the principals in how a qualified TL can support school, staff and students; promote the role in the general public arena	Mar 22, 2010 4:38 AM
63	At the work level - T/L recruiting and encouraging.	Mar 22, 2010 4:38 AM
64	TL roles need to be more highly valued.As most people don't understand our whole role, they can't see the value init.	Mar 22, 2010 4:39 AM
65	more money and promotion	Mar 22, 2010 4:40 AM
66	Gathering of tl's to meet together for training. Opportunities for upgrading skills.	Mar 22, 2010 4:42 AM
67	Certainly need to include the role as part of training for general teaching.	Mar 22, 2010 4:45 AM
68	The technology side of the job should be emphasised to outsiders, as it is the side which is under recognised, and very exciting. The State and Federal governments need to insist on an appropriately qualified TL in all schools- those who cannot pass a technology skills course should be eased out. This applies to ordinary teachers too. It is actually a fantastic job, but also a great hiding place.	Mar 22, 2010 4:45 AM
69	If it was mandated that schools over a certain size must have a qualified tl	Mar 22, 2010 4:46 AM
70	Teacher librarians need to be seen as a valued part of school community and so therefore the value of specific training to allow for this.	Mar 22, 2010 4:46 AM
71	Principals and staff need to be made aware of the importance of Information specialists	Mar 22, 2010 4:48 AM
72	Other organisations have career progression mapped out. There is no benefit in spending thousands of dollars to do the training and still not find a job at the end! DET does seem to care about career options in schools.	Mar 22, 2010 4:48 AM
73	publicity, awareness of importance of changing role of librarians	Mar 22, 2010 4:48 AM
74	By T/L Promoting all the jobs they complete. Not just the ones that are readily recognised.	Mar 22, 2010 4:49 AM
75	Allocated time that can not be touched to carry out administrative library duties.	Mar 22, 2010 4:49 AM
76	If the profession gained more recognition within the school system.	Mar 22, 2010 4:51 AM
77	Ensure that ALL schools have minimum requirements of QUALIFIED Teacher Librarians employed or commitment to do so withing three years. Mandate teaching time / relief hours that TLs must undertake - too many TLs are used as handy relief staff or given extra duties that make undertaking TL duties difficult.	Mar 22, 2010 4:52 AM

Response Text		
78	Fix all of the above. Allow greater job-sharing options for 'overloaded' stressed TLs. Mentoring options for inexperienced TLs. Possibly employ older skilled TLs to assist. Improve the acceptance of the unique role of the TL to all school principals. Practice teaching blocks for trainees in school library situations.	Mar 22, 2010 4:54 AM
79	Support teachers to study the TL Grad Diploma or MED so that all schools have trained TL.	Mar 22, 2010 4:56 AM
80	Educate administrators on role of TL and possibilities if the Library is the focus of all teaching and learning activities within the school.	Mar 22, 2010 4:57 AM
81	Incentives for higher degrees. My Master's finished in 2009 cost $2400.00 in tuition fees alone.	Mar 22, 2010 4:57 AM
82	advocacy if anyone has the energy or confidence left to promote themselves as no one else will. Maybe literacy standard statistics.	Mar 22, 2010 5:01 AM
83	we need to increase awareness outside of TL circles about the valuable work that TLS do. Also, TLs need to focus much more on the teaching part of their job and leave cataloging etc to Library technicians and aides.	Mar 22, 2010 5:07 AM
84	Suitable courses at university level that caters for all learning styles (including those who do not feel comfortable with external courses). Flexible tutoral times/ evening times or school holiday times (fit around school). Targeting QUALITY teachers for retraining. Funding for cost of courses or scolarships. Have it be natianally considered as a coordinators role and have schools funded accordingly.	Mar 22, 2010 5:07 AM
85	Spead the word through the department, the teachers federation, messages from the DG etc. At TL network meetings new an untrained TLs should be encouraged to take training.	Mar 22, 2010 5:08 AM
86	Schools should realise that the TL is a very important fascilitator in the learning process and they should push for Library workers to further their studies. Letters to people who make decisions about this would be a good starting point.	Mar 22, 2010 5:16 AM
87	Offer scholarships and incentives	Mar 22, 2010 5:16 AM
88	is it a worthwhile profession? Why are we not 'worthy' of coordinator status? Same staff level as a classroom teacher but with a lot more responsibility.	Mar 22, 2010 5:18 AM
89	I know of a newly appointed TL who is undergoing training through CSU and is finding it very difficullt to manage both her TL responsibilities, family and CSU requirements. I however retrained through the DET and didn't find the going as tough.	Mar 22, 2010 5:18 AM
90	By rewarding the extra study with extra pay; and more acknowledgement of what we do ...unfortunately for many a thankless task	Mar 22, 2010 5:19 AM
91	Better awareness of the role of the TL and opportunity to run PD workshops for colleagues on ICT and information literacy, so that more effective models of learning can be implemented.	Mar 22, 2010 5:26 AM
92	To educate the wider public what the profession means. As a new TL (4 years) with 30+ years of teaching I was ignorant of the role. Perhaps to introduce the skills and activities into the teacher training so that trainee teachers have the knowledge of what a TL can do for them as well as the basis on which to decide future career moves.	Mar 22, 2010 5:26 AM
93	Parents and schools need to show that libraries are an integral part of learning.	Mar 22, 2010 5:26 AM
94	Inclusive practices in the school environment where the Teacher-Librarian collaboratively plans and teaches units of work. Advocating the role of the teacher-librarian and the specialist knowledge that he/she can bring to planning sessions e.g. information literacy skills, knowledge of quality literature and a range of quality resources.	Mar 22, 2010 5:33 AM
95	Subsidise training	Mar 22, 2010 5:37 AM

Response Text		
96	Recruit those who have initiated study for the role thmeselves. If recruiting check to sutability of the candidate by interview. Further training should allow study leave sufficient to work and study. Al TLs should be encouraged and supported to complete courses that permit them to gain ALIA accreditation.	Mar 22, 2010 5:37 AM
97	Stipulate at State or national level, how many qualified teacher librarians must be allocated / head of student population.	Mar 22, 2010 5:39 AM
98	Scholarships, paid leave, undergrad recruitment, selection of experienced teachers. Paid Masters study in TLship.	Mar 22, 2010 5:41 AM
99	When there are jobs in every school then there would be a demand. At present the private schools are the schools who seem to value TLs the most	Mar 22, 2010 5:42 AM
100	Professional development opportunities equipping teacher librarians to facitilitate information literacy in an ICT environment	Mar 22, 2010 5:49 AM
101	by paying TLs as specialists and recognising their professionalism.	Mar 22, 2010 5:52 AM
102	Casuals seeking employment could be trained at DET expense, then be guaranteed employment.	Mar 22, 2010 6:02 AM
103	Have Uni course for undergrads,& promote role & post grad courses with trained teachers. Altho no point in training - if there are no jobs, and there seem to be fewer & fewer jobs as schools drop TL time (an easy option as we don't have classes on the timetable) particularly with the reduced numbers in Year 8 this year.	Mar 22, 2010 6:02 AM
104	Make sure that TL jobs are secure within the education system. Also to ensure that Principals value and fully understand the role of a TL not simply use them for relief from face to face (RFF)teaching.	Mar 22, 2010 6:04 AM
105	promotion of role of TLs by DET, especially their dual role as teachers and resource specialists- books and ICT. Knowledge of Literacy, all KLAs- so need to encourage the top graduates into the job, as it involves being able to teach all grades, an extensive knowledge of the curriculum, and ability to be a leader among the staff and run T & D- as in "Standards of Excellence for Teacher Librarians"	Mar 22, 2010 6:05 AM
106	Advertising the positives of the position	Mar 22, 2010 6:12 AM
107	At every level.... from the top down... people need to be made aware of the need for trained personnel in the Library.	Mar 22, 2010 6:13 AM
108	Student teachers at uni could be told that t-ls are there! A unit of working with a t-l	Mar 22, 2010 6:13 AM
109	Greater recogntion of the importance of our role.	Mar 22, 2010 6:13 AM
110	If teacher librarians and school libraries were valued by school management and government departments it would be a more attractive career path.	Mar 22, 2010 6:14 AM
111	return to the pre-1990's formula for staffing libraries and make DET stick to it. (i.e. 0.2 T/Ls per 90 students)	Mar 22, 2010 6:18 AM
112	As above	Mar 22, 2010 6:22 AM
113	There should be some way of attracting the best teachers to train as TLs. In the past study leave was granted to those excellent teachers who applied for it.	Mar 22, 2010 6:23 AM
114	Show that the teacher librarian is valued within the school Pay rates commensurate with the level of specialist skill and qualifications. Resource libraries sufficiently with both staff and budget so that TLs feel they can actually achieve something.	Mar 22, 2010 6:30 AM
115	There is no point in encouraging recruitment if there are no positions available at the end of all the study.	Mar 22, 2010 6:33 AM
116	TL's need to be fully trained via university and recruitment via University Education departments need to be implemented to gain younger teacher librarians.	Mar 22, 2010 6:36 AM
117	$$$, job security and ability to advance, if they were keen to do so. Sadly, many feel that the library is a move sideways.	Mar 22, 2010 6:49 AM

Response Text		
118	giving the profession a higher profile	Mar 22, 2010 6:57 AM
119	Many see it as a refuge from the classroom whenin fact it is the hub of a good school with a complete overview of syllabus and personnel	Mar 22, 2010 7:08 AM
120	Principals should become aware of the roles T/L's can perform	Mar 22, 2010 7:12 AM
121	Set minimum standards in schools for staffing levels, including small and remote schools. Financial support to selected applicants.	Mar 22, 2010 7:14 AM
122	Be an exciting librarian to inspire others.	Mar 22, 2010 7:21 AM
123	incorporating the role of the TL in teacher training; recognition of the quality of teaching and learning the TL brings to a school; recognition of the leading role TLs play in curriculum, IT, and information services	Mar 22, 2010 7:23 AM
124	By assurances that there is a future in the position. Paid training positions for experienced teachers. Computer based inservices - we are a scattered and isolated profession, especially in small country schools.	Mar 22, 2010 7:32 AM
125	The profile / role of the TL role & possible opportunities for schools, with an appropriate level of TL time allocation, needs to be foregrounded from the top down again.	Mar 22, 2010 7:34 AM
126	TL employed to facilitate literacy and information literacy development and resource management not as RFF.	Mar 22, 2010 7:37 AM
127	financial and time assistance to complete uni course as it is work pd related	Mar 22, 2010 7:41 AM
128	More time is needed to adequately run primary school libraries. Conditions for teacher/librarians need to be improved to encourage others to take on the extra study.	Mar 22, 2010 7:45 AM
129	Simply paid study leave would go a long way!!!	Mar 22, 2010 8:03 AM
130	Full time training courses	Mar 22, 2010 8:12 AM
131	Financal support,	Mar 22, 2010 8:12 AM
132	Word of mouth, mentorship, prac experience, love of ICT's	Mar 22, 2010 8:14 AM
133	T/L positions not be part of staffing quotas. Have the positions fixed in all schools with respect to student pop. Scholarships to encourage teachers to do training.	Mar 22, 2010 8:46 AM
134	By making sure that schools are required to have qualified TLs as a non-negotiable part of staff.	Mar 22, 2010 8:47 AM
135	There is much discussion about us being phased out, that needs to be stopped.	Mar 22, 2010 8:53 AM
136	Not Sure	Mar 22, 2010 9:05 AM
137	better working condition - principal directed to give % of budget to properly resource libraries, directed library not be used as RFF (Release form face to face teaching) more resources share eg Perfessional Development days to help plan etc	Mar 22, 2010 9:10 AM
138	As above	Mar 22, 2010 9:28 AM
139	Allow keen teachers to do the 4 subject CSU course which would give them a library qualification in a year.	Mar 22, 2010 9:49 AM
140	Future recruits need to see that the position is a valued and intricate part of the teaching and learning in the school, and not just a management one. Trainee t-l's need to do prac in libraries just as trainee teachers do in classrooms. The important role of the t-l needs to be acknowledged in the school with co-opertive teaching (not rff) and assessments noted in student reports.	Mar 22, 2010 10:02 AM
141	Trainee teachers don't have the foggiest idea of what a TL does. More needs to be done at Uni level.	Mar 22, 2010 10:04 AM
142	Offer paid access to courses	Mar 22, 2010 10:06 AM
143	All schools should be guaranteed a full time trained teacher librarian and at least a full time SASS staff member.	Mar 22, 2010 10:06 AM

Response Text		
144	Increased knowledge about and recognition of the work teacher-librarians by classroom teachers - need for all trainee teachers to be exposed to library focus in their initial training	Mar 22, 2010 10:28 AM
145	Emphasise the importance of librarians as information providers - not just book sorters! The role of the librarian needs to be marketed better, stressing their ability in knowledge management and capabilities in the electronic world.	Mar 22, 2010 10:33 AM
146	more para professional support and a new look at role statements	Mar 22, 2010 10:51 AM
147	Increased financial support for school libraries	Mar 22, 2010 10:56 AM
148	A catch 22 - New Teacher LIbrarians struggle to complete DET sponsored studies in Graduate Certificate in Teacher Librarianship while getting their heads around the administrative job of running a library, resourcing the curriculum and relieving teachers Face to Face teaching. I note that School Counselors in training get a year of full time study. REading Recovery teachers get weekly release to study. - Why not Teacher Librarians? New Teacher librarians need time to study, admin staff to assist in administrative duties and recognition from teachers and principals that Teacher Librarians need to be included in planning days when other staff are relieved of their classroom duties, rather than being a class minder while Staff meet on their "planning days".	Mar 22, 2010 10:56 AM
149	By making the position separate from the general staffing allocation	Mar 22, 2010 10:57 AM
150	By providing job opportunities in schools. T/Ls should be provided (off quota) for every school.	Mar 22, 2010 11:01 AM
151	Mentoring programs that DET NSW runs seems to be productive & collegiate and has encouraged new TL's to stay in the profession. Sponsored /paid TL courses	Mar 22, 2010 11:01 AM
152	In years gone by we have organised our own inservice days but as a group we no longer have the time or the expertise to do this. Thus we have not had a local inservice day in many years. We hold collegial meetings after school once aterm and these offer great support networks however we feel we need updating in our skills but don't know where to start.	Mar 22, 2010 11:03 AM
153	Retrain TL's who are already in positions. Employ TL's to teach a library program and NOT to do RFF. Again funding is needed for this. I	Mar 22, 2010 11:04 AM
154	Definitely - make it a role considered essential to ALL schools	Mar 22, 2010 11:08 AM
155	Change the name.	Mar 22, 2010 11:15 AM
156	Offer incentives especially in Qld - sponsorships for teachers who want to do further study	Mar 22, 2010 11:17 AM
157	Guarantee that the job is in fact 'Teacher Librarian', not 'RFF dog'sbody'. Principals need to respect and support the role of the TL , and see the TL as a member of the Executive staff, not as a support teacher.	Mar 22, 2010 11:17 AM
158	Advocacy, through networks and professional organisations. Qualified TL's working in schools need to lead by 'doing' ..	Mar 22, 2010 11:21 AM
159	The need for a qualified TL in every school must be supported by the higher authorities. It has to be recognised, as was made clear in the review of the research carried out by Michele Lonsdale in 2003, that well resourced school libraries lead by qualified teacher-librarians 'have a positive impact on student achievement'.	Mar 22, 2010 11:21 AM
160	It is essential that all school libraries have a trained teacher librarian thus increasing availability of employment in the field	Mar 22, 2010 11:21 AM
161	Raise the standing of TLs within schools and in the wider community. Imrpove number and quality of training courses. Make the position of TL an essential staffing position	Mar 22, 2010 11:23 AM
162	Increase the profile of teacher librarians at all levels through telling "our stories".	Mar 22, 2010 11:28 AM

Response Text		
163	Requirement for employment as a t/l to be fully trained. Prevent the devolvement of teacher salaries to principals - they will have to make LESS money go further resulting in selected teacher positions being abandoned. NSWTF officer told me that they would support the absolution of selected teacher positions for a pay increase. Maybe the teacher unions could SUPPORT ALL the teachers in schools!!!!!	Mar 22, 2010 11:30 AM
164	There would have to be a big focus on employing teacher-librarians in schools. Many teachers I'm sure would like to become a teacher-librarian, but there would have to be appropriate courses available to them in the state where they are working. The course would have to be' pushed' so that young people would be interested in doing it. It would have to be seen as being a profession that is valued.	Mar 22, 2010 11:31 AM
165	All schools should be given funding which MUST be used to employ a teacher-librarian. Currently library classes are taken by class teachers who do not teach library skills or research skills.	Mar 22, 2010 11:37 AM
166	Offering more Teacher Librarianship courses at universities in each state, not just on-line.	Mar 22, 2010 11:38 AM
167	More scholarships to younger teachers	Mar 22, 2010 11:44 AM
168	I feel that the role of the teacher librarian needs to be covered in initial teacher training to ensure that new teachers are aware of how teacher librarains may provided assistance - this in tunr may assist in more people looking at training for these positions	Mar 22, 2010 11:53 AM
169	greater recognition of the unique skills of library professionals and the integration of this skill set into all areas of the learning of students, not as a 'library lesson'	Mar 22, 2010 12:12 PM
170	The job to be seen as an important legitimate and important job in the school.	Mar 22, 2010 12:20 PM
171	Mandatory training for Principals about the role and training of teacher librarians. Fixed formula allocating support staff. Making the position the equivalent of a Head Teacher as it is in many private schools.	Mar 22, 2010 12:22 PM
172	more funding for School Librariesm	Mar 22, 2010 12:57 PM
173	By valuing the TL as an essential staff member and ensuring that every school has a qualified Teacher-Librarian in charge. By making funding available for the role, others will see the importance of it and gain a deeper understanding of its importance. At the moment, it is very hit and miss. Some schools have amazing TLs and some schools have untrained TLs who are teachers in the library. A Masters Degree ensures you are getting academically adept teachers seeking a dual qualification that they take very seriously.	Mar 22, 2010 12:59 PM
174	Recognition of the skills TL's hold. Only position that requires a Masters Degree in a school! yet they are being replaced by people with no qualifications. A TL should be an essential part of the curriculum team, it should be a senior position within a school and seen as an advancement in career.	Mar 22, 2010 1:31 PM
175	Reinstatement of an undergraduate T/L program would help attract young trainees to the profession.	Mar 22, 2010 4:33 PM
176	Improve job prospects.	Mar 22, 2010 6:24 PM
177	Library's need to be supported by the leadership of the school. It should be covered in initial teacher training - perhaps even a short 2 day visit to school library to see how they work - student teachers are orientated to only partial aspects of how schools function. When I did my teacher training the library was a no go area - this needs to change. This would also help negate the concept that the school library is a cushy job where you just read to students.	Mar 22, 2010 7:19 PM
178	Through TL self promotion. Through evidence based inquiry detailing how the TL support and enhance learning.	Mar 22, 2010 7:40 PM
179	provide jobs for TL graduates; raise their credibility and what they actually do- it's an unknown, over-, quiet part of the schoolo	Mar 22, 2010 8:03 PM
180	Guarantee positions and ongoing support	Mar 22, 2010 8:55 PM

Response Text		
181	All librarians and all teachers should be required to study the role of the teacher librarian in their undergraduate degrees. Parents and the community in general need to be aware of the role of the school library in educational outcomes. Recognition of the specific needs of primary school libraries and how they differ from secondary.	Mar 22, 2010 8:59 PM
182	Go back to the system where experienced and effective teachers are recruited and paid to train as teacher librarians. Recognise the additional qualifications and experience of tls and acknowledge this with an additional increment in the pay scale (where else but education would the authorities refuse to recognise additional qualifications??)	Mar 22, 2010 9:00 PM
183	Mention made at teacher training level as to how libraries impact on student learning and how to work with teacher librarians so an understanding of the job is created.	Mar 22, 2010 9:11 PM
184	Teacher trainees shown role of TL in course- assignment that they have to do about tl?	Mar 22, 2010 9:11 PM
185	N/A	Mar 22, 2010 9:15 PM
186	Considering the range of skills a Teacher-Librarian offers there should be a full time position in all schools. Principals (and all staff) need to be aware of what the position entails and the research which shows the importance of a well resourced Library and trained T/L in student learning.	Mar 22, 2010 9:17 PM
187	Re-educate principals as to the value that T/Ls can bring to a school. Assitance and mentoring within school directorates may need time and money allocated to it to support new T/Ls. School based training courses such as provided in NSW give knowledge to new T/Ls but more grass roots support is needed. School based training when linked to Graduate diplomas would encourage ongoing education (especially if sponsorship is provided by the Dept).	Mar 22, 2010 9:17 PM
188	Training for TL's needs to be practical and theoretical. Training for other staff as to what the role of the TL is should be incorporated into undergraduate study (somehow).	Mar 22, 2010 9:24 PM
189	If morw positions were available, then more people would be inclined to undertake the study.	Mar 22, 2010 9:38 PM
190	Offers made independently to all staff from DET who havve been teaching for at least 5 years.	Mar 22, 2010 9:39 PM
191	Make courses relevant.	Mar 22, 2010 9:47 PM
192	There needs to be a clear career pathway into schools.	Mar 22, 2010 9:51 PM
193	Make the teacher training quicker. 18 months to do the Charles Sturt post graduate degree. Also who wants another bachelor degree (even if it is post grad). Change name back to Graduate Diploma in Teaching (T/L). Allow qualified and experienced librarians to use their workplace experience as a placement. Real life experience is far better than a placement.	Mar 22, 2010 10:01 PM
194	I believe the role of a professional librarian (not a TL) is frequently overlooked. Please see below for further clarification.	Mar 22, 2010 10:11 PM
195	Promote the courses more.	Mar 22, 2010 10:11 PM
196	A recruitment program could be initiated. Scholarships provided to academic achievement and interest in technology- school based training as per the 1980's system. Make the position of the T/L more attractive with proper funding and adequate time to fulfil this vital role.	Mar 22, 2010 10:14 PM
197	Funding, time off or full-time pay for oartime work for the duration of the degree study time.	Mar 22, 2010 10:16 PM
198	Installing TL in every primary school. providing adequate budget to support and extend the school's curriculum.	Mar 22, 2010 10:18 PM
199	Make it more appealling! Successful school libraries have a dynamic teacher librarian behind/and in front working very hard to promote their role in the school.	Mar 22, 2010 10:19 PM

Response Text		
200	Perhaps pay for people to do the course.	Mar 22, 2010 10:22 PM
201	An indication that the specialist skills and training of teacher-librarians will result in positions in primary and secondary school libraries.	Mar 22, 2010 10:23 PM
202	Educate principals and executive about DET policies re TLs such as School Library Policy which emphasises CPPT not 'child-minding' seniors.	Mar 22, 2010 10:28 PM
203	Targeting teachers who have been in the classroom could be a way of getting more recruits - I know after a few years classroom teaching I wanted a new challenge with some admin type stuff, but not one that removed me from the contact with kids, and not one in say student co-ordinating -the library service was appealing.	Mar 22, 2010 10:28 PM
204	Provide job opportunities and make it a requirement that schools have a teacher-librarian and HAVE them in the library.	Mar 22, 2010 10:36 PM
205	Head Teacher/Librarian position for example.	Mar 22, 2010 10:36 PM
206	-- all intending Teacher-Librarians to have appropriate university degrees -- all unqualified teachers currently "filling" Teacher-Librarian positions to obtain specialist university degree and NOT do band-aid 6 week courses and on-the-job mentoring/training	Mar 22, 2010 10:39 PM
207	I have only 1 TL for 900+ students in the middle & Senior school. The junior school has another library and TL. Up until 3 years ago the College had one Librarian, so our Admin has converted to the value of our profession. Private schools seem to have been converted to the value of the TL whilst the State schools in QLD are going the other way. I ahve been a tL for 36 years, the first 20 in State Secondary and the next 18 in 3 different private schools. Whilst my conditions have improved my colleagues in the state sector are battling to get the basics.	Mar 22, 2010 10:40 PM
208	For the community, especially other teachers to see the T/L as a valued member of the staff, as a professional within the system. The T/L's need to raise the standard be more proactive and not just a book pusher. Change the role of the T/L.	Mar 22, 2010 10:40 PM
209	The status and expectations of TL's needs to be improved. Leadership teams in schools need to see TL's (and library technicians) as important and assets to the school. The demand for TL's needs to increase.	Mar 22, 2010 10:45 PM
210	ICT Learning, integration into the eLearning side of a school. ICT and Web 2.0 and libraries are all integrated and is a great area to develop. Also, school libraries should not be seen as the dumping ground for schools, the place to send students when they have frees or when they lose privileges. Also need to see library as much more than just a space, its is more about the resources - print, online and human.	Mar 22, 2010 10:51 PM
211	changing RFF policies, guaranteed teacher librarian positions	Mar 22, 2010 11:03 PM
212	Unless there is a law that EVERY school in Australia has one teacher librarian (a formula such as the one that exists now where a school of over 110 students has at least a .6 of a TL is fair enough as it wouldn't be right to have a full TL in a small school and only 1 TL in a school of say over 400 students. OR a policy could come in that there be 1 TL for every 150 students ?)	Mar 22, 2010 11:11 PM
213	promotion of positive research results that show the advantages students gain from a well resourced library and qualified teacher librarians	Mar 22, 2010 11:17 PM
214	Make more emphasis on ICT skills needed. Recognise and pay accordingly. What do ICT Consultants get in the business world?	Mar 22, 2010 11:20 PM
215	see answer to question 12 TLs are managers as well as teachers- their status and salaries should reflect this.	Mar 22, 2010 11:22 PM
216	Make the position a higher profile in schools.Classroom teachers need to understand the complexity of a T/L's role	Mar 22, 2010 11:27 PM

Response Text		
217	Profile of T/L in schools needs to be raised and recognised as part of the management team and paid accordingly.	Mar 22, 2010 11:27 PM
218	Make available training for experienced teachers who don't have degrees.	Mar 22, 2010 11:29 PM
219	Meetings with principals about the value of teacher librarians in schools, media releases/attention, etc. Government make it compulsory for teacher librarians to be in every school and for the head of library to have a teacher librarian qualification	Mar 22, 2010 11:34 PM
220	The teacher librarians need to be seen to have a positive impact on the achievement of student outcomes.	Mar 22, 2010 11:39 PM
221	A clear role for teacher librarians in the 21st century needs to be developed. Needs to be govt policy that all schools have a trained teacher librarian in charge of their library.	Mar 22, 2010 11:41 PM
222	Ensuring that all school libraries are adequately staffed with trained personnel	Mar 22, 2010 11:42 PM
223	Full time course at universities. Many doing part-time are overwhelmed.	Mar 22, 2010 11:43 PM
224	Support of the role and sound pedagogical recognition by executives of the contributions and involvement of TLs in schools that encourage teachers to nominate for retraining. RemovalDemonstration and practicalities of this needs to be a strong component of training	Mar 22, 2010 11:46 PM
225	Listen to what current practitioners are saying about the value adding that library trained staff can offer the school - before it is too late and they all retire!	Mar 23, 2010 12:03 AM
226	Allowing time for them to undergo further training and also schools being a budget for this purpose.	Mar 23, 2010 12:13 AM
227	Ensure that every school has to have a trained Teacher Librarian. Financially support the training of suitable teachers to become Teacher Librarians	Mar 23, 2010 12:16 AM
228	focus on information literacy, ICT, inquiry, multi-modal learning and multi literacies	Mar 23, 2010 12:18 AM
229	Financial support by employing authorities. Support by the administration team for the role of Teacher Librarian and understanding of how they fit into a curriculum team.	Mar 23, 2010 12:25 AM
230	A realistic staffing model should be manditory. Particularly in the BER libraries. TL hours should not be able to be traded away by principals.	Mar 23, 2010 12:47 AM
231	More clear definition and guidelines governing the role, removal from RFF programs,	Mar 23, 2010 1:01 AM
232	The role is often not valued in schools - TLs are often isolated. The role would seem more worthwhile if valued and included more in the teaching & learning and in curriculum as a whole.There is no library syllabus as such which implies the library is not an important in helping children learn. Greater awareness of research promoting advantages of incorporating library & classroom learning. Also making CPPT part of the process.	Mar 23, 2010 1:07 AM
233	Raise the profile by supporting the profession and respecting the expertise of the TL in information literacy.	Mar 23, 2010 1:07 AM
234	By other staff and admin in the school recognising and utilising the true role of the t-l, not the stereotypical role of the old librarian.	Mar 23, 2010 1:11 AM
235	By giving the role the status it requires by making teacher librarians a full time position in primary schools. This way the curriculum and learning can be properly supported by the skills trained teacher librarians possess.	Mar 23, 2010 1:12 AM
236	Knowing that a qualified Teacher-Librarian would have precedence over an untrained, unqualified person for a Teacher-Librarian position would encourage people to train and thus offer their valuable skills to teachers and students.	Mar 23, 2010 1:12 AM
237	Better support and a higher value, both in the media, Government/non government systems, general public and on site. T/L 's, and Librarians in general, are undervalued and under paid.	Mar 23, 2010 1:19 AM

	Response Text	
238	Sponsored training leading to guaranteed positions A guarrantee that T/L positions will be safe under global budgetting (if it passes the trial period)	Mar 23, 2010 1:22 AM
239	Only trained T/Ls should be employed, previous issues need to be addressed, principals shouldn't have control over the position, individual T/Ls shouldn't have to negotiate their own working conditions	Mar 23, 2010 1:24 AM
240	Promote working in the library as a meaningful teaching experience, demonstrate that libraries and T-Ls are valued within their communities.	Mar 23, 2010 1:24 AM
241	Acknowledge the role in teaching and learning that TLs have in schools Place more emphasis on the development of Information literacies in curricula Integrate a 'Working with the TL" component in teacher training Have a TRAINED TL in every school Recognise that (private) schools that have several trained TLS on staff have a significant impact on outcomes for students which cannot be matched by (public) schools which have only one, or less, trained TL	Mar 23, 2010 1:25 AM
242	Financial support and provision of time for training	Mar 23, 2010 1:33 AM
243	Temporary appointments be made permanent specially if the teacher is the Librarian in the school	Mar 23, 2010 1:50 AM
244	Recognition of professional role Provision of adequate clerical assistance Full time position in school	Mar 23, 2010 1:55 AM
245	Given value by department/school. Training - have department support (payment and time) to complete training	Mar 23, 2010 1:57 AM
246	Pay for the course, allow it to be done 1 subject at a time, raising the profile of TLs, taking TLs off the RFF roster to allow longer (more productive and thus more fulfilling for theTL and students) lesson time...40 minutes is not enough	Mar 23, 2010 2:02 AM
247	The role of Teacher Librarian should be equivalent to a head teacher. Recognise that most TLs have higher quallifications than other teachers. Too often we carry greater responsibilties than head teachers and currently are paid on the basic teacher level.	Mar 23, 2010 2:14 AM
248	Employer support is key and is sadly lacking! Paid release for teachers to undertake post graduate studies be reinstituted.	Mar 23, 2010 2:15 AM
249	Education Departments could take an interest in the training by offering time to study. Many years ago the dept paid for teachers to undertake training for 6 months full time and the complete the Grad Diploma in their own time. Thsi was a fantastic way to train great teacher Librarians, many of whom ar nearing retiriung age now.	Mar 23, 2010 2:20 AM
250	seen as a more worthwhile job within the school. Scholarships should be encourgaed. Maybe at university teacher training a unit could be dedicated to TL's and teaching research skills	Mar 23, 2010 2:23 AM
251	Recognition of specialty with concomittant opportunities for promotion within the field.	Mar 23, 2010 2:30 AM
252	Professional development for Principals to make them aware of the role of TLs so that they promote that and provide structured time for planning with faculties.	Mar 23, 2010 2:36 AM
253	The new implementation of the course offered by the NSW det which encourages those on the job to retrain through the Charles Sturt university course and the use of mentors has improved recriutment considerably I feel.	Mar 23, 2010 2:55 AM
254	Most effective--spread the word. E-mail all teachers working as teacher librarians each year to invite them to train.	Mar 23, 2010 3:16 AM
255	They would need to have TLs taken off the staffing quota and funded by departments so that jobs are available for them. Aspiring TLs should also have excellent behaviour management skills and some teaching experience.	Mar 23, 2010 3:22 AM

Response Text		
256	recognition of the TL qualification in the case of primary schools- we are still classified as classroom teachers No RFF govt TL courses Inservice for TLs on a regular basis	Mar 23, 2010 3:22 AM
257	Promote the importance of school libraries and the role of teacher librarians to school administrators	Mar 23, 2010 3:34 AM
258	Training in WEb 2.0 and other IT skills; clarification of TLs duties.	Mar 23, 2010 3:38 AM
259	Financial incentives to encourage the ability of people to take time off work without sacrificing pay, on-line courses and incentives through scholarships.	Mar 23, 2010 3:45 AM
260	If there were positions to go to, ie special government funding, and a local course more people may consider this as a career option.	Mar 23, 2010 3:46 AM
261	Re-instate a Library consultant	Mar 23, 2010 3:56 AM
262	There need to be career opportunities	Mar 23, 2010 3:57 AM
263	Clear affirmation of importance of position and need for infomation literacy as distinct area of skills. Ongoing professional development to support career path. Like all teachers, pay more.	Mar 23, 2010 4:00 AM
264	Protection of the role, budget and hours necessary to offer a full range of services	Mar 23, 2010 4:00 AM
265	I am the TL and am currently beginning my master in Teacher librarianship. The DET funds their teachers, funding would encourage me!!!!	Mar 23, 2010 4:01 AM
266	Accord the position some status (eg list it as a specialist position) and ensure adequate working conditions & budgets	Mar 23, 2010 4:05 AM
267	Make it compulsory for the staffing of the school library to be with qualified teacher-librarians, make provision for funding for principals to make these staffing decisions. More publicity of the role and changes that a teacher-librarian can impact on with students and teachers	Mar 23, 2010 4:09 AM
268	less expensive study/ more places in schools for TLs	Mar 23, 2010 4:09 AM
269	Deeming that all students have access to a TL in their school!	Mar 23, 2010 4:11 AM
270	through government endorsement of the need for TLs and employment through mandated staffing ratios of TLs to students.	Mar 23, 2010 4:12 AM
271	1. Recognition of the importance of the role at a national level and to support the financial handouts which have facilitated new libraries. Subsidising training and further education in TL studies.	Mar 23, 2010 4:21 AM
272	Offering to supplement the cost	Mar 23, 2010 4:21 AM
273	CPT should be incorporated into Curriculum documents. 'ICT Skills' should be replaced by "Digital literacy' - which incorporates information literacy.	Mar 23, 2010 4:23 AM
274	Offering a course similar to one I did 30 years ago which comprised 3 years teaching diploma and 4th year Librarianship. A post Grad course of 1 year was also offered to those with a degree.	Mar 23, 2010 4:25 AM
275	Making it essential in schools to have TL on staff	Mar 23, 2010 4:26 AM
276	Mandate that all schools have a fully qualified teacher librarian and qualified support staff in each school. Have funding available for retraining teachers as teacher librarians. Bring back undergraduate teacher librarian degrees to encourage young people to take on this role as a profession.	Mar 23, 2010 4:30 AM
277	Need for system wide funding, also very clear award conditions on work of TLs, many are exploited by principals and systems without recourse...and without support from others in the school or theor unions.	Mar 23, 2010 4:38 AM
278	Make more positions available; Raise awareness of the value of t/ls	Mar 23, 2010 4:48 AM
279	More positions becoming available to ease the workload of the TL as well as funding to suport re-training.	Mar 23, 2010 4:49 AM

Response Text		
280	Recognition of the T-L as a valued specialist teacher. The promise and delivery of inservice training directly linked to the current curriculum outcomes. Encourage more local network meetings. Provide a library technician at least 2 days per week to keep up with the Admin side of the Library. In my case, 1 day per fortnight is simply not enough.	Mar 23, 2010 4:50 AM
281	They need a different pay classification and need to be paid according to the added areas of responsibility that they undertake.	Mar 23, 2010 4:51 AM
282	The NSW DET has a very good package for people wanting to retrain. I think if TLs want a future then they have to look at retraining. Some have suggested a pay increase when further studies have been completed and maybe a position of authority within the school.	Mar 23, 2010 4:56 AM
283	Teacher-librarians need to know that they are a valuable tool within the school community and that their skills are appreciated.	Mar 23, 2010 4:56 AM
284	Recognise the role of TL as curriculum leader as well as information manager by paying them accordingly and including them as part of the school's middle management team.	Mar 23, 2010 5:04 AM
285	Principals be given opportunity to become conversant with value of Inquiry based learning and Tl role. Support TL by giving them opportunities to be executive teachers in schools.	Mar 23, 2010 5:06 AM
286	When I did my initial training, I was released to undertake the first half of the diploma on full pay. This allowed my fellow T-Ls in training to cooperatively build up our skills within a full tertiary experience. The ending of this practice meant that that the studying for the Graduate Diploma became a more isolated experience and the qualification itself had to compete with spending the same effort to gain a Masters qualification that cost the same money.	Mar 23, 2010 5:09 AM
287	Financial assistance and time provided for teachers to undertake further study. Schools should be encouraged to employ qualified T-L's and shown the benefits of having a trained information specialist in their school library.	Mar 23, 2010 5:11 AM
288	Teacher librarians having better base level working conditions ie 0 teaching load - specified by employers and not up to the discretion of the principal to interpret as they wish. Teacher Librarians being a priority to have training in all DET school priority areas so they can best assist in resourcing the school.	Mar 23, 2010 5:12 AM
289	By a better knowledge and more support of the teacher librarian role, strengthened by definite rights - e.g. a scheduled lunchtime, additional support on wet weather days, not being treated as a child-minding centre.	Mar 23, 2010 5:47 AM
290	School Administration placing emphasis on the importance of the role of the librarian. Insisting that IT specialists should NOT be replacing Teacher Librarians.	Mar 23, 2010 5:55 AM
291	Raise profile, professionalism and awareness of T-Ls.	Mar 23, 2010 5:55 AM
292	TLs manage an entire school library while simultaneously having an essential teaching role. They should be recognised as a curriculum leader with equivalent responsibilities as a Head of Faculty, and paid at the same rate. They are responsible for managing resources, managing library staff, reporting to whole staff meetings, training fellow teachers in the use of ICTs, etc.	Mar 23, 2010 6:06 AM
293	Recognition of skills and contribution to the education of our young people in schools - teacher librarians need to be "seen" as important, and openly acknowledged as such by hieararchy as well as fellow teachers.	Mar 23, 2010 6:19 AM
294	Talk to new teacher grads while still keen to learn,	Mar 23, 2010 6:30 AM
295	Allow new recruits to do pracs in library - they would then see first hand how valuable they can be.	Mar 23, 2010 6:44 AM
296	Pay the right people to do it full-time as I did 30 years ago!	Mar 23, 2010 6:50 AM

Response Text		
297	Principals need to be targetted by the govt so they value the role - collaboration for a percentage of the library program should be mandatory - (this would boost morale) - all TLs are required to have a qualification instead of just "doing the job because it's all RFF" and having no accountability. Teachers will want the job if its given credibility within the school.	Mar 23, 2010 7:02 AM
298	MENTORING MODEL FOR THOSE WHO HAVE UNDERTAKEN ADDITONAL POST GRADUATE STUDIES.ESSENTIAL THAT TEACHING QUALIFICATIONS AND EXPERIENCE A COMPONENT	Mar 23, 2010 7:19 AM
299	Administration should release library staff to gain skills esp as we have a new library to prepare for.	Mar 23, 2010 7:27 AM
300	Ensure that they feel that they do a worthwhile job.	Mar 23, 2010 7:41 AM
301	Advocacy - get more dynamic,young teachers firstly - make teaching a valued profession and back that with salary and then encourage the questioners and readers to opt for the teacher-librarian role.	Mar 23, 2010 7:46 AM
302	Create dedicated Teacher-librarian positions with at least one fultime Library Assistant	Mar 23, 2010 8:41 AM
303	State Govt observing what we do in our job each day, Admin to also understand this; running a library needs time, systematic approach and not just teach all day!!!!!!!!!!!!!!!!!!!	Mar 23, 2010 8:48 AM
304	Address the above issues.	Mar 23, 2010 8:55 AM
305	A better understanding of what is involved in the job to the wider school community would be good. Not many people seem to understand what we do.	Mar 23, 2010 9:05 AM
306	By making the position more valued, give it a similar salary status as that of an A/P, by not using the Teacher Librarian as an Rff teacher!	Mar 23, 2010 9:53 AM
307	Ensure that there are positions for them in Qld!!	Mar 23, 2010 10:09 AM
308	Raise community (school) awareness of the wonderful job that t-ls do in our school. They so often work away silently in the background and are not fully appreciated.	Mar 23, 2010 10:10 AM
309	Study incentive scheme - employer pays university fees. Expectation from employers that library staff will become qualified.	Mar 23, 2010 10:14 AM
310	If Teacher Librarians were used as they were meant to be used, more people would be attracted to the profession. Also, there would need to be more updated technology in libraries to attract people who see libraries as more than depositories for books.	Mar 23, 2010 10:19 AM
311	Improving/increasing the importance of t/l in schools - give them equal rights as executives as they are a manager of information services.	Mar 23, 2010 10:21 AM
312	The upgrading of the role to leading teacher would be a start. Part of my studies for my Grad Cert focused on the librarian as a leader in the school community. The TL has a unique view of all classes and an across the school perspective that is extremely valuable. I try to work in partnership with the executive teachers and it would be beneficial to encourage strong leaders to consider librarianship as a different pathway to working in leadership roles. Greater support for those undertaking study would result in more people completing not only their Grad Cert, but also their Masters Degree	Mar 23, 2010 10:26 AM
313	recognition of TLs as a resource within schools within teacher training course - emphasis on collaboration among teachers	Mar 23, 2010 10:30 AM
314	By releasing teachers from schools to full time tertiary training. More emphasis should be places in training in information literacy and less on blogs and wikkis. Kill the attitude that working in a library as a teacher-librarian is a 'soft' option.	Mar 23, 2010 10:43 AM
315	Clear career paths. In school mentoring.	Mar 23, 2010 11:01 AM

Response Text		
316	Promote training opportunities and value the real contribution that Teacher - Librarians make to schools providing funding for professional development opportunities - especially in area of Digital pedagogies and web-based learning.	Mar 23, 2010 11:03 AM
317	Further retraining opportunities for already qualified and highly interested teachers. More of an on-the-job, practical approach, with placements in sites- to understand more than the theory. Dealing with the stresses, demands and challenges along with the successes and rewards of the job is not learnt just from traditional academic learning.	Mar 23, 2010 11:03 AM
318	Recognisingte imporatnce of qualified TLs in schools and how intgralthey are to literacy and ICT teaching and laring in schools. Recognising their role as both teachers and manaers/ admnistrators. Recognising they are specialists in their fields and should be part of executive teams, working alongside other school leaders to influence and oversee innovative programs that improve student outcome achievement.	Mar 23, 2010 11:38 AM
319	Pay a more realistic salary to qualified personnel!	Mar 23, 2010 12:00 PM
320	Government funding More courses offered	Mar 23, 2010 1:01 PM
321	Greater support for TL's through SASS or library technician time to free the TL to work on other tasks. Less RFF teaching. Time for TL's to work and present to parents and other groups in the school community. Standard budgeting and operating systems for all schools so relief teachers in the library have consistency and could work in any school.	Mar 23, 2010 9:03 PM
322	Time/money/release from normal duties	Mar 23, 2010 9:18 PM
323	By having enough positions and also full time. Male teachers or indeed any supporting parent teacher needs full time	Mar 23, 2010 9:47 PM
324	Train Principals to understand the role of the TL in their school. Provide a level of admin. support which would allow TLs to manage the collection and their teaching responsibilities without the current level of stress. Give very clear guidelines to Principals and SAMs about the importance of admin. support in the library and train people to be able to use OASIS Library!!!! A little aside here, when I started in my current position, I was a teacher who had chosen to study for an M.Ed (TL) in my own time because I believed that it would be a rewarding career move! Understandably, my university did not provide training in any particular library system, sadly, neither did my school or employer for some time! At my school, no-one knew anything about OASIS Library and no-one wanted to. The computer co-ordinator just said that he didn't DO OASIS! Yes, I eventually sorted it out,but a system that allows such a situation to occur needs to reorganise its priorites if it wants to recruit trained professionals! Remove RFF and Executive release from the lot of TLs altogether - timetable library time and TL teaching time for the benefit of the STUDENTS not the teachers!!!!!	Mar 23, 2010 9:54 PM
325	The Federal Govt would need to think that t/ls were a necessary part of education. In the 70's and 80's with the building of Commonwealth Libraries it was accepted that teachers needed to be trained as t/ls to operate them. In this age of technology the role is understood even less and this is not helped with the employment of librarians in schools with no teaching qualifications. When organisations like SLAV run PD for Library staff who are not t/ls and include very similar content to what is demonstrated at t/l PD it erodes our role even further. There should be a much clearer delineation of roles and non t/ls should not be expected to perform duties of a teacher.	Mar 23, 2010 10:19 PM
326	Raising the profile of the TL in schools by highlighting the expertise and therefore the service which the TL is able to offer. Providing planning time with teachers to enable the expertise to filter through into teacher practice.	Mar 23, 2010 10:20 PM
327	Career paths worked out that don't keep you in the library forever. The possibility of better tech support and library asssistants.	Mar 23, 2010 10:47 PM
328	Guarenteed positions for T/L's in every school, all Universities offering teaching also offering teacher librarianship, lifting the profile of T/Ls.	Mar 23, 2010 10:52 PM

Response Text		
329	Preservice teachers need to be exposed to Teacher Librarians in schools - they should have the opportunity to do a prac in the library not just the classroom	Mar 23, 2010 11:17 PM
330	Firstly, the expectation that aspiring teacher librarians work fulltime and concurrently complete 2 subjects per semester in a year to complete training is unrealistic. I suggest one subject per semester OR more time and money allocated to providing more study leave to complete assignments. I suggest at least a week or more per assignment. Secondly, if the role of the TL was supported by a national curriculum AND with more administration assistance then it would be a more attractive position to new recruits. At the moment all I hear from colleagues is "I would never do your job its too hard and too much admin and on top of that too much teaching and not enough time for admin..you poor thing"	Mar 23, 2010 11:33 PM
331	Promote it to schools.	Mar 23, 2010 11:38 PM
332	There should be pay incentives. It should be the equaivalent of a Head of Department position. There should be more parity between government and private schools otherwise all the good tls will just travel across and leave the government schools struggling to find committed and trained staff.	Mar 23, 2010 11:51 PM
333	*Pay to reflect training and job of teaching and managment. *Relevant PD. *Release given to TLs to attend PD. *Every TL needs some type of Library Assitant.	Mar 24, 2010 12:05 AM
334	Not by telling them that qualifications and a position give them an automatic entitlement to respect and professional recognition. Schools are not for the faint-hearted. They are for people who really want to make a difference and know just how difficult it is to achieve goals when their success depends on the co-operation of the school community. Not everyone is suited and many are set up for disappointment.	Mar 24, 2010 1:00 AM
335	T/L's must continue to be forceful in projecting the importance and relevance of their role. Curriculum development to reinforce this need to Administrators.	Mar 24, 2010 1:32 AM
336	Greater support in schools for the role to raise it's profile.	Mar 24, 2010 1:56 AM
337	acknowledgement of the skills a teacher librarian can bring to a school learning community	Mar 24, 2010 1:58 AM
338	Increase school funding and make policy that certain number of students should equate to x library resources including adequate staffing	Mar 24, 2010 2:05 AM
339	More widespread broadcasting of information on training and position duties.	Mar 24, 2010 2:06 AM
340	The assurance that there will there be teaching positions in schools for teacher librarians	Mar 24, 2010 2:07 AM
341	Adequate positions available for teachers to work in librariees (along side a T-L) to gain practical skills while they are studying	Mar 24, 2010 2:13 AM
342	I have done one 6 month contract as a Teacher Librarian in 2008 I have been employed on a permanent part-time basis since October 2009. I am looking forward to an inservice and am in desperate need of some networking, but no luck yet.	Mar 24, 2010 2:34 AM
343	Encourage younger people to train.	Mar 24, 2010 3:00 AM
344	Firstly the job needs to be valued and secure.	Mar 24, 2010 3:14 AM
345	TLs roles need to be highlighted and job descriptions be established (similar to PE and Music teachers in Qld). Much of our roles and hours of contact depend on the Admin at the school.	Mar 24, 2010 3:19 AM
346	By continuing to support TL's with time and the opportunity to continue after the first year but not at two subjects a semester as that is far too much especially if you have just won the position and never worked in a library before and are placed at a new school.	Mar 24, 2010 3:32 AM

Response Text		
347	There should be more courses set up at local universities in order to make the profession more visible and a strong emphasis put on the manning of school libraries by fully trained teacher librarians. The profile of teacher librarians and what they do raised through vocational education	Mar 24, 2010 3:47 AM
348	By making it a more viable position (particularly in Primary Schools) where it is full-time without the RFF and in high schools there is sufficient support for Senior supervision.	Mar 24, 2010 3:49 AM
349	A teacher-librarian in every school. Explicit funding for library staffing.	Mar 24, 2010 4:00 AM
350	More funding to allow current people working in the industry to start or upgrade their skills.	Mar 24, 2010 4:02 AM
351	Grants	Mar 24, 2010 4:24 AM
352	More PD opportunities should be offered, more subsidised training should be offered and more network opportunities supported and offered.	Mar 24, 2010 4:33 AM
353	Highlight the positive aspects of TL towards learning Don't use TLs for RFF. Be more specific in policies instead of leaving so much to Principal's discretion.	Mar 24, 2010 4:36 AM
354	Funding available to contribute to gaining qualifications, making the role a recognised Senior Teacher position that receives more wage than a classroom teacher.	Mar 24, 2010 4:40 AM
355	The state or commonwealth governments need to pay for the training as they did in the seventies and eighties to ensure that there are adequate numbers of TLs, and also to add some appreciation for the value of the job. If the school community sees that there is funding to recruit for the job, then it is more likely that our role will be understood and appreciated.	Mar 24, 2010 4:41 AM
356	Protion of library as a central learning area and fund accordingly.	Mar 24, 2010 5:10 AM
357	By specifying that the role is not just about reading, organisation and 'shhhh'. Librarians are considered dowdy, boring and frightening, but I know from experience that a successful library is one that is warm, inviting and 'fun'; it does not have to be completely silent for students to be actively utlilising the space productively.	Mar 24, 2010 5:11 AM
358	Stop using teacher librarians for RFF in primary schools and allow them to be (and be seen) as the specialists they are and not formoste the person who provides the RFF	Mar 24, 2010 5:23 AM
359	Extra pay for extra study (for all teachers) Recognition of leadership role	Mar 24, 2010 5:34 AM
360	Emphasising the role of technology in the position. Encouraging schools to use TLs in the library 100% and not just 5% of the time with 95% classroom teaching timetable	Mar 24, 2010 6:40 AM
361	It needs to be seen as a viable career path. The status of Librarians needs to be acknowledged.	Mar 24, 2010 10:06 AM
362	The Master Educ. TL at CSU is a fantastic course but it is really hard to juggle with work and a family. Time off work to study would be beneficial.	Mar 24, 2010 10:49 AM
363	Appreciating that a specialist has unique skills and demonstrates a level of professionalism which raises the standard of Literacy in the school	Mar 24, 2010 3:01 PM
364	Assured positions in schools All schools MUST have a trained teacher librarian Continued support for the role of the school library programme in the curriculum	Mar 24, 2010 9:26 PM
365	Being recognised as an equal in the career path. It is easy to jobshare in this position. Status of a co-ordinator and remuneration.	Mar 24, 2010 10:00 PM
366	Offering a 12 months fully funded scholarship which I had in 1984. The only catch is you were sent to a designated school in N.S .W	Mar 24, 2010 10:24 PM
367	Scholarships and more incentives to gain further skils.	Mar 24, 2010 11:18 PM

Response Text		
368	Valuing the role of the TL and recognising their importance within the school curriculum and their effect on student learning outcomes. Providing funding for libraries and the training of TLs.	Mar 24, 2010 11:59 PM
369	Promoting the TL role within schools by positive approach to staff and students.	Mar 25, 2010 12:45 AM
370	More post grad options, paid study leave.	Mar 25, 2010 12:58 AM
371	Support from Government leaders - make staffing of school libraries by properly trained staff mandatory Support from school administrative staff valuing the school library and appropriate staffing as a valuable resource supporting literacy outcomes.	Mar 25, 2010 1:02 AM
372	promote the position as being important to whole school organisation, extremely worthwhile.	Mar 25, 2010 1:22 AM
373	A guaranteed future for teacher librarians in both the primary and secondary areas	Mar 25, 2010 1:34 AM
374	Creation of a real TL role which should be written within ASLA professional standards guidelines. Real commitment to properly staffing and funding the school library. Recognition of the importance of the role to students and teachers. Time off for study to gain qualifications. A recognised career pathway with promotional opportunities	Mar 25, 2010 2:25 AM
375	Ed Queensland could ensure that each school has access to a t/l at least part-time and fund some of the costs for training plus encourage training in this field.	Mar 25, 2010 2:31 AM
376	consistency of workplaces across the state ie same working conditions	Mar 25, 2010 2:32 AM
377	1. TLs promote yourselves! Let everyone know what a great job being a TL is and how invaluable you are to student learning. 2. Universities promote Teacher Librarianship as a viable specialist field of study. 3. Universities/schools, offer prac opportunites for student teachers in school libraries. I would love to have a student teacher working with me as would many of my colleagues	Mar 25, 2010 3:33 AM
378	By ensuring that every school has a qualified teacher-librarian with dual qualifications in teaching and librarianship.	Mar 25, 2010 3:57 AM
379	The Department (government) needs to allocate Teacher/Librarian FTE to every school regardless of size. This could only be a positive step and positively impact on their NAPLAN outcomes.	Mar 25, 2010 3:58 AM
380	Firstly they need to value the role of the teacher librarian by insiting all principals employ one, then others may decide to train as they can see it is a worthwhile undertaking	Mar 25, 2010 4:05 AM
381	Policies that protect the roles of teacher librarians in school libraries; that professional qualifications are initially preferred and, in time, required.	Mar 25, 2010 4:12 AM
382	1. Make qualifications in teaching and librarianship mandatory for all new TLs employed in all schools nationally. 2. Employ a qualified TL in every school 3. Make Senior TL position in most schools Head of Library role with this teacher part of the schools managment team. This recognises the extra responsibilities this position holds.	Mar 25, 2010 4:18 AM
383	Improve their pay profile. T-l's need to have middle management pay and status.	Mar 25, 2010 4:20 AM
384	I believe there should be a promotions officer within each state organisationm who was prepared to be on 'the road' to publicise and promote the profession and be activbely engaged in the careers promotion evenings held both internally and externally of training institutions.	Mar 25, 2010 4:20 AM
385	Making qualified TL's compulsory in all schools govt and non govt. Scholarships for training. Use of TLs as mentors.	Mar 25, 2010 4:27 AM
386	The library is given greater status and value. it is presented as an area of education that addresses the changing needs of society.	Mar 25, 2010 4:33 AM

Response Text		
387	Valuing of the profession Ongoing publicity that depicts the true vibrancy and excitement of the profession	Mar 25, 2010 4:37 AM
388	Recruitment will only be successful if there is the strong possibility of jobs in the sector in the future. No amount of recruiting will work if there is no positive credence given by governments to the importance of trained teacher-librarians in school libraries.	Mar 25, 2010 4:41 AM
389	Greater publicity within schools of available positions. Mandatory conditions imposed by the system - not just guidelines. Recognition of the importance of TLs to literacy and info literacy.	Mar 25, 2010 4:52 AM
390	Making sure that schools continue to support school libraries to ensure qualified and trained Teacher-librarians are employed.	Mar 25, 2010 5:07 AM
391	* Improving the image of the TL and their role in the school *Incentives for existing classroom teachers willing to be retrained as TLs, eg on full pay during training 9wheteher F/T or P/T course)	Mar 25, 2010 5:15 AM
392	If there is demand for teacher librarians (determined by 12 above) then there will be a natural flow on to recruitment and training. The decline is a direct result of schools having the capacity to choose to have or not have proper library programs with qualified staff. This lead to a demise in recruitment and training. As soon as schools can choose to allocate their staff to other areas, then it frequently follows that schools pressed to staff other areas will choose to not staff the library properly. Ignorance about school libraries' impact on student learning (often a result of improper teacher training and higher admin courses which don't stress it) results in school administrators making poor choices. Library programs, with associated staffing and budgets, need to be mandated.	Mar 25, 2010 5:19 AM
393	Recognition of the position with a current Role Statement	Mar 25, 2010 5:25 AM
394	Release time scholarships like the 80s - that was a lifetime ago!	Mar 25, 2010 5:47 AM
395	Gurrantee of employment in schools, i.e. qualifed staff only to run all libraries.	Mar 25, 2010 5:51 AM
396	Recognition as Specialist Teacher Support	Mar 25, 2010 5:57 AM
397	Provide career pathways - create executive roles for T/Ls in schools; provide scholarships for those interested intraining as T/Ls; include a significant component related to information skills in all teacher training courses	Mar 25, 2010 6:08 AM
398	more public awareness of the role of T/L's in the literacy program	Mar 25, 2010 6:56 AM
399	All authorities need to invest in the value of the teacher librarians training. If there is appropriate respect for the role then potential teacher librarians may see the role as truly professional	Mar 25, 2010 7:45 AM
400	Courses offered in Uni, Tafe and other tertiary institutions, offering grad, post grad, including Masters, for potential TLs. AND the equivalent of (Corporate and other) sponsored professional degrees offered to TLs and teachers to further their education. As is presently being offered to people outside the DECS or Ed Dept. umbrella. People are being sponsored, their airfares and accommodation paid for, to complete their Masters degrees. But teachers miss out. Why?	Mar 25, 2010 8:26 AM
401	TLs doing a great job with in schools, so students and staff see it as a fantastic career. PD for principals on the role of the TL. At uni students studying education are educated on the value of libraries and the role of the TL. Up date the image of a library (especially at the older universities) Promotion of libraries and TLs being part of the technological revolution.	Mar 25, 2010 8:45 AM
402	Government subsidy for the course, provision of clerical staff to assist in library, so the T/L doesn't spend valuable time doing clerical tasks; paid recognition for the additional training undertaken to be a teacher librarian..	Mar 25, 2010 9:07 AM
403	Funding for and release to study; research and publicity acknowledging the contributions TL's make to student learning. Networked support for the role at Executive school level.	Mar 25, 2010 9:20 AM

Response Text		
404	advertising in DET or TF publications	Mar 25, 2010 9:31 AM
405	Lift the profile of t/ls in schools by funding the role from outside the school's staffing budget	Mar 25, 2010 10:24 AM
406	Assurance of the stability of the TL position and clarity given regarding the job role in both secondary and primary schools.	Mar 25, 2010 10:49 AM
407	Increase in status or salary for higher traing levels	Mar 25, 2010 11:10 AM
408	Provide financial support/ release for teachers to complete TL coarse more quickly	Mar 25, 2010 11:24 AM
409	Make DET endorsed training of TLs more practical.	Mar 25, 2010 12:32 PM
410	Scholarships for TL study for people showing desired attributes	Mar 25, 2010 12:41 PM
411	If only we could talk about the crucial role we play in teaching students lifelong skills, the impact we have on students at a personal level, the role we play in literacy, literature and information technology. We need a higher profile, not in professional journals but in the media in the community.	Mar 25, 2010 1:20 PM
412	Acknowledgement of the vital role TLs have within the education sector and the provision of appropriate remuneration. If this is addressed publicised, more may be encouraged to pursue this career.	Mar 25, 2010 9:16 PM
413	Provide positions in schools for teacher/ librarians	Mar 25, 2010 9:39 PM
414	It would help if in teacher training programs, trainee teachers were taught about the role of T/L's and how they can help classroom teachers and their students. If teachers don't understand the role of T/L's, how can anyone appreciate their value? With a greater understanding of what a good T/L and a good library can do for education might come a desire from more people to become a T/L.	Mar 25, 2010 10:10 PM
415	Provision of Easy Access Web Based Classes with open ended timeframes	Mar 25, 2010 11:32 PM
416	making all TL's HT's or equivalent and pay the approriately	Mar 25, 2010 11:36 PM
417	Promotion of the importance of the position in the school.	Mar 25, 2010 11:41 PM
418	Governments must support T-l role. The role must be clearcut ad approved, not the whim of the individual school principals. Then teachers might be prepared to undertake study.	Mar 25, 2010 11:44 PM
419	By making their position permanent - ie. specific number of hours per school that is non-negiotable and by making sure that the appropriate support staff have the same respect.	Mar 25, 2010 11:46 PM
420	Having a lobby voice for school librarianship at the higher levels of government (education) portfolio Teacher- Librarians need to be experienced teachers with the added on qualification that prepares them for 21st century and all its implications	Mar 26, 2010 12:27 AM
421	Having a lobby voice for school librarianship at the higher levels of government (education) portfolio Teacher- Librarians need to be experienced teachers with the added on qualification that prepares them for 21st century and all its implications	Mar 26, 2010 12:27 AM
422	The Teacher Librarian position should not be allowed to be traded off for any reason. TLs willingly take on all ICT and electronic information sources and their position should be recogniced and supported. TLs are the information HODs in the school but they are not always given this due respect.	Mar 26, 2010 12:36 AM
423	Guarantee the postion for the future and not allow trading of the position for HOD, CURR, or ICt or what ever takes the fancy of the Admin	Mar 26, 2010 12:54 AM
424	If schools kept their fully qualified teacher-librarians in the library working on programs to improve literacy across the curriculum within the school rather than use them as babysitters. This is what has put me off getting further qualifications.	Mar 26, 2010 1:10 AM
425	Utilise graduates with a passion for books - speak to arts students doing literature and let them know this option exists.	Mar 26, 2010 1:32 AM
426	Funding plus time allocated	Mar 26, 2010 2:27 AM

Response Text		
427	Continuing publicity about how well students achieve when there is a t-l at that shool.	Mar 26, 2010 2:47 AM
428	The job that they do need to be recognised and elevated in status - it is not just loaning books!	Mar 26, 2010 3:12 AM
429	see above	Mar 26, 2010 4:43 AM
430	I trained directly to be a Teacher-Librarian - I don't think that this is still possible. It does not seem reasonable to to me that the best path for Teacher-Librarians is to train as classroom teachers and then change direction to gain relevant teacher-librarian qualifications and understanding. We need to be encouraging young people to pursue a direct path to become information specialists.	Mar 26, 2010 4:58 AM
431	make the courses more relevant to schools rather than public libraries funding by DECS or time to do training	Mar 26, 2010 5:35 AM
432	Clear career path and lots of Professional Development to encourage further growth and development.	Mar 26, 2010 6:53 AM
433	By offering positions and career paths and recognizing the important role of the library within the schools curriculum. Funding positions in universities.	Mar 26, 2010 6:53 AM
434	Hours in primary schools have been decimated to about nil....replaced by non trained staff.....important to have qualified library technicians.....I have inherited now 2 libraries from non trained staff and has taken years to put them back into some time of order. Cataloguing records have so many errors....talk to cataloguers in Hobart!!	Mar 26, 2010 7:33 AM
435	Govt requirements made mandatory that a qualified tchr_librarian be employed in a school library	Mar 26, 2010 8:59 AM
436	the additional skills required of TL's need to be recognised within the teaching profession - and an award/ level to coincde with the profession	Mar 26, 2010 1:53 PM
437	Creating an awareness of the role at uni whilst teachers are still studying	Mar 26, 2010 8:42 PM
438	I get the distinct impression that we are a dying trade. As a group we have to have a higher profile.	Mar 26, 2010 9:05 PM
439	Lower HECS fees to encourage more uptake of TL courses.	Mar 27, 2010 12:02 AM
440	-greater recognition/value of role -increased level of literacy/information skills for students in schools with qualified teacher librarian	Mar 27, 2010 2:27 AM
441	I think it has to be done at undergraduate level, built into the education degree.	Mar 27, 2010 3:08 AM
442	Principals made aware of how important the role of TL is in school and maybe some requirement that schools must have someone in the library that is trained--maybe if you don't have a trained person you get less funding- hard but money always talks!	Mar 27, 2010 9:21 PM
443	Better promotion of our profession Profile exemplary profesisonals	Mar 27, 2010 10:33 PM
444	Raise the profile of TLS - we have to be more proactive in showing what we do have to offer especially to 21st century education! This is our BIG opportunity to update our role! There needs to be somewhere in pre-service training where student teachers work with a TL in the library and spend time with them finding out how TLS can collaborate with them to support their planning and teaching	Mar 28, 2010 12:01 AM
445	Make teachers and principals see that it is a career path not just another teaching position as everyone I know has completed extra qualifications about that of teaching to become TL's - make it a promotional level similar to that of guidance officer.	Mar 28, 2010 12:40 AM
446	Requirement for all school libraries to have a qualified TL (or teacher currently studying masters) in position.	Mar 28, 2010 1:21 AM

Response Text		
447	Redefine, clarify and communicate roles. Educate key decision-makers about those roles. Give qualified teacher- librarians the scope to work according to their training and dual qualifications. Change the stipulation that they are to undertake RFF therefore providing the opportunity for cooperative teaching providing critically important leadership and support. Rewrite and provide up-to-date policies and guidelines for things that cause angst like administration time, clerical support, adequate Library budgets, opportunity for promotion. Make it a prerequisite for Library placement that all Teacher Librarians are fully trained and qualified - not just experienced	Mar 28, 2010 2:27 AM
448	be seen as part of the curriculum leadership in a school. ie flexible timetabling so as to enable ability to plan with classroom teachers.	Mar 28, 2010 2:55 AM
449	The qualifications of the teacher-librarian need to be recognised and positions for qualified teacher-librarians in every school in Australia should be mandatory. By placing an untrained teacher in the library it devalues the qualification people have worked hard to attain. The government wants us to continue studying - but why would a person do this, when the qualification is ignored and a Principal decided that just anyone could be placed in the library to do the job?	Mar 28, 2010 3:17 AM
450	Educating Principals and leaders in education	Mar 28, 2010 5:23 AM
451	Reduce cost and give money for relief.	Mar 28, 2010 5:47 AM
452	Sorry no idea.	Mar 28, 2010 6:04 AM
453	Address 12 above.	Mar 28, 2010 7:56 AM
454	T-L position and role taken out of the hands of the Principal. More courses at the Grad. Dip level - less online , more hands on. Course offered to practising teachers as it used to be in 80s in QLD, so it is not financially difficult to become a T-L.	Mar 28, 2010 7:59 AM
455	Only employ trained or those in training.	Mar 28, 2010 9:34 AM
456	More importance shown on the importance of school libraries	Mar 28, 2010 11:12 AM
457	TLS passionate about their jobs will pass on this enthusiasm to other teachers, who then might decide to re-train. Assistance with the cost of training would help - not sure if it attracts HECS. Advertise through English Teachers Assn for more eachers to become TLs. English teachers are already keen to promote reading and literacy, so they are alogical choice.	Mar 28, 2010 11:52 AM
458	Fund increase in training t-ls. There is no incentive for further training	Mar 28, 2010 12:55 PM
459	Value the position. Encourage teacher librarians not just technicians, who are not paid as well as TLs. Have job sharing for TLs so that senior staff with years of experience are not lost to the system. Have secondary TLs released from being child minders of senior students, who have to be in the library for study periods, so that they have the time to cooperatively work with other teachers and students.	Mar 28, 2010 11:13 PM
460	If the department shows that it values the work that T-Ls do and their role in teaching & learning and just as importantly, their role in assisting with curriculum changes then younger staff will be encouraged to consider it as a caeer option and do the appropriate training. It is a highly specialised field that requires a great breadth and depth of knowledge.	Mar 28, 2010 11:29 PM
461	Offer similar courses to those provided to qualified teachers in the 1970's, where they received 6-12 minths training.	Mar 28, 2010 11:33 PM
462	Many teachers would take a one year Grad Dip if there was a local course	Mar 28, 2010 11:38 PM
463	information sessions as to the importance the role of the library plays in the school environment and curriculum	Mar 29, 2010 12:46 AM
464	Pay them more money. Offer a course which is conducive to work/study timetable.	Mar 29, 2010 12:49 AM
465	By introducing library as a curriculum subject to be reported on not just a DOTT provider.	Mar 29, 2010 12:58 AM
466	N/A	Mar 29, 2010 1:06 AM

Response Text		
467	Unsure	Mar 29, 2010 1:07 AM
468	Lack of jobs available	Mar 29, 2010 1:23 AM
469	Ensure that the following quote is not sustained in our schools..... "what a school thinks about it's library is a measure of what it thinks about education." Librarians, like all teachers need to have that feeling of performing a worthwhile and pivital role in a student's education.	Mar 29, 2010 2:04 AM
470	Ensure information literacy is a priority. Provide funding to schools to recruit T/Ls.	Mar 29, 2010 2:04 AM
471	salary increase promotion of career as profession	Mar 29, 2010 2:05 AM
472	More funding. More hours provided in the library for all library staff.	Mar 29, 2010 3:17 AM
473	higher profile,	Mar 29, 2010 3:22 AM
474	Mandatory TL in library would be a start	Mar 29, 2010 3:28 AM
475	Advertise what we do at any opportunity.	Mar 29, 2010 3:32 AM
476	More money and time given to schools	Mar 29, 2010 3:46 AM
477	Promotion of becoming a teacher librarian whilst studying at university. The DET should cover costs to train any person who is working in the role of teacher librarian whether they are full time, part time or temporary teachers.	Mar 29, 2010 3:55 AM
478	Librarianship exciting profession in the new digital age- ebooks, bringing activities into libraries. Individual yr 12 research projects	Mar 29, 2010 4:17 AM
479	demonstartion of employment options and T/L actually working in libraries, rspect of importance shown by school management by supporting libraries. a recognition of the management role in the salary scale.	Mar 29, 2010 4:22 AM
480	Appointed for a definite time not whim of principal, not used for NIT time. No career pathe or recognition of qualifications	Mar 29, 2010 4:38 AM
481	obsolutely	Mar 29, 2010 4:54 AM
482	Salary incentives. Advancement incentives.	Mar 29, 2010 5:17 AM
483	Positive advertising of librarians role. Working with principals to improve their knowledge of waht a librarian can offer the staff and students	Mar 29, 2010 5:22 AM
484	Promotion through university - facelift of a tl; get tls into universities to talk about their role and how they support student and teachers learning;	Mar 29, 2010 5:38 AM
485	being paid for the qualifications	Mar 29, 2010 6:45 AM
486	Promoting the position at tertiary training level and school level	Mar 29, 2010 6:53 AM
487	Make sure there are jobs in schools. Make the courses dynamic and closely aligned with ICT. Make the jobs sexy which they are increasingly becoming in the public sector. Appeal to younger teachers and advertise the fact that it is a great job.	Mar 29, 2010 7:20 AM
488	More courses which are relevant, interesting to be made available	Mar 29, 2010 10:13 AM
489	More jobs with more hours to attract teachers looking for a new direction. More sponsorship to complete training and more time to complete the training.	Mar 29, 2010 10:13 AM
490	Wider promotion of the role and value of Teacher-Librarians. Incentives for experienced teaching staff to undertake further training in the area of Teacher-Librarianship. Guaranteed employment at the successful completion of Teacher-Librarian training (to replace the many SSOs and teachers currently in the role of Teacher-Librarians).	Mar 29, 2010 10:41 AM
491	Correlate the results of good academic schools with the number of experienced T/Ls they have teaching there. Include principals and Heads of teaching and learning in conferences with their T/ls.	Mar 29, 2010 11:41 AM
492	More jobs made available for teacher-librarians, training courses more easily available and promoted.	Mar 29, 2010 11:50 AM

Response Text		
493	Recognising and valuing the role of a trained teacher librarian in the school and therefore not using it as a "de-facto casual teacher" Recognizing the value of the skills teacher librarians bring for developing whole school literacy programs and resourcing the curriculum and ensuring these programs can be properly implemented Providing/ maintaining and supporting the appropriate level of training	Mar 29, 2010 12:01 PM
494	Raise awareness with executives!	Mar 29, 2010 12:47 PM
495	more courses to encourage people to train	Mar 29, 2010 9:04 PM
496	Having relevant course available for S.A. uni	Mar 29, 2010 9:21 PM
497	Improve the position and status of a TL within schools.	Mar 29, 2010 9:55 PM
498	Have clear policies on the role and staffing levels of TLs in Australian schools.	Mar 29, 2010 10:01 PM
499	Ensure that a teacher librarian was extra to the schools staffing level so that Principals would not be tempted to absorb that position into the school staffing and make the position a part of a school's staffing profile at stated enrolment levels.	Mar 29, 2010 10:26 PM
500	By principals actually valuing the work we do - T/Ls should be paid at HOD level given our level of responsibilty and financial management	Mar 29, 2010 10:29 PM
501	Cut the HEAVY training load....for what??? knowledge yes but such a great deal of "work" to keep a job i applied for and got! Personal life on hold for a year now...more pay? NO status? NO...to be more knowledgable YES to carry the schools ICT focus YES to manage ALL resources YES to enjoy all students on their individual paths of learning and discovery THAT s really WHY im a TL	Mar 29, 2010 10:29 PM
502	Strong nation wide valuing of position would mean it is an attractive option for recruits, which means training opportunities must be available.	Mar 29, 2010 10:51 PM
503	More thorough and appropriate professional development would be adequate. Teachers should be able to take on library management roles with on the job training.	Mar 29, 2010 10:54 PM
504	Updated LIS qualifications, Charles Sturt University has just re written the updated BA degree with support from ALIA	Mar 29, 2010 11:16 PM
505	Allow for more professional development	Mar 29, 2010 11:17 PM
506	Appeal to the need to have leaders who will provide the tools to locate truth amidst the mass of available 'information' sources. School Principals and Deputy Principals need to be informed at top level conferences of the additional value(in terms fo outcomes/student grades which a well-resourced and qualified-staffed library gives. The traditional library design in some schools needs to be open to be flexible to incorporate technology without sacrificing the leadership role of a Teacher Librarian. The need to discern between the surrent trend towards trusting in individual social network sources of information and validated objective report gathering by a knowledgeable person in a particular subject area.	Mar 29, 2010 11:26 PM
507	Pay competitive salaries and make generous allowance for skill development (particularly IT), and budget for more trained library assistants to help with the time consuming tasks which keep librarians tied down.	Mar 29, 2010 11:43 PM
508	?	Mar 29, 2010 11:51 PM

Response Text		
509	Teacher librarians should be a certainty for all primary schools as they are the hub of the school and are important to lifting literacy levels and to meeting curriculum resourcing needs for staff. There should be a pay scale that has fully qualified teacher librarians recognised with a level above that of normal classroom teacher, eg Coordinator 1 or 2, as we manage large budgets and manage staff eg volunteers, School support officers assigned to the library etc. Further, T/L teach all year levels across the school modelling and promoting up to date teaching practices in collaborative team teaching situations and promoting Web 2 tools and ICT skills. We also manage reading programs to help lift literacy levels in schools. We must know the curriculum very well to be able to fully support teachers in curriculum resourcing. Then there are the library tasks: weeding, purchasing, ordering, cataloguing, covering, repairing, hosting book displays and book fairs etc. The list goes	Mar 30, 2010 12:21 AM
510	In-service training - full pay while doing all or part of the course. This to be offered to teachers who have worked in schools for a required number of years.	Mar 30, 2010 12:23 AM
511	make TL a permanent position and support younger (but experienced) teachers to do TL course as a career path	Mar 30, 2010 12:41 AM
512	Confirmation that the position of TL's will be protected.	Mar 30, 2010 12:44 AM
513	Have courses available in all states and publicise them.	Mar 30, 2010 12:47 AM
514	Teachers being given some release time for studying	Mar 30, 2010 12:48 AM
515	Money	Mar 30, 2010 1:06 AM
516	More promotion of what teacher-librarians do. better access and promotion of training	Mar 30, 2010 1:22 AM
517	Guarantee them that they will work as the specialist they are.	Mar 30, 2010 1:43 AM
518	Recognise the position for the specialised position that it isl and protect the postion accordingly; enforce employment to match student numbers.	Mar 30, 2010 2:20 AM
519	Use of school libraries should be included in teacher training at all levels	Mar 30, 2010 4:06 AM
520	I'm not sure how you can encourage them until the importance of TL's and the perception of them changes. I think there should be emphasis in new courses on self advocacy, promotion etc. As a TL I've concentrated on a smoothly running library (in all aspects) supporting teachers and students. I've made effort to attend inservice often in my own time to keep abreast with changes in technology and the curriculum. But perhaps I have not promoted enough what I do. Maybe because things are running so smoothly they think we don't do anything.	Mar 30, 2010 4:36 AM
521	Ensure those in the positions in schools are dynamic professionals who see the benefits of working with students in all resource areas - book and digital. Then every school will want one!!	Mar 30, 2010 6:56 AM
522	Employers and Principals need to be educated to the worth of qualified TLs in their schools. Force principals, deputies, leadership in schools to spend a day/week in the library.	Mar 30, 2010 7:37 AM
523	By all school libraries employing trained teacher-librarians and providing them with the necessary resources, funding, recognition and time to perform their job as per the benchmark standards outlined by ASLA.	Mar 30, 2010 8:08 AM
524	Uni should offer it as part of teacher training as an option.	Mar 30, 2010 9:22 AM
525	Teacher/librarian training should be on offer to those temporary teachers who are filling teacher/librarian positions - DET Employees should not have to wait until permanently employed (it is like the DET is biting off your nose to spite your face), as you are not looked favourably upon to fill a permanent position without the training!	Mar 30, 2010 10:51 AM
526	There needs to be jobs available, so people would be happy to do the study required.	Mar 30, 2010 12:15 PM

Response Text		
527	See points raised in last question regarding TL, plus existing AEU policy: 'a staffing entitlement that is separate from the school staffing quota should be negotiated with the DoE, in order that existing levels of funding and staffing within schools are not compromised.' see policy at http://aeutas.org.au/fileadmin/user_upload/Policies/AEU_Teacher_Librarians_and_School_Libraries_Policy2008.pdf	Mar 30, 2010 2:20 PM
528	Does the government still re-imburse employers to pay staff (in training) their HECS fees for subjects they study part-time and pass? The ICT and multi-media revolutions have flooded this generation with more information than anyone can handle. TL course struggle to keep up-to-date - but are support by workshops and seminars.	Mar 30, 2010 11:09 PM
529	Make it more possible to seek promotion from the position (it is often a dead end as it is difficult to be a Head of Department)	Mar 30, 2010 11:14 PM
530	Providing scholarships. Paid leave to study.	Mar 30, 2010 11:32 PM
531	Constant review of courses so that they are up-to-date. Some states lag behind.	Mar 31, 2010 12:03 AM
532	Provide professional development and training for teacher librarians. Mandate the inclusion of a full time TL position in all schools over 400 students. Develop guidelines as to school library best practice procedures. Actively advocate the important role TL's play in education.	Mar 31, 2010 12:05 AM
533	I feel that languages in a school like ours should be dropped in favour of a teacher librarian. The students here have trouble with english, reading & writing and would benefit from specialist teacher librarian time.	Mar 31, 2010 12:40 AM
534	Offering scholarships or some incentives. Advertisements in teaching journals, newspapers etc promoting TL courses.	Mar 31, 2010 2:17 AM
535	The Government (both Federal and State) should be funding permanent positions for T/Ls in every school in every state. IF the money was available, more teachers would train for the positions.	Mar 31, 2010 2:37 AM
536	Remuneration for specalised training would be an incentive.Lifting the profile in normal teacher training. Incorporating into teacher training.	Mar 31, 2010 2:57 AM
537	Financial renumeration for specialised training. Lifting the profile and incorporating the role in teacher training.	Mar 31, 2010 2:57 AM
538	Provision of some fees and study time for fulltime teachers.	Mar 31, 2010 3:26 AM
539	Teacher training courses should have a choice of going into a school library for their practical assesment.When teachers see the programs that are offered in the library course they have a better understanding of the TL's work.This is a perfect opportunity for experienced teachers returning to the workforce to upgrade their qualifications but have a part-time position to fit in with family life.The teachers are enthusiastic and are able to see how library skills can be an extension of the classroom curriculum.	Mar 31, 2010 5:51 AM
540	More scholarships available to offset personal expenses, online classes available for more flexibility around family commitments	Mar 31, 2010 7:31 AM
541	The chance to complete and elective subject whilst in inital teacher training where there is some form of work experience given. This elective would then be credited towards any further post grad librarianship study. In this way it introduces possible further career paths within teaching.	Mar 31, 2010 7:32 AM
542	more funding for libraries	Mar 31, 2010 8:38 AM
543	Scholarships should be offered to interested classroom teachers as well as time to attend information sessions regarding such courses.	Mar 31, 2010 9:40 AM
544	Promote a more positive attitude to the work teacher-librarians do.	Mar 31, 2010 1:01 PM
545	Firstly the system needs to fund the employment of teacher librarians and secondly financial or time support needs to be provided for teachers who are willing to study the teacher librarian course	Mar 31, 2010 10:07 PM

Response Text		
546	Financial support. REcognition of qualifications and postion desription of teacher librarian. Teacher librarians to be removed from staffing quota and be allocated according to school size.	Mar 31, 2010 11:00 PM
547	NEED TO HAVE MORE QUALIFIED LIBRARY/IT/AV TECHNICIANS.	Mar 31, 2010 11:35 PM
548	ensure the t/l role in schools is a mandatory staffed role then principals will demand trained t/ls and this will filter back to unis. provide the best t/ls in states (eg AST 1 level) to mentor/tutor/lecture in unis -paid leave	Mar 31, 2010 11:40 PM
549	There must be an incentive. An acknowledgement for all the extra we do. Better pay in recognition of being a leader in the school. T/L's should be a career step for teachers to choose. Why would you want to take on more responsibilities for no increase in your career.	Apr 1, 2010 12:13 AM
550	mentoring sytem, work experience with t-l	Apr 1, 2010 2:45 AM
551	Literacy is a major focus... Librarians & libraries are essential to achieve literacy levels. Pay Librarians in primary school as heads of department.	Apr 1, 2010 5:39 AM
552	Better profile of what happens in libraries needs to happen/leadership from principals/not only seeing technology as the answer to everything	Apr 1, 2010 8:29 AM
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554	Better profile of what happens in libraries needs to happen/leadership from principals/not only seeing technology as the answer to everything	Apr 1, 2010 8:29 AM
555	Recognition of the qualifications of teacher librarians (Dually qualified - pay scales should reflect this.); sponsorship of teacher librarians to do courses. NSW DET expects all people placed in libraries to complete a Certificate from CSU, paid for by DET, in the first 12 months of their appointment, (condition of employment), the first year they are in a library.	Apr 1, 2010 9:51 AM
556	Having universities offer courses. Having departments and governments with an expectation of every school having a TL. Having a curriculum developed for the TL. Increasing the funding to professional development of existing TL's in order to have a professional standard which is equal in all roles.	Apr 1, 2010 11:32 AM
557	If it were compulsory for all schools (perhaps over a certain enrolment, for the sake of practicality) to have a fully trained and qualified TL, more education students might be encouraged to undertake TL training.	Apr 1, 2010 12:33 PM