In your opinion, what factors influence the recruitment and further training of teacher-librarians?		
		Response Count
		572
	answered question	**572**
	skipped question	**52**

Response Text		
1	Lack of availability of jobs on completion of higher education. No incentives to do further training. No advancement possibilities.	Mar 21, 2010 1:27 PM
2	the perception that there aren't any jobs	Mar 21, 2010 1:36 PM
3	lack of permancy, many teacher librarians have lost positions to technicians, when numbers go down so does the library position Release time is given through libraries in Catholic primary schools and this devalues the library program.	Mar 21, 2010 9:25 PM
4	The view of a Librarian as a middle aged, female conservative person interested only in books and shelving which is at odds with the actual job, but which does not appeal to young techno-savvy students looking for a career.	Mar 21, 2010 9:40 PM
5	I think there are plenty of people interested in being TL's and studying, I think as a TL with a Grad. Dip. it is hard to justify spending $10 000 to do a masters for no monetary benefits. With a young family, it is hard to justify the expense.	Mar 21, 2010 10:22 PM
6	Making the profession sem attractive and ensuring that there are positions aviable for qualified TLs	Mar 21, 2010 10:25 PM
7	Time and cost of study. When I wanted to study there was no TL course in SA and I didn't want to study externally.	Mar 21, 2010 10:36 PM
8	no employment opportunities poor regard for the role libraries play in the school/community	Mar 21, 2010 10:55 PM
9	T-Ls are not promoted in teacvher training courses, ergo, teachers don't use the library/ t-l properly when they get to a school; and further, principals are unaware of how to use the library properly because when they were teachers in training this aspect of the school is not emphasised.	Mar 21, 2010 10:56 PM
10	I am concerned that if the only available course to qualify as a Teacher Librarian is a "Masters" the cost in both money and time will deter people from undertaking the necessary study.	Mar 21, 2010 10:59 PM
11	Low st - effect on both staff and students.atus, little understanding of role re literacy and curriculum	Mar 21, 2010 11:01 PM
12	Principals have to work on staffing formulas - any off-line positions have to be factored in - to maintain a T/L position it means class sizes have to be larger. Teaching staff do not the support they used to so they are not conducive to having larger class sizes. Until T/L positions are offline it will be difficult + there are very few qualified people remaining to recruit.	Mar 21, 2010 11:07 PM
13	Some teachers are seeing that the role of the T-L has changed too much into the ICT professional and do not want this role.	Mar 21, 2010 11:27 PM
14	There need to be jobs for these Teacher Librarians! All schools need to have at least 1 fully trained Teacher Librarian.	Mar 21, 2010 11:29 PM

Response Text		
15	As we have no voice but our own and no representative at systemic level, the recruitment and development of T-L's seems to have been left in the hands of school principals who often have no idea of what the role involves and have no interest in finding out? Only how they can cut costs and then literacy standards are compromised and they wonder why??	Mar 21, 2010 11:51 PM
16	Need to reintroduce fulltime training on full pay.	Mar 22, 2010 12:23 AM
17	Availability of jobs	Mar 22, 2010 1:09 AM
18	lack of understanding by school Principals of the importance of role of TL / role of reading books / role of school library in lifting literacy standards. Lack of qualitative data .	Mar 22, 2010 1:29 AM
19	Cost of training not ever recoverable as there is no payment for higher education qualifications in Queensland; T/Ls in secondary schools forever have to be at discretion of their principal and are often overloaded with timetabled classes eg one school of 2000 students in Qld. has been allocated one t/l only, and one assistant, and to add insult to injury, has been given a timetabled class! Principals need to not have so much discretionary power re the timetabling or not of t/ls. Principals need a better knowledge of what the role of a t/l is.	Mar 22, 2010 1:36 AM
20	Lack of job opportunities Librarians being hired	Mar 22, 2010 1:38 AM
21	Cost of studying, online mode if still working can be difficult.	Mar 22, 2010 1:44 AM
22	Seeing that there is a need for this role - value of the role Engaging younger staff to join the TL world - as many older TLs are starting to retire there is a massive 'hole' in this area when it comes to recruiting, for example we advertised for a full time permenant TL last year and only received 2 applications and one was from a current teaching staff member at the College who was hoping for a change	Mar 22, 2010 1:49 AM
23	Intimate knowledge and understanding of curriculum and integration of ICLTs.	Mar 22, 2010 1:49 AM
24	Need to explore the many facets of the role: CST, ICTL and TL	Mar 22, 2010 1:53 AM
25	Most T-L's have a significant workload.	Mar 22, 2010 2:20 AM
26	School principals/leaders have not yet caught up sufficiently with the role of libraries in the 21st century. Introduction of digital resources DOES NOT mean TLs or libraries are no longer needed. To the contrary, they are needed more than ever as information explodes.	Mar 22, 2010 2:35 AM
27	lack of knowledge by decision makers	Mar 22, 2010 2:37 AM
28	Teaching,Curriculum Awareness;Behaviour Management Skills; Information Literacy skills (skills to plan for and implement an inquiry learning system.	Mar 22, 2010 2:46 AM
29	The availability of jobs. The valuing of the TL position.	Mar 22, 2010 2:50 AM
30	Not training or hiring trained T/L's because IT has "taken Over"	Mar 22, 2010 2:59 AM
31	The lack of certainty of future employment. The lack of clarity of expectation in some schools.	Mar 22, 2010 3:08 AM
32	Some schools do not hire qualified teacher librarians to run their libraries - use unqualified staff which does not promote the full potential of a school library	Mar 22, 2010 3:14 AM
33	Recruitment wise, I am unsure how true this is, but I was under the impression that TL's weren't classified as a necessary specialist and therefore, having this extra teaching staff member employed reduced the number of classroom teachers you could employ. I may be mistaken though. Not enough institutions who offer courses. I am currently working towards my Bachelor of Information Studies by distance education through CSU, however, to do teacher-librarianship, I then have to first complete an education degree, then go back and do TL.	Mar 22, 2010 3:16 AM
34	effective current school libraries	Mar 22, 2010 3:17 AM
35	Need to know that the TL position is held in high regard and that they won't be replaced by 'cheaper' staff.	Mar 22, 2010 3:23 AM

	Response Text	
36	Courses need to be available. There is no dedicated course available in Melbourne. There will be a dramatic shortage very soon as all the T-Ls who trained because of the 'Schools of the Future' funding in the 1970s are now reaching retirement age and there are no new T-Ls available. Four years ago the school advertised twice for a T-L and the position was unfilled. The one suitable applicant went elsewhere even though we are regarded as a 'desirable' school"	Mar 22, 2010 3:23 AM
37	money	Mar 22, 2010 3:25 AM
38	Many teachers do not know such a position exists, and many school administrations do not value what can be offered. Trainee teachers are not taught about the library in any manner. In many cases the role is seen through backward looking lenses and the belief that libraries are not required as all information is now on the web. The fact that in many school you are in the library but you still have to teach a class or two to prove that you know what is going on. Lack of time release as is given to other teachers: I am timetabled 58 periods out of 60. Two years ago it was 60 out of 60. My single period a week is seen as a big favour by the powers that be. (And I teach a Year 12 class as part of my load).	Mar 22, 2010 3:28 AM
39	High profile by government and Principals for Libraries. Giving Librarians the credit and payment for the huge work load they do especially in Primary schools.	Mar 22, 2010 3:29 AM
40	Lack of understanding of what a T/L does and can do if restraints such as RFF are removed.	Mar 22, 2010 3:29 AM
41	availability of programs	Mar 22, 2010 3:29 AM
42	Qualifications, Experience & Salary	Mar 22, 2010 3:30 AM
43	Lack of recognition of what the job entails - it is something of an invisible profession within education, so most people don't think of trying it. Also the general pressure on schools to do more with less means that libraries and TLs drop off the end of the list of essentials, meaning no money for training, or improved facilities, making it less attractive for potential recruits.	Mar 22, 2010 3:31 AM
44	Lack of career paths, poor salaries considering length of training and demands of the job, uncertainty about the future of libraries in schools.	Mar 22, 2010 3:33 AM
45	Lack of understanding on the part of student teachers/ teachers/ education academics and school executive of what is involved in the teacher librarian role. Lack of input into teacher training courses of teacher librarians and how they can assist teachers.	Mar 22, 2010 3:35 AM
46	Lack of support from the state and federal governments. If they made TL's compulsory in a school library the TL's would be guaranteed to working in the field that they have been trained.	Mar 22, 2010 3:41 AM
47	lack of career path uncertainty about the future of teacher librarians in schools decisions on a school based level not to fill a T.L vacancy with a teacher librarian.	Mar 22, 2010 3:41 AM
48	Lack of understanding about the specialised nature of the job so many principals choose to staff with untrained personal. No money put into training programs	Mar 22, 2010 3:43 AM
49	Technology replacing books	Mar 22, 2010 3:48 AM
50	Library programs are looked as planning time for classroom teachers. Not as a resource that can compliment the educational process.	Mar 22, 2010 3:49 AM
51	There is no guarantee that there will be any positions available once graduated. Especially if in a government primary school, there is no incentive to study as most primary schools do not have a Teacher Librarian.	Mar 22, 2010 4:02 AM
52	lack of respect and understanding of role lack of support for role having to continually defend the role despite many years of advocacy lack of a future in the role -continual talk of phasing it out to save money	Mar 22, 2010 4:07 AM

Response Text		
53	Little promotion given to students by careers advisors as to the possibility of a career in librarianship. The current thinking by administrators that the internet is the answer to all research enquiries and that little or no education is required in order to conduct successful research. Perceived low pay and status of librarians. Lack of suitable courses. Not valued by teacher colleagues.	Mar 22, 2010 4:09 AM
54	Cost; low profile of teachers	Mar 22, 2010 4:11 AM
55	financial incentive recognition of skills that TLs bring to teaching and learning	Mar 22, 2010 4:12 AM
56	Training, profile of the position, budgets.	Mar 22, 2010 4:15 AM
57	Government policy, working conditions and secure employment.	Mar 22, 2010 4:18 AM
58	Teacher Librarians are specialists with extra training. No extra pay is attributed to this position. Principals do not always apprecite the complexity of the job.	Mar 22, 2010 4:18 AM
59	Money	Mar 22, 2010 4:24 AM
60	I waited 5 years after graduating before a position became available in my town.	Mar 22, 2010 4:27 AM
61	the lack availability of entry to higher duties or recognition as head of department in many schools. Better understanding of the role of TL in schools. The fact that so many schools have no professional TL in place shows problems with system.	Mar 22, 2010 4:28 AM
62	Difficulty in getting a permanent position with the NSW DET; we have dual qualifications, are trained to do two jobs (ie run a library and teach), but most often our dual qualifications are not valued/recognised, both financially and professionally. Especially when some teachers can be appointed to NSW public school libraries with no training at all, and then only have to do four subjects towards a graduate diploma, while others of us have higher level post grad qualifications.	Mar 22, 2010 4:31 AM
63	no financial recognition of extra qualifications required to do job properly. lack of understanding by principals of importance	Mar 22, 2010 4:31 AM
64	Money - emphasisi is on other program and Teacher Librarians are being seen as more expensive than technicians	Mar 22, 2010 4:33 AM
65	Extra training but no extra pay Poor understanding of the role, even amongst teachers who see it as an 'easy' job Cost and time of further training, especially with no support at all in Catholic sector Lack of funding to make libraries the vibrant place they should be Teacher librarians are often seen as the babysitter at the school and get all sorts of different 'non library, but child minding' jobs dumped on them and teachers witness this	Mar 22, 2010 4:35 AM
66	The future of the school library and the career path for teacher-librarians	Mar 22, 2010 4:37 AM
67	Funding & relevance	Mar 22, 2010 4:38 AM
68	Gvt funding for further study, legislation to protect the role, department support, principal support of the role and staff understanding of what the role encompasses.	Mar 22, 2010 4:38 AM
69	Uncertainty of future employment.	Mar 22, 2010 4:38 AM
70	Mostly I have experienced people "falling" into the positions,eg a CRT at a school that can't get a TL and then getting training opportunity offered by DET	Mar 22, 2010 4:39 AM
71	money and priorities	Mar 22, 2010 4:40 AM
72	Financial support, creation of job opportunities, mentoring , training in use of computer library systems	Mar 22, 2010 4:42 AM
73	Position doesn't have a high profile in the school and perhaps at university level.	Mar 22, 2010 4:45 AM

Response Text		
74	The librarian position is a job share. The librarian in charge is no longer acceptably qualified. Like many others at the time, she went from classroom teaching into the library because she didn't like teaching, and saw it as a way of preserving her job and holidays and pay packet. There are too many people like this in the profession. TLs barely exist in QLd in the government system any more, and many schools which had poor ones ended up reallocating the staff to other areas. Those thinking of entering the profession feel that there is no opportunities for employment. The profession requires the one in the role to exhibit leadership, to integrate technology applications into the curriculum, and help teachers to do this, but is rarely seen as a stepping stone for promotion. I think it can be the best possible platform for advancement, but it is seen as a soft and easy choice for those who are tired, because of the people in the profession.	Mar 22, 2010 4:45 AM
75	A directive from the departments of education. I was in a state school and they didnt value at all, did recognise my study for MA Degree.	Mar 22, 2010 4:46 AM
76	Not enough is done to demonstrate that Teacher/Librarians are valued and so there is limited amount of quality staff to fill roles.	Mar 22, 2010 4:46 AM
77	Financial. I am a Teacher librarian. I am not employed as one because our school cannot afford one	Mar 22, 2010 4:48 AM
78	The training - most don't want to work and study and pay for all the fees! There is no financial incentive to do it. We also have less time "off" class - RFF situation where the classes often swap times for excursions etc. Networks not easy when there is no other in the school to chat with about problems etc. Often isolated because you are not part of the stage.	Mar 22, 2010 4:48 AM
79	status of teachers, pay level, availability of places in courses	Mar 22, 2010 4:48 AM
80	Budgeting and curriculum restraints.	Mar 22, 2010 4:49 AM
81	No promotional opportunities. Likely to have time to do library duties diminished.Curriculum positions have more favour with Principal and have sidelined the TL in collaborative planning.	Mar 22, 2010 4:49 AM
82	The extent to which they are valued by the Principal Class in the school.	Mar 22, 2010 4:51 AM
83	School budgets. National and state policy on qualifications for school librarians	Mar 22, 2010 4:52 AM
84	Inequities between primary and secondary in staffing (professional and support) including RFF and Senior study periods. Workload is not understood by "real" teachers and executive. That said those who make the best TLs will often put up with the difficulties as they love the job	Mar 22, 2010 4:52 AM
85	Poor perception of TLs in the school community and DET. Lack of understanding of the role of the TL in schools. No career path for TLs within DET schools. Poor working conditions in some schools. Vast differences between funding & resourcing & staffing of school libraries. Lack of adequate benchmark standards applicable to ALL school libraries.	Mar 22, 2010 4:54 AM
86	Insecurity of a future. Teachers being given Teacher Librarian positions without training.	Mar 22, 2010 4:56 AM
87	Tecaher Librarians are not recognised for their additional skills. many do not understand the complex role of a TL and therefore undermine their effectiveness with additional duties that take them away from their core purpose.	Mar 22, 2010 4:57 AM
88	Principals not employing trained T/Ls. Using T/Ls for non-contact and generally poor working conditions. Lack of understanding of the roel of libraries in schools by admin.	Mar 22, 2010 4:57 AM
89	Funding and the importance placed on the role from the administration. Someone is influencing principals in Qld that T-ls are not necessary.	Mar 22, 2010 5:01 AM
90	Number of jobs available - see comment to (12)	Mar 22, 2010 5:07 AM

Response Text		
91	Lack of local courses. The (incorrect) belief of some that it is a dying profession. Lack of understanding of the joys and challenges of the entire role.	Mar 22, 2010 5:07 AM
92	perceived value to a school	Mar 22, 2010 5:08 AM
93	There needs to be the expectation that one is qualified as both a teacher and a teacher librarian to be able to work in the role. The role demands this level of training and expertise.	Mar 22, 2010 5:08 AM
94	People outside the Library believe that technology has taken over and that there is no need to buy books or better existing fascilities (which also serves as a classroom and houses a Learning Support "Office").	Mar 22, 2010 5:16 AM
95	Should be compulsory to have library training - either on the job or before employment	Mar 22, 2010 5:16 AM
96	the status of librarians amongst the wider community. Seen as a 'soft' job.	Mar 22, 2010 5:18 AM
97	I feel it is sometimes a case of being in the right place at the right time as far as getting your foot in the door. Better local networks would be beneficial.	Mar 22, 2010 5:18 AM
98	Confusion over the role and exprecations varying so much between different schools and administration within a school	Mar 22, 2010 5:19 AM
99	The perceptions of the role of the teacher librarian by fellow colleagues and community	Mar 22, 2010 5:26 AM
100	I do not this the profession is widely understood outside the profession. The term Information Management ("is that just a fancy name for Librarianship?") is so all encompassing that one could not reasonably expect the average teacher, let alone person in the street, to grasp its full meaning.	Mar 22, 2010 5:26 AM
101	Politics	Mar 22, 2010 5:26 AM
102	A willingness to embrace and include technology in a range of teaching and learning experiences. A comprehensive knowledge of the new National Curriculum and the resources that will support it. Effective communication skills, flexibility and teaching experience.	Mar 22, 2010 5:33 AM
103	Many feel that the impact of ICT is making the library less of a focal point. Personally, I will never agree with that.	Mar 22, 2010 5:37 AM
104	Funding/Supply and demand	Mar 22, 2010 5:37 AM
105	Rather arbitrary. Not based on the suitability of the person for the position. Often teachers who are in the right palce get the position or a person who is no longer able to teach is palced in the school library.	Mar 22, 2010 5:37 AM
106	Administration of the school is left to decide how it will utilise the time allocated for Teacher Librarians by District offices. This means that sometimes teacher librarians are moved back into the classroom, or teacher aides are left to run the library services. Obviously, education services are not performed if this is the case.	Mar 22, 2010 5:39 AM
107	My training was funded by Ed Qld as a 6 months release course at Kelvin Grove CAE (after successful classroom experience), followed by further study to complete a Grad Dip TLship. I don't know when that ceased, but I believe it has been many years. There is little incentive for teachers to undertake study on top of their normal duties and to have to pay HECS fees as well.	Mar 22, 2010 5:41 AM
108	When it is seen as an important role this is not so in WA public education	Mar 22, 2010 5:42 AM
109	Uncertainty re the role of the teacher-librarian in the school.	Mar 22, 2010 5:49 AM
110	lack of respect for the unique position or for appropriate qualifications.	Mar 22, 2010 5:52 AM
111	Lack of vision! Lack of valueing Library services in Primary schools.	Mar 22, 2010 6:02 AM
112	People unsure of role. No undergraduate course in WA.	Mar 22, 2010 6:02 AM
113	Job security, job satisfaction	Mar 22, 2010 6:04 AM

Response Text		
114	Lack of recognition of role of Teacher Librarians outside of the school- importance of my job is recognised within the school,but doesn't seem to be valued by DET, constant threat of TLs not being replaced. Also high workload in comparison to other roles within the school	Mar 22, 2010 6:05 AM
115	Cost	Mar 22, 2010 6:05 AM
116	Education and awareness	Mar 22, 2010 6:12 AM
117	In our Diocese, these are school-bsed decisions, and generally in the primary sector, the libarraies are staffed by un-trained library officers.	Mar 22, 2010 6:13 AM
118	The lack of promotion opportunity in primary school as we are nearly all part-time. Part0time work is not ideal. The constant rumurs that our positions will disappear.	Mar 22, 2010 6:13 AM
119	Only those who truly have a passion for the library will last the distance.	Mar 22, 2010 6:14 AM
120	lack of permanent full-time positions. Uncertainty of tenure as a T/L	Mar 22, 2010 6:18 AM
121	Having more full time operational library positions.	Mar 22, 2010 6:22 AM
122	Tertiary institutions should include teacher librarianship subjects in the undergraduate degree that would encourage all teachers to teach information literacy and literature. These teachers would then fully utilise the resources of their school libraries when appointed to a school. They could then continue with their studies i they so desired to finish their qualifications in teacher librarianship.	Mar 22, 2010 6:23 AM
123	Availablity of tertiary courses locally (i.e teacher librarian courses within our own Territory) Valuing the teacher librarian within the school so that classroom teachers feel it is worth doing the extra qualifications. Ensuring there is a career path that does not stop at the library door. Recognising the teacher librarian as a specialist in terms of pay rates.	Mar 22, 2010 6:30 AM
124	Availability of positions, most primary schools in Victoria employ untrained or lib tech staff to manage the library.	Mar 22, 2010 6:33 AM
125	TL's appear to enter the profession via word of mouth. They need to be University trained to ensure understanding of the role.	Mar 22, 2010 6:36 AM
126	$$$, career options and the ability to advance.	Mar 22, 2010 6:49 AM
127	tls are not seen as a necessity to school libraries; teachers or aides are put in charge.	Mar 22, 2010 6:57 AM
128	Lack of career path options. many have double degreesbut are blocked from advancement	Mar 22, 2010 7:08 AM
129	The Ignorance of Principals of the roles Teacher Librarians can offer.	Mar 22, 2010 7:12 AM
130	No guarantee of position. No gain after high costs of study. No push from the department to promote and value the position of TL.	Mar 22, 2010 7:14 AM
131	Lack of full time work. Not many can get by on a 2 day per week position.	Mar 22, 2010 7:21 AM
132	ignorance of the TLs role; employing someone who isn't a teacher with (at least) a masters degree in information services; a mindset that sees the 'library' as a 'place where you can get books' rather than a place that isn't confined to 4 walls; failure to incorporate the role of the TL during teacher training	Mar 22, 2010 7:23 AM
133	Uncertainty about our future - rumours of our demise and replacement by computer related positions Little profile given to the position. Little support for training for the future.	Mar 22, 2010 7:32 AM
134	With schools having the power to use - or not use- a trained / experienced TL, and in my location, over the last 3 years, the Admin has opted to use classroom experienced teachers for the junior Library (qualified TL in Senior Library till this year). It is no wonder there is seen to be little if any incentive to undertake the TL training.	Mar 22, 2010 7:34 AM

Response Text		
135	Lack of available positions. Role is subject to how Principal chooses to use the person. The support of the Principal is vital to achieving increased literacy standards through the support of TL activities.	Mar 22, 2010 7:37 AM
136	Assistance with upgrading qualifications	Mar 22, 2010 7:41 AM
137	Improvement in conditions for T/Ls. Provide more opportunities and leave for study for teachers interested in becoming Librarians.	Mar 22, 2010 7:45 AM
138	At present in QLD state school teachers who wish to work in TL positions have to do further study to retain a TL position. This training is undertaken at the teacher's expense and in their own time. THe only assistance given is 1 day per subject per year unoaid study leave as well as the time it takes to sit required exams paid leave. While there are school funded professional development opportunities by the time TL's have completed their training they are significantly less motivated to stay with the education department from what I have seen.	Mar 22, 2010 8:03 AM
139	Conferences, study, experience, skills in ICT's, collaboration skills, leadership qualities, information literacy awareness, skills	Mar 22, 2010 8:14 AM
140	Reduction of jobs offered for T/Ls Principals not replacing T/LS with trained staff - asking classroom teachers to "look after the library". Lack of Career pathways for T/Ls	Mar 22, 2010 8:46 AM
141	Having TLs valued by other teachers and administrators which stems from TLs being an integral part of curriculum planning and implementation.	Mar 22, 2010 8:47 AM
142	I am currently studing for my MedTL and am loving it. Basically the biggest factor is a job, the need for us.	Mar 22, 2010 8:53 AM
143	Not Sure	Mar 22, 2010 9:05 AM
144	- reduction of available positions - Principals not appointing properly trained Teacher Librarian NSW Loftus Public School. - Attitude towards the library No need for books need for more computers Reduction od SASS staff - - Many times no time for morning tea /lunch - having to help staff students time never made up... excepted to open before & after school ... not many others staff expected to be available sometimes without a break ... - NOT CONSIDERED part of teaching staff.... most of us have dual degrees but not seen as "teachers" so treated worse than support/admin staff. - OHS concern using scanners .etc	Mar 22, 2010 9:10 AM
145	Value for the position. A gaurantee that these positions will be continued and that we won't eventually be replaced by untrained classroom teachers or SASS people (heaven forbid)	Mar 22, 2010 9:28 AM
146	I am currently in the job fo rthe 4th yr and putting myself through the CSU course. I think more scholarships or entry into the "sponsored" group (DET) would make it far more attractive to retrain.	Mar 22, 2010 9:49 AM
147	TLs need to be seen to be integral to learning experiences offered in the school. A clear career pathway needs to be developed.	Mar 22, 2010 9:53 AM
148	Not many are willing to put in the hard yards to do the retraining.	Mar 22, 2010 10:04 AM
149	Lack of will on part of employers	Mar 22, 2010 10:06 AM
150	A lack of understanding of the importance of a well resourced school library and trained teacher librarian.	Mar 22, 2010 10:06 AM
151	In my case - finding the passion for the role of the library - wanting to work in the field - was not encouraged by any departmental incentives	Mar 22, 2010 10:28 AM
152	School budget - if the library is not a high priority for the principal, and the library can be maintained adequately by a library assistant, it is much cheaper for the school. Teaching budget can be used in other areas: maths programme, music, PE.	Mar 22, 2010 10:33 AM

Response Text		
153	Lack of time to focus on teaching and learning innovation with too much time needed for management	Mar 22, 2010 10:51 AM
154	Support and commitment of governments to improve the facilities and available resources in school libraries	Mar 22, 2010 10:56 AM
155	Principals not informed of Teacher Librarian role in a collaborative sense. Principals not aware of a positive role the Teacher Librarian can play in Information Literacy skills.	Mar 22, 2010 10:56 AM
156	The insecurity of the position - particularly in the N.T.	Mar 22, 2010 10:57 AM
157	Lack of employment opportunities. Libraries are run part-time by teachers, clerical staff or volunteers with no Library training or expertise.	Mar 22, 2010 11:01 AM
158	Lack of respect as a teacher among teaching staff as there is a complete misunderstanding about what the TL role encompasses which does not encourage recruitment Realistic expectations of what can be achieved by TL's when they micro manage most of the schools resources , teaching spaces and unsupervised students during class time as well as being available recess & lunch times for students for assistance with school work as well encouraging and promoting literacy through recreational reading	Mar 22, 2010 11:01 AM
159	Lack of availability of training makes it difficuly to become a T/L. Any training which is available is not well publicised.	Mar 22, 2010 11:03 AM
160	I think the NSW DET is doing the right thing retraining teachers in TL however they need to ensure they employ teachers who are willing to continue to undertake PD.	Mar 22, 2010 11:04 AM
161	Opinions that TLs are no longer essential to a school, TLs are not classed as teachers, limited colleges that train TLs	Mar 22, 2010 11:08 AM
162	Out dated notions of the role from T/L's who refused to embrace the digital world and short sighted school leadership . Information Services / Library management better describes the role.	Mar 22, 2010 11:15 AM
163	The additional study required for the dual qualification is a big detractor for recruitment. The quality of courses offered for Library technicians also means library staff can effectively managed a library by themselves	Mar 22, 2010 11:17 AM
164	Poor working conditions such as physical stress from working in non air-conditioned, dusty environments. Huge demands on time from preparation of RFF lessons, managing the library collection and processing books with no clerical support.	Mar 22, 2010 11:17 AM
165	New graduates to the teaching profession have very little understanding of the role of the TL in a school. Likewise, many Principals, parents and community members lack understanding of the role. As the way in which access to information has changed, so too must the role of the TL. Many stereotypes exist...and they simply do not give an accurate picture of what it is we do. Recognition to those who do advocate dynamic Library programs and generously share their knowledge within the profession and constantly inspire new graduates, like myself, do wonders to help foster the 'knowledge sharing' philosophy that is Teacher Librarianship.	Mar 22, 2010 11:21 AM
166	Not promoted or perceived as a professional role as some TLs are not suitably qualified and many teachers/school leaders have defined the role by what they have experienced in the past that has not been up to standard. OR TLs have been so crippled by being given roles like RFF teacher only which has stifled their ability to truly put their full expertise into practice, most often at their chagrin, knowing how much more they have to offer.	Mar 22, 2010 11:21 AM
167	Difficulty obtaining full time positions means less attractive career path	Mar 22, 2010 11:21 AM
168	Support from educational departments, public value of the TL role, budget support for libraries, added personnel support for libraries.	Mar 22, 2010 11:23 AM

Response Text		
169	Not enough recognition of TLs, their influence and roles. Not enough training courses. Too many demands on school staffing and the impact of TLs can sometimes be hard to quantify. Too mnay non-trained teachers in the library, reducing the impact on literacy and information literacy.	Mar 22, 2010 11:23 AM
170	Time, accessibility of courses, cost of study, recognition of further study.	Mar 22, 2010 11:28 AM
171	Lack of support/understanding from principal. Lack of DET requirements for t/l to be trained.	Mar 22, 2010 11:30 AM
172	Visible teacher-librarians working in schools - students and teachers could be interested in that profession.	Mar 22, 2010 11:31 AM
173	Funds within our school are used to support a music program and kitchen garden, ahead of supplying a teacher librarian	Mar 22, 2010 11:37 AM
174	Need a higher profile. I am a teacher who has fallen into this position. Loving it but would like to further my training. Not sure where to start can't really afford a uni degree. Other options would be good.	Mar 22, 2010 11:38 AM
175	Government/school recognition of value of TL role and appropriate funding.	Mar 22, 2010 11:38 AM
176	Cost of university fees and also T/L's are expected to be Information Technologists, plus teach over 14 classes in Primary Schools.	Mar 22, 2010 11:44 AM
177	There are few promotion possibilities for teacher librarians within Government schools and in other school systems. And unfortunately there are schools where the TL is still used to cover release from face to face teaching.	Mar 22, 2010 11:53 AM
178	school budgets are tight and the salary cost of a library professional is seen as an optional expense, not an essential expense	Mar 22, 2010 12:12 PM
179	Time release should be given for 6 months to help train Teacher Librarians.	Mar 22, 2010 12:20 PM
180	The lack of a career path is very discouraging. Although managing a library involves managing staff, resources and a budget larger than some head teacher's little credit is given for managerial skills and teaching is also discounted. The DET has chosen to implement a training scheme which doesn't even qualify graduates for professional membership of ALIA therefore showing contempt for fully qualified graduates. Lack of clerical support and professional respect are other significant issues.	Mar 22, 2010 12:22 PM
181	funding	Mar 22, 2010 12:57 PM
182	A misunderstanding by teachers, executives, deputies, principals, school systems and governments of the role the school library can play in student achievement in contemporary learning. Because they don't understand the role in the context of the ALSA Standards, they don't see it as an essential member of staff or how it can improve student learning/achievement.	Mar 22, 2010 12:59 PM
183	Lack of job security, lack of recognition of the vast array of skills that TL's hold and the underlying belief that libraries are dying because books will not exist!	Mar 22, 2010 1:31 PM
184	The T/L role is not prestigeous. The workload does not receive adequate financial or other compensatory rewards.	Mar 22, 2010 4:33 PM
185	Principals appear loath to pay for expertise, so jobs may prove to be difficult to obtain, and people may decide not to bother retraining.	Mar 22, 2010 6:24 PM
186	The unknown work load can be a rude shock to a new teacher in the library.	Mar 22, 2010 7:19 PM
187	A thorough understanding by Principals, staff and the school community of the role of the TL and how important their role is in an educational setting.	Mar 22, 2010 7:40 PM
188	lack of employment opportunities	Mar 22, 2010 8:03 PM
189	Lack of understanding of the role by both teachers, parents and the community. No recognition of prior experience of volunteers who have often spent many years in the school library environment. Having completed 7 yrs of study to obtain a librarianship degree the need to add a further period to what has been a lengthy time already to gain the 'teacher' label when I am not in a classroom context.	Mar 22, 2010 8:59 PM

Response Text		
190	EdQ has a policy of reducing the numbers of teacher librarians because we are seen to be Not a body in front of a class... therefore an unnecessary expense. If a tl retires there is pressure to replace that person with an untrained body. If a tl goes on leave, there is a battle for us to be replaced for say 6 weeks with a trained tl (I was on leave in 2009, and the school's desire was to put a tired year one teacher into my position) The selection and training of experienced and effective tls in this state ceased 20 years ago. And the manager of e library services stated, in a PD that I attended, that if tls (he referred to the profession as old female librarians at several conferences I attended) didn't get their act together they would be replaced by "bright young things who know about technology". Incorrect perceptions of what it is that we do seems to be running the agenda.	Mar 22, 2010 9:00 PM
191	Not enough mentor schools available. Not enough courses available. Not enough profile of opportunities available at tertiary level.	Mar 22, 2010 9:11 PM
192	TL seen as valuable and their work better known/recognised ie valued	Mar 22, 2010 9:11 PM
193	N/A	Mar 22, 2010 9:15 PM
194	The part time nature of many positions and the impact this has on opportunities for promotion.	Mar 22, 2010 9:17 PM
195	Principal's attitudes carry the greatest weight and often influence staff approaches to the library - if management time is not provided and time for stocktake allowed it makes it very difficult for T/Ls to do their job and achieve job satisfaction. In many cases we are viewed as RFF teachers and not specialist educators - also affects our job satisfaction.	Mar 22, 2010 9:17 PM
196	Expectations of the librarians role in the school. Some principles want "doormats" that they can manipulate to fill gaps in timetabling, cover classes, bend to the wills of the staff, because of this they often choose people that appear to more inclined to follow what is asked - rather than strong innovative, well trained TL's that have a clear picture of the role of the TL and what should/could be achieved.	Mar 22, 2010 9:24 PM
197	Due to limited job vacancies, many people are not choosing to undertake these studies.	Mar 22, 2010 9:38 PM
198	Jobs availability. Being used as RFF teacher. Loftus situation has turned of a very interested staff member in this school.	Mar 22, 2010 9:39 PM
199	Library technicians seem to be taking the place of TL's. They cost less.	Mar 22, 2010 9:51 PM
200	The ease with which teachers can become T/Ls and the support from unions given to teachers to move into School Libraries without any experience or training. It very rarely goes the other way and this is a mistake. See USA where no requirement for teaching degree to run a school library.	Mar 22, 2010 10:01 PM
201	Not sure if teachers are aware of what is on offer and that there appears a 'shortage' of qualified TLs	Mar 22, 2010 10:11 PM
202	T/L are only seen as a babysitter for RFF and they are not valued. Prospective new T/L not capable of maintaining a viable position within a school community. Training at Charles Sturt is rigorous and costly for people to pay. a scholarship system would be good and /or the system of the early 1980.s that DEt trained T/L in school and then they went to a central location for intensive course. This would be good for teacher librarians to network and have some connection with others in the same role in a school. Primary teacher Librarians need the same entitlements that the High school Teacher librarians have -more clerical and less teaching load. Some Teacher librarians have to provide executiove release and have no admin time. Teachers should be able to come to the library with their class to work collaboratively on executing information skills and literacy skills.	Mar 22, 2010 10:14 PM
203	No funding to pay for post grad studies. Time for the teacher to do a distance ed post grad course. Possible phasing out of TLs and the overwhelming use of technology for info searching and generally in the curriculum, not everyone likes it.	Mar 22, 2010 10:16 PM
204	high work load - little support - budget!	Mar 22, 2010 10:18 PM

Response Text		
205	Barriers to entry, like min 5 years teaching experience and then a masters qualification (2 years part time). This has to be done and then there is no more pay for qualifications!	Mar 22, 2010 10:19 PM
206	How much it will cost them to do the course.	Mar 22, 2010 10:22 PM
207	Employment opportunities and a career path in school libraries discourage university students from training as teacher-librarians.	Mar 22, 2010 10:23 PM
208	I had to pay for my own training (M Ed. $7000) and complete it in my own time. DET not committed to training TLs. I don't get any extra pay or recognition for my dual qualifications and roles.	Mar 22, 2010 10:28 PM
209	Currently trained teacher-librarians cannot get jobs which put off people no doubt (I have a trained T-L working for me as a Library Tech - I won't let them do T-L work, because they are not paid for it - and currently the trend in Vic. seems to be for schools to opt for putting in Library managers - who are paid half of what a T-L is - we have capable people who do the job of the T-L (minus the teaching usually) at half the pay so why would a school opt for the higher bill - is the thinking of many schools - the people doing these jobs don't see that they are in effect cutting their own throats by ensuring a school won't bother with a T-L). A school who has never had a T-L doesn't really know what they are missing - not just the teaching program but the working alongside teachers and the making the library service fit to the curriculum, rather than just be a managed collection of resources. Also I know in my school the teaching staff thinks really highly of the library and feels very supported but I wonder if they actually had to put into words what a difference we make to student outcomes whether they could -except for mention of teaching Bibliographies, Internet Searching, Note-taking, and promoting literature. At our Primary level with set timetabled Library lessons it is more apparent what we teach - but we can do this as we have enough support LIbrary staff to do much of the admin type stuff.There is a bit of a catch 22 for some - schools that have just a T-L without adequate support staff often cause the T-L to spend most of their time organizing the resources rather than undertaking the real role of the T-L and so when the chance to have just a resource manager (at about half the cost) occurs that is what often happens. Lack of accessibility to courses is a factor - now fewer and fewer places to do it.	Mar 22, 2010 10:28 PM
210	Lack of recognition Schools try to reduce costs by employing untrained staff.	Mar 22, 2010 10:36 PM
211	lack of career path. Not perceived as 'real teachers'	Mar 22, 2010 10:36 PM
212	Following NEGATIVE factors discourage Teacher-Librarians: -- exploitation by DET And primary school principals of TLs as RFF for classroom teachers -- totally inadequate clerical library assistant support (especially in primary schools) that is often at whim of school administration manager (ie head clerical assistant) and principal -- lack of career path -- lack of official recognition (and salary) as HEAD of a dept (ie library) as TLs must manage a huge educational resource; often train library assistants, adult & student volunteers; teach, collaborate with other teachers; be techno-literate, information literate ; publicity manager of services ; event manager (e.g. Book Week activities) ; etc -- the public perception (as encouraged by appointment of a non librarian as NSW State librarian) that teacher-librarians can be replaced by a clerical assistant/classroom teacher/parent volunteer who "loves reading"!!!	Mar 22, 2010 10:39 PM
213	I have a staff member who is enrolling in the course next year. I think she has been inspired by the innovative things happening at this library and feels that this will be a chance to recharge her teaching batteries.	Mar 22, 2010 10:40 PM
214	How T/L's are valued, how they are used in schools. If they are able to gain promotion in both secondary and primary situation. The training of T/L's to be able to change and be flexible. T/L's should be members of the leadership team within the school.	Mar 22, 2010 10:40 PM

Response Text		
215	TL's aren't valued or high status in schools. My school has four (non-library trained) teachers taking library classes and one qualified part-time library technician. Library classes are seen by other staff as release time for them rather than as important to the students. Teachers are dropped into the library without training and expected to learn as they go.	Mar 22, 2010 10:45 PM
216	Lengthy and boring teaching qualification needed for qualified librarians. 7 subjects out of 11 very boring and stops many from continueing their education.	Mar 22, 2010 10:51 PM
217	number of available positions and appropriate courses	Mar 22, 2010 11:03 PM
218	Thanks to the 47 school pilot with Loftus and Revesby losing TLs there seems to be no future for the TL profession. The handing over of the annual global budget to Principals of schools allowing them to decide their staffing formulas is ludicrous, dangerous and according to TL listserve is resulting in the loss of TLs in many states with NSW heading the way of others states very quickly.	Mar 22, 2010 11:11 PM
219	Govt. support Parental education	Mar 22, 2010 11:17 PM
220	Recognise need for proper ICT skills, computer expertise essential. Seem to be slipping back into teacher first library (is resource based) second. Training on the job for teachers difficult in country areas.	Mar 22, 2010 11:20 PM
221	Looking at the trend not to staff schools with teacher librarians presents few job prospects in the NT.	Mar 22, 2010 11:22 PM
222	The position and role of a T/L is not clearly definged or understood	Mar 22, 2010 11:27 PM
223	Lack of availability of T/L positions (very few and far between), pay levels not commensurate with skills and responsibilities, no slalary recognition of increased training /expertise/qualifications. Huge workload.	Mar 22, 2010 11:27 PM
224	Entry into courses for teachers without university qualifications.	Mar 22, 2010 11:29 PM
225	Administration decisions about staffing, budget cuts etc, student enrollments	Mar 22, 2010 11:34 PM
226	Recently, a pilot scheme whereby principals have the automomy to chose to have a teacher librarian or not, has seen one school chosing not to have a TL. If this is to be the case, we are relying on individual principals to know the worth of a TL and clearly some don't.	Mar 22, 2010 11:39 PM
227	A lot of teachers don't see much future in the job of teacher librarian so this needs to be addressed	Mar 22, 2010 11:41 PM
228	Good experiences in school libraries and good interactions between students and teacher librarians	Mar 22, 2010 11:42 PM
229	Being seen as and treated as a professional. Capability for moving to AP etc without compromising role.	Mar 22, 2010 11:43 PM
230	1. Lack of professional recognition for additional study. 2. Teachers are being placed in TL positions without training (or the obligation to undertake training) so no incentive and no financial support(which is significant) or remuneration to upgrade qualifications. Some states/ programmes provide mentor support. This is essential, but it is not available to all. 3. Primary TLs used extensively for RFF leading to a lack of professional satisfaction 3. Secondary relief often non-existent - at a recent network meeting only 1 of 15 present was given any relief for lunch, which effectively means TLs are on duty all day every day, not an attractive option for anyone considering retraining. Particularly as secondary TLs are often responsible for large numbers of senior students (60+ or whole years) on study periods at the same time as they are teaching other (e.g. junior information skills) classes when there is no other teacher present. 4. Perceived (too often justified) lack of consultation of TLs on issues that affect libraries acts as a disincentive to recruitment.	Mar 22, 2010 11:46 PM
231	Cost is the main factor but also lack of understanding about what a teacher librarian does and how they can support classroom teachers.	Mar 23, 2010 12:03 AM

Response Text		
232	A budget being given for further training and the staff being made aware of what training is available as many of us who were once just secretaries and now manage libraries have no idea where to go for further training. Also make it available to ALL of us not just those who work more than 20 hrs per week which seems to be the TAFE requirement.	Mar 23, 2010 12:13 AM
233	There is little awareness in the general community of the role of the Teacher Librarian in the school.	Mar 23, 2010 12:16 AM
234	make the position more appealing rather than the librarian model of old	Mar 23, 2010 12:18 AM
235	Cost of further training is an issue, although in the latter stages of my masters degree I did have a government supported place, which made the fees much more managable.When many people undertake further study, they have the prospect of increased salaries at the end. Not so for Teacher Librarians.	Mar 23, 2010 12:25 AM
236	Lack of funding. Lack of commitment on the part of the government. Low profile of the position.	Mar 23, 2010 12:47 AM
237	Librarians at the primary level are mostly well-trained RFF teachers	Mar 23, 2010 1:01 AM
238	Often teachers choose this option as it is seen as an opportunity to gain permanency. The provision of DET training to people who gains positions is attractive. The inclusion of the library & role of TL in Teacher Training would be beneficial in educating teachers about what the library has to offer.	Mar 23, 2010 1:07 AM
239	Many teachers assume it is an easy option until they look into what is required. TLs are often expected to supervise a library full of students, still support teachers and classes and adminster the necessary management of the resources.	Mar 23, 2010 1:07 AM
240	Availability is the major influence in employing t-l's, however many people working in the library are not trained to do so. This should be a major factor in recuiting t-l's to ensure the smooth and effective running of a school library for today's society.	Mar 23, 2010 1:11 AM
241	The fact that the position is not a full time position in most primary schools eliminates many talented people from be recruited into the role. Also the role also encompasses taking RFF in most primary schools that leaves very little time for developing the role as a teacher librarian. Much time in holidays, weekends, etc is required in order to maintain the library and try to deliver all the outcomes required of a teacher/librarian.	Mar 23, 2010 1:12 AM
242	Staffing arrangements which allow an unqualified person to gain a position over a qualified Teacher-Librarian is dreadful and devalues the education of the Teacher-Librarian and their skills.	Mar 23, 2010 1:12 AM
243	Teacher -Librarianship needs to be viewed as a desirable career option. Schools and staff in them need to value the role of T/L and to have a better understanding of what we can do.	Mar 23, 2010 1:19 AM
244	Cost of retraining and time taken to do so Fear that under global budgetting librarian positions may not be a certainty (eg Loftus PS)	Mar 23, 2010 1:22 AM
245	Uncertain future, poor working conditions, no support for T/Ls in the workplace, exhausting workload, no regulations to govern work pracitice	Mar 23, 2010 1:24 AM
246	Need to acknowledge significance of having trained personnel in school libraries. Availability and accessibility of training courses. Career path would be rewarding, difficult to access promotion positions from library employment.	Mar 23, 2010 1:24 AM
247	It is difficult to find information about training programs. TLs are not often valued in schools (particularly primary schools)so the position is not attractive Many principals and executive staff do not clearly understand the role that TLs should have in teaching and learning	Mar 23, 2010 1:25 AM
248	Government funds, tertiary fees, perceptions of the role of teacher librarians(eg increasing numbers of librarians are expected to manage resources outside the library and to undertake other roles in the school such as BOS data maintainance), technology skill levels	Mar 23, 2010 1:33 AM

Response Text		
249	Permanent positions	Mar 23, 2010 1:50 AM
250	Provision of RFF detracts from ability to fulfill role	Mar 23, 2010 1:55 AM
251	It is seen as an escape from the classroom so it can attrack someone who does not have the correct skill combination. Not seen as a promotional potential so it doesn't attrack male staff	Mar 23, 2010 1:57 AM
252	Cost of the TL course,and when paid by Department the pressure of doing 2 labour intensive subjects per semester while working (instead of 1), doing only RFF, lack of appreciation of the TL role within the school	Mar 23, 2010 2:02 AM
253	No course in Tasmania	Mar 23, 2010 2:08 AM
254	The individual teachers desire to move from the classroom and gain accreditation as librarian. Often with the mistaken idea that it is "easier" than being in the classroom. A few of the individuals who have enrolled to retrain have been surprised at the difficulty of the course work and expectations placed on T/Ls in the work place. Often those 'thrown into the role' have little or no formal training and yet many do not 'qualify' to apply for the DET retraining scheme. Teachers are not encouraged to seek retraining as TLs as there are limitations on promotion.	Mar 23, 2010 2:14 AM
255	One problem is uncertainty about the TLs role and resources given to them. There is too much disctretion for principals in the allocation of management time and admin support - too many TLs are struggling with not enough of either.	Mar 23, 2010 2:14 AM
256	Lack of employer support. Paid release by Department of Education for people to undertake the first semester of a post graduate diploma in teacher-librarianship was abandoned in 1990 and has never been reinstated. At the school level, there is no support there is no support for teachers wanting to undertake tl tertiary studies. The expectation is that they do this in their own time and at their own expense.	Mar 23, 2010 2:15 AM
257	Not support from Education Queensland. No incentive to train in your own time	Mar 23, 2010 2:20 AM
258	scholarships, how worthwhile the library is seen throughout the school environment	Mar 23, 2010 2:23 AM
259	Lack of career path - no opportunity for promotion	Mar 23, 2010 2:30 AM
260	Understanding and acknowledgement of the role that TLs play in the education of students.	Mar 23, 2010 2:36 AM
261	The difficulty with the time constraints in a Primary School Library with a full teaching load (mostly RFF) and the management of the school resources with a limited budget tends to disillusion future teacher librarians from taking on the role. The library is also not always seen as a priority fro student learning.	Mar 23, 2010 2:55 AM
262	Information about the advantages of the excellent training supported by the Dept	Mar 23, 2010 3:16 AM
263	four school is Southern Tasmania did not replace their TLs at the end of 2009.	Mar 23, 2010 3:22 AM
264	principals and flexible staffing- the use of non trained staff or no TL at all no govt paid training staus of librarians in primary schools RFF in primary schools	Mar 23, 2010 3:22 AM
265	Lack of funding, lack of understanding of what teacher librarians can offer to a school, other staff training takes priority, number of student enrolments falling.	Mar 23, 2010 3:34 AM
266	future employment security; IT skill training	Mar 23, 2010 3:38 AM
267	Knowledge that there will be employment, a career path and availability of training.	Mar 23, 2010 3:45 AM
268	No Teacher-Librarian course offered by the University of Tas	Mar 23, 2010 3:46 AM

Response Text		
269	The lack of support for T/Ls significantly influences the recruitment and training if T/Ls. When I started in this library there was a library consultant within the department and I attended many meetings to inform and encourage me in what was a new pursuit for me. I was then encouraged to undertake the Grad. Dip in Teacher Librarianship. It seems that the role of T/L feels as though it is dipensible when you read that a T/L has been replaced with a library technician	Mar 23, 2010 3:56 AM
270	the educational philosophy of the school	Mar 23, 2010 3:57 AM
271	Perceptions about status and position of TL. Use of TL to supplement RFF allocation in primary schools means CPPT is irrelevant Current developments in NSW foreshadowing abolition of TL specialist teachers. Lack of clear guidelines regarding purpose and job requirements in NSW DET policies.	Mar 23, 2010 4:00 AM
272	people who are passionate	Mar 23, 2010 4:01 AM
273	Limited career path. Unpredictability of the work environment based upon the whims of school administrations.	Mar 23, 2010 4:05 AM
274	Employment prospects in schools, principals cut back on specialist positions or to save money put unqualified people in the library, poor understanding of the role of the TL	Mar 23, 2010 4:09 AM
275	Perceived need of admin/ perception of school community re the influence of the library/ cost of further education	Mar 23, 2010 4:09 AM
276	There are no teaching positions for them in govt primary schools at present.	Mar 23, 2010 4:11 AM
277	lack of employment opportunities, lack of sympathetic timetabling, lack of awareness of how TLs can support learning in the school community	Mar 23, 2010 4:12 AM
278	A basic lack of understanding of the intrinsic role of the TL. Therefore a lack of funding or a view that the library is an area where adequate staffing is not necessary.	Mar 23, 2010 4:21 AM
279	lack of a specialist degree for TLs and lack of support from Government	Mar 23, 2010 4:21 AM
280	Media - poor image of the profession. Personal experience - inspired by a passionat TL	Mar 23, 2010 4:23 AM
281	Availability, duration and cost of course in home State	Mar 23, 2010 4:25 AM
282	The fact that there doesn't seem to be jobs readily out there in schhols. Lots of schools especially primary schools do not have TL's. And some Secondary schools are weaning them out.	Mar 23, 2010 4:26 AM
283	Lack of understanding of principals in role of teacher-librarians in schools. Lack of funding to schools to staff libraries with qualified personnel.	Mar 23, 2010 4:30 AM
284	For secondary NSW DET mostly employs those who have paid for their own TL training	Mar 23, 2010 4:38 AM
285	Education policy on hiring t/ls; Opinions of heads of school; fewer positions	Mar 23, 2010 4:48 AM
286	Positions available and funding to resource the re-training. Teachers see the job as demanding thus don't want to re-train.	Mar 23, 2010 4:49 AM
287	Teacher salaries and workload, computer literacy, ongoing inservicing to keep up with IT trends.	Mar 23, 2010 4:50 AM
288	The fact that there is no pay increase or change of classification for the Teacher who undertakes this study, makes it an unattractive career choice. Additionally, a small school still has the same number of resources to manage as a large school, however personnel time is not altered accordingly.	Mar 23, 2010 4:51 AM
289	If the school values the position of the Teacher librarian. If the TL is flexible in their position to focus on new trends and introduce them to the staff and encourage a lot of collaboration within the school.	Mar 23, 2010 4:56 AM
290	Teacher-librarians must have support from the whole school community in resourcing the library and complementing the curriculum through co-operative planning and teaching.	Mar 23, 2010 4:56 AM

Response Text		
291	Teacher librarians in QLD are not recognised for their dual qualifications. In most schools they are not recognised as being curriculum leaders by being given PAR status. There is little hope of promotion from the TL role. Further qualifications seem a waste of time when these are not recognised by either better pay or promotion to leadership positions.	Mar 23, 2010 5:04 AM
292	As Principals have more autonomy selecting staff, they need to be conversant with trends in Inquiry based learning and TL role. Some seem motivated to save money by reducing support for the library as "everything is available online"	Mar 23, 2010 5:06 AM
293	At this stage there is little inspiration to train as a Teacher-Librarian as many positions are filled in local primary schools by teachers who are also H'OCs. The strain of full time work, part time study and the costs of studying make it less appealing especially when many schools are functioning with a teacher or teacher-aide managing the school library. Some principals do not appreciate the difference between managing a classroom space and actually teaching information skills, developing wider reading prograams and supporting the research process.	Mar 23, 2010 5:11 AM
294	Unreasonable expectations of school executive. teaching loads, not as in cppt, but teaching classes as a classroom teacher in addition to the Library management. but yet still expected to have an information literate school community. Executive and Principals provide inadequate funding to resource the library and keep the resources current therefore enhancing motivation and interest to read or even access the library.	Mar 23, 2010 5:12 AM
295	Lack of Availability of courses and bridging training for teachers.	Mar 23, 2010 5:37 AM
296	The perception of the teacher librarian role in the school community. How supportive the executive is of the Library.	Mar 23, 2010 5:47 AM
297	Availability of T-L positions - too few positions. School administration voicing the importance of the partnership role of the teacher librarian and the classroom teacher in the teaching and learning process.	Mar 23, 2010 5:55 AM
298	Technology. Public perception. Lack of knowledge by school community of T-Ls role.	Mar 23, 2010 5:55 AM
299	Lack of executive opportunities while continuing to be a TL. Out dated 1970s libraries which are not properly resourced and equipped to take advantage of ICTs in teaching and learning. Highly trained, technologically literate TLs are often placed in school libraries with almost no technological infrastructure to develop modern learners.Lack of recognition of TL's experience as an information specialist. Lack of recognition of TL's vital role in equipping students to be critical information users - too much time wasted on babysitting unstaffed student groups.	Mar 23, 2010 6:06 AM
300	Appropriate, "professional" recognition and conditions of work would need to improve - we have a large role to play in the new digital age, but are the best providers of "traditional" literacy and research skills also. Teacher Librarians are usually under-valued. They have much less chance of advancement in the DET system than other classroom teachers. Yet, they often will be doing the work of a head teacher in many ways.	Mar 23, 2010 6:19 AM
301	government policy, rather than acknowledgment of specialist skills	Mar 23, 2010 6:30 AM
302	Lack of knowledge about the job (especially from teachers), lack understanding about what we do. Students can't 'prac' or 'intern' in a library, they have to be "on class"	Mar 23, 2010 6:44 AM
303	The fact that has to be done externally while working - hard to fit it in and do the pracs required. Many people are keen to become Teacher-librarians because they think it is an "easy" job and they are not suitable candidates!	Mar 23, 2010 6:50 AM
304	SEDS and Principals recognising what our capabilities are and then wanting good librarians in their regions/schools. Principals being made to give librarians the opportunity to work collaboratively with the librarian and then assess the results. There would then be a demand for skilled practioners.	Mar 23, 2010 7:02 AM

Response Text		
305	STATUS OF TEACHER LIBRARIANS AS INFORMATION LITERACY EXPERTS NOT RECOGNIZED IN ALL EDUCATIONAL SETTINGS	Mar 23, 2010 7:19 AM
306	School priorities don't include further training of library staff. Seems anyone can 'do the library'.	Mar 23, 2010 7:27 AM
307	uncertainty regarding jobs.	Mar 23, 2010 7:41 AM
308	Lack of knowledge about the courses. Senior staff not acknowledging the type and amount of work that is done.	Mar 23, 2010 7:46 AM
309	Inability to get a permanent position in a school library	Mar 23, 2010 8:41 AM
310	Attitudes of Admin; poor facilities; little understanding of specific role; expected to do wonders with little training in say Web 2.0(self-taught)	Mar 23, 2010 8:48 AM
311	Lack of career paths; lack of formal allocation of time for administration; lack of recognition of the vital role of the library in the school in supporting and promoting literacy and information skills/	Mar 23, 2010 8:55 AM
312	BCE scholarships for a Masters of Education. Although I withdrew as I was only going to receive one credit for my Grad Dip in Teacher-Librarianship. More PD for TLs with topics specific to our role is needed.	Mar 23, 2010 9:05 AM
313	The whim of the Principal of the school.	Mar 23, 2010 9:53 AM
314	Cost of PD to upgrade teacher-librarian ICT skills and for TL to inservice colleagues on the ever increasing online tools.	Mar 23, 2010 10:00 AM
315	Govt needs to ensure Teacher Librarians are working in schools. Principals have depleted budgets and can cut costs with cutting out the Teacher Librarian position and have aides run the libraries. I am being used totally for non contact time for other staff.	Mar 23, 2010 10:09 AM
316	teacher librarians are a sole voice within their school and very often their role is not understood by other staff members. This can make the role very isolating. I think support of t-ls is vital in order to attract more to the profession.	Mar 23, 2010 10:10 AM
317	While teachers/library assistants with no library qualifications run school libraries there appears to be few positions available. No incentive for them to become qualified - study in own time and pay high fees with no financial reward.	Mar 23, 2010 10:14 AM
318	Librarians being perceived as being providers of RFF & Executive Release, instead of the professionals they have the potential to be must discourage people from entering the profession. The status of teacher librarians seriously needs looking at in primary schools especially.	Mar 23, 2010 10:19 AM
319	Practical and formal training without having to do a 2year university course.	Mar 23, 2010 10:21 AM
320	Lack of funding Understanding of the role by other school staff and the community	Mar 23, 2010 10:26 AM
321	lack of appeal, use of untrained staff in library positions, lack of recognition by other teachers of dual qualifications	Mar 23, 2010 10:30 AM
322	Cut backs in the early 1990s. At this time, the powers that be decided to stop training teachers by sending them on full pay to QUT for one semester to obtain half their Grad Dip. in Education (Teacher Libraianship). Most finished the Grad Dip part time.	Mar 23, 2010 10:43 AM
323	No clear career options due to lack of opportunity in government schools. This prevents many excellent people from training.	Mar 23, 2010 11:01 AM
324	Recruitment seems to be adhoc. If a teacher shows an interest and there is a vacancy then they can act in the role and may continue in the position at the Principal's discretion. It is very much up to the teacher to persue their own training usually on a part-time basis. Role of teacher librarian is often undervalued by those in positions of authority.	Mar 23, 2010 11:03 AM
325	Job opportunities, particularly in country locations. Geographic isolation / distance. Needing the right personality for the particular positions, as well as just the qualification. Principal and panel understanding of what the position can bring to the educational opportunities the school offers.	Mar 23, 2010 11:03 AM

Response Text		
326	Their preceived lack of "status" in schools. I have hard too many times of TL positions being filled by unqualified personnel - teachers who want a "change". This is very degrading to TLs who have faught for status and their qualifications.	Mar 23, 2010 11:38 AM
327	Top-end teacher salaries are low and this is a disincentive for TLs and teachers generally. There is no financial reward for attaining TL qualifications above normal teaching ones. Few teachers also have much of an idea as to exactly what a TL does.	Mar 23, 2010 12:00 PM
328	Job opportunities. Subsidies / funding Communication between training institutions	Mar 23, 2010 1:01 PM
329	The recruitment of TL's appears to be on a school by school basis with no general plan to develop the profession as a whole. The isolation of the TL within the school and the perceived view of them in the community works against attracting people to this position. Further training once in the position is hard in terms of trying to cordinate with other TL's, and the difficulty of finding a replacement who is aware of the computer system running in the school and the tasks involved in the position. The TL position is always so busy with the multiple roles of a teaching load, managing the library and associated personel, other programs, advocacy for our position, assisting other teachers with resources and expertise, budgeting and purchasing that we don't get time to enjoy our role in the public arena which would encourage other people to do the job.	Mar 23, 2010 9:03 PM
330	Time/money/release from normal duties	Mar 23, 2010 9:18 PM
331	Available full time positions - there are almost none and now this school will only have two part time positions because of amalgamation	Mar 23, 2010 9:47 PM
332	Professional organisations lobbying for a qualified TL in every school library. DET has acquiesced to this but there is no support for existing TLs or trainees whilst they are studying. I do not know what the loss rate of TLs is; I believe it would be quite high.	Mar 23, 2010 9:54 PM
333	It all boils down to finance and the perception that a t/l is required	Mar 23, 2010 10:19 PM
334	Cost: I have seen the duties of teacher librarians being passed to library aides as a cost measure. The administration team in schools needs to acknowledge and utilise the expertise and skill of the teacher librarian effectively.	Mar 23, 2010 10:20 PM
335	Access to professional development, money for same. Lack of career path (difficult to progress into other areas of management.	Mar 23, 2010 10:47 PM
336	Lack of teacher librarian courses, uncertainty of available possitions (T/L's replaced with technicians), Principals not sticking to staffing guidelines (using T/L time elsewhere in the school.	Mar 23, 2010 10:52 PM
337	The incentive to provide access to the training - it is imperative that a school library is staffed be a qualified Teacher Librarian	Mar 23, 2010 11:17 PM
338	Not sure but Im guessing its mainly teachers wanting a change or the luxury of permanent part time work. Many also are recruited because they have a genuine love for books and reading.	Mar 23, 2010 11:33 PM
339	There is no incentive for teachers to train as teacher librarians. There is no pay increase. The education department classes tls along with classroom teachers which does not recognise the specialised role they have.	Mar 23, 2010 11:51 PM
340	Library is used often as Release from face to face time for teachers and therefore getting time to go to PD during teaching time is not allowed by schools. Does the school have a good budget and an assistant to help run the library. TLs have to do two jobs with no extra pay to other classroom teachers.	Mar 24, 2010 12:05 AM
341	Same as for teachers. Honesty is required by those who would recruit, and recruiters need to be involved in selection suitability	Mar 24, 2010 1:00 AM
342	School Administrators recognising the value of T/L's and the need to teach library and research skills.	Mar 24, 2010 1:32 AM

Response Text		
343	Availabliity of training-a real understanding of the role, the demands of the role and how valuable the role is considered	Mar 24, 2010 1:56 AM
344	working conditions	Mar 24, 2010 1:58 AM
345	Schools are not allocated sufficient funding to pay T-Ls or even L-Ts to cover the amount of work done/needs to be done	Mar 24, 2010 2:05 AM
346	Knowledge organisation, particularly in relation to technology; crowd control and behaviour management	Mar 24, 2010 2:06 AM
347	School admimistrators see computers & internet as replacing libraries The emphasis in many classes is on accessing information rather than using appropraite information to build knowledge The idea that any teacher, or library assitant or non-teacher trained librarian can manage a library, with no specific qualifications related to teacher-librarianship Lack of adequate budgets for resources The threat not to staff schools with qualified T-Ls	Mar 24, 2010 2:07 AM
348	Teacher-Libarians need more practical skills as much of the job requires understanding of library practices	Mar 24, 2010 2:13 AM
349	Old fashioned opinions, stereotypes of librarians.	Mar 24, 2010 3:00 AM
350	Principals being able to make the jobs part time or putting someone untrained into the job claiming no-one was available. This means people who are trained and on priority can not be offered these jobs. People are only trained on a needs basis.	Mar 24, 2010 3:14 AM
351	I think prospective TLs need to be prepared to lead the school's learning and digital pedagogy.	Mar 24, 2010 3:19 AM
352	Always comes down to MONEY /TIME.	Mar 24, 2010 3:32 AM
353	Unfortunately the move into teacher-librarianship is often viewed as the soft option for classroom teachers and there are many school libraries run by teachers who have no library training. Their level of knowledge of fiction is limited and their ability to recognise a need for the teaching of information skills is often lacking.	Mar 24, 2010 3:47 AM
354	T/L positions in a school need to be highly valued by both the school and the DET.	Mar 24, 2010 3:49 AM
355	Existing qualifications, already in the system.	Mar 24, 2010 4:00 AM
356	whether they can be offered externally and those online campuses can accommodate you.	Mar 24, 2010 4:02 AM
357	Dept. is actively using SSO's instead of T/L's to save money	Mar 24, 2010 4:24 AM
358	Funding of teacher librarians and suppport officers. Many people feel that it is an area of specialist teaching that is not valued.	Mar 24, 2010 4:33 AM
359	Lack of understanding of the position and lack of opportunities for employment.	Mar 24, 2010 4:36 AM
360	Cost to individual, Administration's value and perceptions of the role.	Mar 24, 2010 4:40 AM
361	There is very little acknowledgement at this school of the importance of the teacher-librarian as a school resource, or as a key teacher. We receive no encouragement to regard ourselves or our job as important. Training is financed by the individual themselves, and HECS. Those who do train often have difficulty moving from the classroom to the library.	Mar 24, 2010 4:41 AM
362	Availability of hrs for contact. Isolation for access to PD.	Mar 24, 2010 5:10 AM
363	Pay and professional recognition. It needs to be recognised as a specific position that includes responsibilities. At present, the pay is scaled to that of a teacher which offers no scope for advancement. It needs to be acknowledged that the role is complex and more than cataloguing books or babysitting students. If I want to improve my pay, I need to apply for a specific PAR such as academic coordinator or pastoral care. Also, need to be included in curriculum development and leadership within the school - librarians have a valuable role and are the point of call for students who need advise on all topics from chemistry to biomechanics to mesopotamian pottery to grammar to algebra. They can't be excluded professionally and need to be given incentives to move up the pay scale.	Mar 24, 2010 5:11 AM

Response Text		
364	Work conditions Time it takes to complete T/L training on to of working full time Full time positions available	Mar 24, 2010 5:23 AM
365	Principals' values.	Mar 24, 2010 5:34 AM
366	Schools and education dept need to recognise the importance of the role within a school	Mar 24, 2010 6:40 AM
367	. the heavy workload .the expectation that TLs be superhuman and an expert in all fields .the under resourcing of personnel	Mar 24, 2010 9:17 AM
368	Very few Primary School librarians are full time at schools. Therefore it isn't seen as a desirable position for anyone wishing to hold AP or DP positions.	Mar 24, 2010 10:06 AM
369	I am currently self funding my study Master Educ. to qualify for the job and after I finish I receive no extra pay. I may not even have a job. There needs to be more incentive and a job at the end.	Mar 24, 2010 10:49 AM
370	Insecurity of employment knowing that the study required is not fully appreciated by other members on staff and a belief that antone can operate a library therefore a Library officer can cope to do all that is required	Mar 24, 2010 3:01 PM
371	Lack of career prospects Little acknowledgement in some schools of the importance of the teacher librarian role many schools substituting library technicians or teachers aides for trained teacher librarians	Mar 24, 2010 9:26 PM
372	There is a limited career path for T/lLs. You can reach middle level management but have to leave the library once you reach assistant principal level. Lack of remuneration for the added component of resource management and a full teaching load in primary schools. In Primary schools, to raise Literacy standards T/Ls need to be passionate about children's literature and pass on a love for reading and this needs to have a higher profile in T/L training courses. Technology does not replace reading but is another form of reading and is just the information management tool. I believe too much emphasis is being given to the library as housing the computers and we go to the library to use the computers. A love of reading for reading's sake needs to be developed in primary school.	Mar 24, 2010 10:00 PM
373	A vibrant library where the skills of the teacher librarian are valued and used accordingly	Mar 24, 2010 10:24 PM
374	The cost of employing and pusuing further study.	Mar 24, 2010 11:18 PM
375	Lack of TL positions and career path within the education sector and devaluing of the role of the TL	Mar 24, 2010 11:59 PM
376	The school ethos and environment. P&C. The value the principal puts on TLs. How teachrs perceive TLs. New libraries for schools is seen as a positive sign towards the recruitment of new TLs/	Mar 25, 2010 12:45 AM
377	In our case distance from city centre is 350km. Huge impact.	Mar 25, 2010 12:58 AM
378	Curriculum is huge - for example I did not see a mention of information literacy teaching and learning in the proposed national curriculum. Information Lit is being discussed on a very borad level within the core subjects (i.e. history). Another huge indicator is the courses on offer at university level for library studies education.....I've noticed a big drop in the number of universities are offerring courses over the last 10 years (Australia wide)	Mar 25, 2010 1:02 AM
379	lack of credibility for the position as seen by other members of the teaching staff - the importance of a TL's role needs to be promoted more.	Mar 25, 2010 1:22 AM
380	The perception that libraries are old fashioned & outdated, fear of becoming irrelevant may influence peoples choices. The level of professional respect accorded to the T/L role also impacts recruitment.	Mar 25, 2010 1:23 AM
381	Career prospects The cost of further education	Mar 25, 2010 1:34 AM

Response Text		
382	Time pressures on teachers to gain the qualifications. No guarantee of a TL job upon completion of qualification No opportunity for career advancement. Being in the library is like the end of the line in terms of promotional opportunities. No Head of Department role for teacher librarians. Qualified TLs are awaiting jobs that are currently filled by classroom teachers without TL qualifications, so what's the point of doing all the study?	Mar 25, 2010 2:25 AM
383	Ed Queensland may not be interested in training more teacher librarians due to the cost of training support and on-going salary costs. It has been expressed that a bookless library is the ideal but I am unsure how we teach reding and enjoyment of liturature.	Mar 25, 2010 2:31 AM
384	job satisfaction A set of guidelines needs to be set. Libraries, at the moment,function at the school principal's discretion	Mar 25, 2010 2:32 AM
385	Several factors; 1. Generally, the role of TLs does not seem to be promoted as a desirable career choice by school career counsellors, universities and community at large. 2. TLs themselves may not be promoting their role in schools and the community enough. 3. Schools which are undermining TLs by removing them altogether (in WA govt priamry school and some Catholic primary schools) or reducing their hours as in many high schools (blamed on the small cohort in 2010) are effectivly saying there will soon be no jobs for TLs because they are not important.	Mar 25, 2010 3:33 AM
386	Put simply, if people don't think the jobs are there. In other words if they see that unqualified people are given the job of teacher-librarian or manager of the library, then they can't see much point putting themselves through years of further study to go into the field.	Mar 25, 2010 3:57 AM
387	Allocation of FTE by the Education Department. If there are fewer jobs for Teacher/Librarians then people will not train in this field in the future.	Mar 25, 2010 3:58 AM
388	funding	Mar 25, 2010 4:05 AM
389	The ability to find employment - if the positions are been axed, why would you train in the profession.	Mar 25, 2010 4:12 AM
390	1. Lack of jobs in my region so new TLs have to move interstate. People who have jobs never leave them! 2. Lack of recognition of the value and importance of the TL role in schools - TLs expected to have almost full teaching loads and still manage the library and provide a full range of library services to staff on a very limited budget. 3. Qualifications in librarianship not mandatory for TLs in my state - schools can (and do) put either teachers not trained as librarians, or teacher aides in to run libraries.	Mar 25, 2010 4:18 AM
391	Distance. It is very hard for a person in North Queensland to recieve adequate training.	Mar 25, 2010 4:20 AM
392	Lack of understanding of the role and lack of effective careers promotion.	Mar 25, 2010 4:20 AM
393	The scope of their employment in schools. Advocating for libraries and learning by Teacher Librarians. Principal perception of libraries.	Mar 25, 2010 4:27 AM
394	undervaluing of the TL position by principals and government	Mar 25, 2010 4:33 AM
395	The fact that we are constantly trying to justify ourselves and our roles to principals and funders undermines the professional standing of teacher librarians	Mar 25, 2010 4:37 AM
396	The non-employment of TLs in primary school has a very negative impact on the uptake of librarianship studies by primary teachers. This is creeping into secondary schools	Mar 25, 2010 4:41 AM
397	Lack of knowledge of what training is available/required. Uncertainty of conditions - the variation between schools is huge.	Mar 25, 2010 4:52 AM
398	Availability of qualified teacher-librarians - appear to be hard to get	Mar 25, 2010 4:57 AM

Response Text		
399	The school, at administration level, recognises the importance of the role Teacher-librarians play in school. Teacher-librarians Positions need to be available in schools in order to encourage people to be trained and qualified as Teacher-librarians.	Mar 25, 2010 5:07 AM
400	*Attitude of some teaching staff to their overall value & their important role in curriculum planning * Cost of training to the TL or to the employing body	Mar 25, 2010 5:15 AM
401	Staffing level mandates linked to accreditation and funding, ie, specification by State and National governments that each school, whether state or private, have a library program of a certain standard, with a particular budget per number of students, and staffed by a certain number of qualified teacher librarians per number of students. Further, that State and Commonwealth funding be reliant on this as one of a number of key indicators.	Mar 25, 2010 5:19 AM
402	Job prospects, consideration for time to continue further studies	Mar 25, 2010 5:25 AM
403	We are desparate for replacements for leave and single days. No training available here in SA	Mar 25, 2010 5:47 AM
404	Lack of employment opportunities, employment of non-qualified staff into libraries	Mar 25, 2010 5:51 AM
405	Lack of support from department and administration	Mar 25, 2010 5:57 AM
406	Very low profile of Teacher-Librarians in ost educational settings; lack of career pathways; lack of sufficient clerical support in government schools; one size fits all nature of T/L job in high schools - it doesn't matter if you have 1180 students or 300 students you still only have 1 T/L	Mar 25, 2010 6:08 AM
407	Lack of understanding of the role of a TL Expense and time commitment needed to study	Mar 25, 2010 6:53 AM
408	budgeting constraints in schools will influence the allocation of staff to libraries	Mar 25, 2010 6:56 AM
409	Am unaware of any recruitment. New highschool graduates do not see themselves as librarians (not cool) Training teachers do not hear about the work and use of the library.	Mar 25, 2010 7:45 AM
410	Compulsory TL employment in Libraries. Awareness of the IT component of the role. Financial acknowledgement of expertise.	Mar 25, 2010 8:26 AM
411	Cost of courses and the lack of time allocated to sabbatical leave.	Mar 25, 2010 8:42 AM
412	Availability of a job at the conclusion of training. The role of the teacher librarian being promoted as a valid position. Re introduction of a TL course at uni. Attitude of a principal about libraries still being viable. A principal's experience of a libraries and TLs.	Mar 25, 2010 8:45 AM
413	Cost of courses; relevance of the course to the coalface; perceptions of the role of a teacher librarian; length of time to do an external course; workload involved. Dependence on online courses - presumes access to internet 24/7	Mar 25, 2010 9:07 AM
414	Huge workload;Fixed timetables;Lack of awareness of true significance of role by School Leadership;budget allocations; Australian Education Guidelines re: t/l in every school	Mar 25, 2010 9:20 AM
415	principals' perceptions of the worthiness of the role - ie. can it just be covered by a CRT or do we need someone with specialist training?	Mar 25, 2010 9:31 AM
416	Very few full-time positions for t/ls wishing to make a profession of their role, not just hold a token-gesture role. Many t/ls find themselves doing "bits and pieces", hardly encouraging to someone looking at teacher-librarianship as a specialist role.	Mar 25, 2010 10:24 AM
417	I completed my TL qualification in July last year. Knowing what I know now I am not sure I have done the right thing in terms of time and money commitment on my part. Will we even have jobs in 5 years time? Our leaders, at the school, state and federal level have to appreciate the role we play. It is just a nonsense that we have to keep advocating our role within the education sector!	Mar 25, 2010 10:49 AM

Response Text		
418	Time, opportunity, costs, no increased remuneration for further training	Mar 25, 2010 11:10 AM
419	Cost of Study and time to complete this study effectively.	Mar 25, 2010 11:24 AM
420	Good teachers may be discouraged by cost of additional study Lack of jobs Teachers who choose Teacher Librrianship are not always doing so for the best reasons-eg to escape teaching	Mar 25, 2010 12:41 PM
421	Valueing TLs in the school, in the education system and in society. The reengagement of teritiary institutions with TL courses not Information technology courses	Mar 25, 2010 1:20 PM
422	Public awareness of: The vital roles TLs have within a school The diversity of backgrounds to TLs prior to training The job satisfaction achievable	Mar 25, 2010 9:16 PM
423	Poor career prospects as employment opportunities decline	Mar 25, 2010 9:39 PM
424	Seems to me that most people undergoing T/L training have found themselves in libraries and need qualifications to stay in the job or to improve their performance or personal job satisfaction. Few school leavers see T/L job as an attractive career prospect. We have a problem with public perception of our role.	Mar 25, 2010 10:10 PM
425	Salary and work constraints	Mar 25, 2010 11:32 PM
426	career killer	Mar 25, 2010 11:36 PM
427	Recognition by staff members of the job that Teacher-Librarians do.	Mar 25, 2010 11:41 PM
428	Uncertainty over T-l role in future, Gov attitude to T-l's, principals' attitude to T-l's. Expense involved with further training v uncertainty over long-term future of T-l role.	Mar 25, 2010 11:44 PM
429	The fact that their position is not considered necessary and their role is at the discretion of the principal.	Mar 25, 2010 11:46 PM
430	Low status of TL's in schools Availability of training	Mar 25, 2010 11:48 PM
431	It is vital that teacher-librarians are trained and recruited and receive specific and pertinent follow up PD to support th There is an overflow or role overlap with recently created positions as HOCs STLN (Support Teacher Literacy and Numeracy formerly support teacher learning difficulties) ICT coordinators The list goes on and I believe all these positions have somewhat eroded the T-L position - role descriptions of all these people are also that of the T-L. I believe that I have to really work hard to work both with these people and to see that this is my job (curriculum) - I was the curricululm coordinator at this school for 2 years during the implementation process of QCARF and in the first year was replaced by a classroom teacher and in the second year of doing the curriculum coordination role I was teacher-librarian as well so therefore I did not (I believe) do the job well. Stopped many programs and relied on my teacher aide.	Mar 26, 2010 12:27 AM

Response Text		
432	It is vital that teacher-librarians are trained and recruited and receive specific and pertinent follow up PD to support th There is an overflow or role overlap with recently created positions as HOCs STLN (Support Teacher Literacy and Numeracy formerly support teacher learning difficulties) ICT coordinators The list goes on and I believe all these positions have somewhat eroded the T-L position - role descriptions of all these people are also that of the T-L. I believe that I have to really work hard to work both with these people and to see that this is my job (curriculum) - I was the curricululm coordinator at this school for 2 years during the implementation process of QCARF and in the first year was replaced by a classroom teacher and in the second year of doing the curriculum coordination role I was teacher-librarian as well so therefore I did not (I believe) do the job well. Stopped many programs and relied on my teacher aide.	Mar 26, 2010 12:27 AM
433	In Qld principals have used flexible staffing to trade off the TL postion for other areas eg ICTs, Science. Unfortunatley this has been to the detriment of Literacy enhancement usually provided by a qualified Teacher/Librarian. TLs also have to complete all training in their own time.	Mar 26, 2010 12:36 AM
434	Sometimes people see it as a soft option rather than a challenging and exciting career alternative.	Mar 26, 2010 12:40 AM
435	The stability and knowledge that the position is valued and will exist in the near future	Mar 26, 2010 12:54 AM
436	Just the fact that we can't have Pract students to encourage students to take up the profession.	Mar 26, 2010 1:08 AM
437	In my experience of school libraries here in the Pilbara over the last ten years the recruitment of teacher-librarians has been hampered by firstly a lack of fully qualified teacher-librarians and then when fully qualifed teacher-librarians are employed by schools they are given teaching loads outside the library or they are used as relief teachers in the library.	Mar 26, 2010 1:10 AM
438	Availability of positions. Validation of libraries. Finances to include specialist teachers on the payroll.	Mar 26, 2010 1:32 AM
439	Funding not only TL's but Technical personnel	Mar 26, 2010 2:27 AM
440	Does the state government, school coomunity see the need for teacher-librarians.	Mar 26, 2010 2:47 AM
441	They need to be valued and for teachers when they are trained to have an understanding about the jobthat they do and how they can work together	Mar 26, 2010 3:12 AM
442	lack of 'status' within the school community - credibility lower than a sao no matter how involved the librarian is in the school life,well qualified academically,educationally experienced or committed. No one in their right mind would want to train as a librarian until the position is given respect and status in schools by the dept of ed., and politicians.	Mar 26, 2010 4:43 AM
443	time, access to relevant training, access to a suitable pool of people who see the library as an opportunity to develop (not fall back to)	Mar 26, 2010 4:58 AM
444	Importance of the role must be recognised by the Administration of schools otherwise the positions in schools are not retained	Mar 26, 2010 6:53 AM
445	Lack of positions and carreer. Genuinine devaluing of the teacher librarian position and role in the school.	Mar 26, 2010 6:53 AM
446	Money is spent on other areas - class teachers now control and enforce literacy programs, guided reading, author studies - classrooms now have white boards and notebooks under control of classroom teachers.	Mar 26, 2010 7:33 AM
447	Not many tchr librarians are employed in primary schools - so no incentive for people to train in this field.	Mar 26, 2010 8:59 AM
448	recogition of the important influence books, libraries and the impact TL make to the school	Mar 26, 2010 1:53 PM

Response Text		
449	Awareness of the role. Promoting of the role by teacher educators in unis	Mar 26, 2010 8:42 PM
450	Because there is not many of us people do not no what they are missing out on and making do.	Mar 26, 2010 9:05 PM
451	Budgets	Mar 27, 2010 12:02 AM
452	-job placement and value of role in schools -support/value of school library and services offered	Mar 27, 2010 2:27 AM
453	Some teachers think it looks like an interesting job but are intimidated by the ICT side of it. Others are worried that t-l's (and school libraries) will become redundant. Many classroom teachers don't want to pay for or do the work required to upgrade their qualifications.	Mar 27, 2010 3:08 AM
454	Staff budgets, schools choose to save money by employing Librarians, Library Technicians.	Mar 27, 2010 4:48 AM
455	Lack of understanding of how the library fits into the digital world, As I am the IT co ordinator they don't realise the IT resaerch, online bibliographies etc wikis, blogging, nings, flip camera use , etc(I do is part of my Library training/role and not IT!	Mar 27, 2010 9:21 PM
456	Very few courses on offer at a tertiary level, we need a higher profile in schools, some provision to advance to AP or Head Teacher status would be good	Mar 27, 2010 10:33 PM
457	The role of Teacher-Librarians is not clear in the education community so people are not really aware of what skills and knowledge a TL has to bring to the school. The number of TLs is diminishing rapidly and it is not seen as a secure employment option. TLs are regularly sacrificed in the "funding pie" The TL community is ageing and the role of TL is not being marketed well enough to prospective TLs. There are no TL courses in Victoria	Mar 28, 2010 12:01 AM
458	State government policies towards the importance they give to libraries and their roles in educating students. Where schools have not had TL's these schools rarely use the library and the collections are not respected by students. Principles do not see the TL as important but at the same time they are taking the aides out of the library and placing them in the classroom - so no work is being done to promote the school's library.	Mar 28, 2010 12:40 AM
459	need - if any classroom teacher can be 'in the library' then why would anyone bother to be trained?	Mar 28, 2010 1:21 AM
460	There is little incentive to undertake the post graduate course when TLs are being employed without qualifications or are being replaced in schools because the decision is up to the discretion of the Principal.	Mar 28, 2010 2:27 AM
461	Lack of career path. Seen only as a release component from face to face teaching.	Mar 28, 2010 2:55 AM
462	Teachers who are interested in becoming teacher-librarians are wary because they see Principals placing non qualified people in the positions and/or ceasing to have a teacher-librarian in the Resource Centre and using untrained aides, parents and sometimes students 'running' the library (read - processing loans).	Mar 28, 2010 3:17 AM
463	Ensured job security in the future is the main factor. Principals and other leadership staff having a positive attitude towards tls and libraries	Mar 28, 2010 5:23 AM
464	Cost of study. Overload. Lack of time to run the library and study!	Mar 28, 2010 5:47 AM
465	ICT will be way it all goes in the future. Books will remain, but the role will be doubled up I suspect!	Mar 28, 2010 6:04 AM
466	The lack of secure positions in Schools for RTs and TLs affects recruitment. The lack of understanding and committment as to the value of trained Library Professional staff by the Leaders and decision makers in the school is lamentable.	Mar 28, 2010 7:56 AM

Response Text		
467	The discontinuation of the Grad. Diploma at QUT, the lack of Principal suport for the T-L in the school, devaluing our position via poor budget amounts, non-recognition for the work carried out, trading in of T-L hours for other positions, T-L position should be more clearly set out re. hours, role and less at the whim of a Principal. People will not want to do a masters degree and then be told there aren't positions for them - the job is unstable. No effective list of available T-Ls at regional level to fill a vacant position with another T-L, so trained people miss out in favour of a teacher on staff who is "on the spot".	Mar 28, 2010 7:59 AM
468	Funding	Mar 28, 2010 11:12 AM
469	Prospective TLs need to think that there will be a position available to them if they do train & outlay all that money. At present there is very little job security in state schools - even the Qld president of the SLA could not keep her job in just one school; she now has 2 school libraries to look after. Principals need to see the value of TLs, so that they don't allocate their funding elsewhere. Unfortunately in many cases it is the fault of the TLs themselves - they don't keep up with e-learning developments, and have not been able to reimage themselves as times have changed, or make themselves indispensable. In other cases it is the mindset of the principals who dictate where the money is to be spent.	Mar 28, 2010 11:52 AM
470	No time or financial support given to further study. Cqn be difficult to find suitably trained teacher-librarians.	Mar 28, 2010 12:55 PM
471	Great courses are available at Charles Sturt and Edith Cowen Universities but with devolution in NSW and Principals getting rid of specialist teachers such at the Teacher Librarian, this is not an encouraging sign for anoyone who wants to train as a TL. There is also a serious lack of promotions positions for TLs.	Mar 28, 2010 11:13 PM
472	The fact that many T-Ls are being replaced with someone to teach IT and a library technician has devalued the role and reduced the liklihood that there will even be T-Ls as a career option for younger teachers at all.	Mar 28, 2010 11:29 PM
473	Financial?	Mar 28, 2010 11:33 PM
474	Availability of local courses	Mar 28, 2010 11:38 PM
475	time allocation and funding	Mar 29, 2010 12:46 AM
476	The Education Dept will not implement a recognised certificate based training system for Library Officers.	Mar 29, 2010 12:49 AM
477	Library is considered less important by not including it in the curriculum any more	Mar 29, 2010 12:58 AM
478	Teacher-librarians have not been used in Primary School libraries during the 11 years that I have worked within the system.	Mar 29, 2010 1:06 AM
479	Lack of job prospects on graduation, particularly in WA	Mar 29, 2010 1:07 AM
480	Lack of jobs available	Mar 29, 2010 1:23 AM
481	I feel that a number of teachers still do not see teacher librarians as peers but as some sort of handmaidens. Our standing in the eyes of our colleagues could be higher.	Mar 29, 2010 1:25 AM
482	Poor esteem that library positions are held in from upper management. Not clasroom teachers as they are happily getting their RFF. Frustration at being prevented from performing those library roles that are inspiring for kids, but cannot fit into current timetabling restrainsts. Low budgets	Mar 29, 2010 2:04 AM
483	No priority given in schools to have a teacher-librarian. I have fought long and hard to even have a teacher to teach library skills, and the ones I have been provided don't have any library skills.	Mar 29, 2010 2:04 AM
484	salary	Mar 29, 2010 2:05 AM
485	Lack of resources	Mar 29, 2010 3:17 AM
486	profile of teacher librarians is not out there. positions are not that readily available, this role is one of the first to be cut in schools	Mar 29, 2010 3:22 AM

Response Text		
487	lack of jobs and future prospects. Govt schools no longer hire them, they are all classromm teachers now	Mar 29, 2010 3:28 AM
488	People don't understand how valuable the job is.	Mar 29, 2010 3:32 AM
489	Money and primary schools need to spend their aloted extra time on teachers teaching remedial	Mar 29, 2010 3:46 AM
490	More emphasis during teacher training courses at university to promote students to become teacher librarians. Also, if teacher librarians have to study whilst working, allowing time off work to complete assignments would also be very beneficial.	Mar 29, 2010 3:55 AM
491	Image, pay, lack of status, teaching component above and beyond T-L work, NOT ENOUGH tECH SUPPORT IN sMALL SCHOOLS	Mar 29, 2010 4:17 AM
492	non availability of specific t/l courses, no clear career paths within schools, lack of employment opportunities. a better remuneration.	Mar 29, 2010 4:22 AM
493	Lack of career opportunities, appointment often at Principal's discretion, little recognition of double qualifications	Mar 29, 2010 4:38 AM
494	staffing levels	Mar 29, 2010 4:54 AM
495	Lack of recognition of special expertise. Little advancement to PAR positions. Little incentive in terms of salary.	Mar 29, 2010 5:17 AM
496	Lack of recognition for the job they do in a school.	Mar 29, 2010 5:22 AM
497	The old school tl view - we need a facelift!!!!!!!!!!!!	Mar 29, 2010 5:38 AM
498	Dept doesn't acknowledge any further training that library staff have done	Mar 29, 2010 6:45 AM
499	Extra study needs to be undertaken in own time	Mar 29, 2010 6:53 AM
500	There needs to be jobs for trained teacher librarians. Principals need to have knowldege about the value of a good T-L in their school and not use this salary for other purposes. Excellent courses for Teacher Librarians need be instituted. These courses have gradually died out in SA.	Mar 29, 2010 7:20 AM
501	factors influence recruitment-not enough TLs Factors influence further training no support from school, TL have more credentials not compensated financially	Mar 29, 2010 10:13 AM
502	I have been trained through the TL retraining program and sponsored by DET. I have found this to be a good foundation for a TL. I needed the support of this sponsorship to complete the Grad. Certificate through CSU. However, the expectation to complete the four subjects in one year was, especially for someone new to the job, a huge stress. My desire for further training is affected by how stressful this was. I know of other potential recruits who find that the study demands were too hard with a family and a job.	Mar 29, 2010 10:13 AM
503	A range of training opportunities which include practical teaching & resource management experiences. Level of training (ie: grad diploma). Genuinely valuing the role of a Teacher-Librarian and the impact they have on learning outcomes for students and specialist teaching support and resource management for staff.	Mar 29, 2010 10:41 AM
504	Principals must see the need for skilled, experienced professionals to assist staff in their syllabus resourcing, implementation of research skills and application of ICTs throughout the curriculum	Mar 29, 2010 11:41 AM
505	Funding-primary schools can't afford to employ teacher-librarians, they are a luxury and thing of the past. Availability of training courses needs to be addressed.	Mar 29, 2010 11:50 AM
506	The valuing of the teacher librarian position by the school system, the principal, the staff and the community ensures people want to take on the position The provision of appropriate professional training at tertiary level ensures that they are supported by the system to successfully fulfill the role	Mar 29, 2010 12:01 PM
507	Staffing formulae.. Lack of understanding by executive to the value Information and research enquiry skills if taught formally in curriculum	Mar 29, 2010 12:47 PM

Response Text		
508	availability of qualified and experienced staff	Mar 29, 2010 9:04 PM
509	Lack of courses	Mar 29, 2010 9:21 PM
510	Lessened long term job security as more schools are choosing to not employ a teacher librarian.	Mar 29, 2010 9:55 PM
511	The uncertainty of the profession. There always seems to be ill conceived ideas of abolishing the profession.	Mar 29, 2010 10:01 PM
512	The lack of opportunity for employment, the high cost of the courses, the perceived lack of status of the teacher librarian.	Mar 29, 2010 10:26 PM
513	we are not valued by principals who can't see past dollars and cents	Mar 29, 2010 10:29 PM
514	positions available	Mar 29, 2010 10:29 PM
515	Lack of training in the local area. Downgrading the position through local management	Mar 29, 2010 10:51 PM
516	Library staff need to be computer literate and up to date with information technology. They need to know how to use and find suitable resources for their students.	Mar 29, 2010 10:54 PM
517	I see that if TL's are employed in a school they are part of the allocated teachers for the year. This then takes a teacher from the classroom which in turn makes the classes in the school larger.	Mar 29, 2010 11:16 PM
518	Principal's opinion of the library and Admin	Mar 29, 2010 11:17 PM
519	The loss of value placed on the specialist skills of a Teacher Librarian within a school setting. The availability of computers wherever people are (staff rooms, home) and the acceptance of 'googling' as a valid information source without the guidance of an information specialist. Cost of books as opposed to free downloading from the web. Society's move to truthiness versus truth and validated fact has lowered the appreciation of the edited book.	Mar 29, 2010 11:26 PM
520	Probably the same factors which keep people out of teaching generally - non competitive salaries, held in low regard by some (many) sectors in the population, held in contempt and used as a whipping boy by the government.	Mar 29, 2010 11:43 PM
521	?	Mar 29, 2010 11:51 PM
522	Interest	Mar 29, 2010 11:55 PM
523	There is little opportunity for a job as most schools eg only 2 out of 6 primary schools in this town, have teacher librarians, the others have School Support Officer hours to run their libraries and that is all - with limited hours.	Mar 30, 2010 12:21 AM
524	No clear role description School based decision on hours they wish to employ a teacher/librarian Lack of training opportunities and no expectation to become trained	Mar 30, 2010 12:23 AM
525	Security of tenure within position at school, appeal of role - leadership, working with teachers as well as students,	Mar 30, 2010 12:41 AM
526	Staffing and funding.	Mar 30, 2010 12:44 AM
527	The desire to be in such a pleasant teaching environment!	Mar 30, 2010 12:44 AM
528	the low status of teachers and the behaviour of students	Mar 30, 2010 12:47 AM
529	Money. Why pay a T/L when you can run a library with just a LO.	Mar 30, 2010 1:06 AM
530	Lack of knowledge of what it involves. We are not just about books any more!	Mar 30, 2010 1:22 AM
531	The fact that after much training as a specialist teacher/lirarian, you will still be given whatever subject needs a teacher, not necessarily in your original subject area. Why spend the time, stress and money studying to be a T/L when you cannot be given your specialist area. People who are passionate about their area will be lost if they cannot pursue their passion.	Mar 30, 2010 1:43 AM
532	Lack of positions; schools removing positions and not employing trained TLs... then wondering why the position is not used appropriately.	Mar 30, 2010 2:20 AM
533	Availability of places	Mar 30, 2010 4:06 AM

Response Text		
534	I'd be surprised if teachers would be attracted to train as a TL these days with so many in our area anyway being undervalued.	Mar 30, 2010 4:36 AM
535	Schools are not choosing to employ TLs - instead putting in a cheaper SSO or a teacher who can recognise a book at ten paces. Often after a 'bad' experience with a trained TL. If schools are not wanting them, students will not put in the extra study to become a TL.	Mar 30, 2010 6:56 AM
536	AN ALLOWANCE FOR A TEACHER LIBRARIAN IN THE SCHOOLS TEACHING ALLOCATION WOULD BE GOOD	Mar 30, 2010 7:13 AM
537	With no systemic voice speaking for TLs, there is no encouragement of motivation to train as a TL. With no support or understanding of the TL role at a school level, there is no encouragement to suggest that a class teacher train as a TL.	Mar 30, 2010 7:37 AM
538	Potential candidates will be attracted to the course if they themselves have worked in a school with an active, productive and effective library programme driven and executed by a teacher-librarian. It is their awareness of such a library programme which will attract them to the position and engage them in the ideals and objectives of teacher-librarianship. Increasingly however, we are seeing the attrition of effective library services as more and more school school libraries are staffed by general classroom teachers or library technicians. Thus we are potentially losing our professional 'blueprint'. How then will potential recruits envision themselves as a teacher-librarian, if they have never actually seen such a role exectued?	Mar 30, 2010 8:08 AM
539	No training for teacher-librarians in SA.	Mar 30, 2010 9:22 AM
540	There are limited positions vacant for teacher librarians outside metropolitan areas. Private training is expensive and unsupported in the DET workplace. Untrained teachers who are filling teacher/librarian positions are frowned upon. Teacher/librarians have limited access to opportunities of further professional recognition eg. member of executive.	Mar 30, 2010 10:51 AM
541	Lack of trained teacher librarians as the jobs have slowly slipped away. No point doing an extra work at uni if jobs are not going to be available.	Mar 30, 2010 12:15 PM
542	Availabilty and ease of access to appropriate Post Grad courses, need for financial support for those retraining as TLs, need for guaranteed positions for TL Graduates (currently left to discretion of Principals at present, so more incentive for them to use their limited SRP to have more classroom teachers with smaller classes. Need to have TL separate to staffing quota and provided for all schools (ratio of TL dependent on size of school staff/students)	Mar 30, 2010 2:20 PM
543	Our boys school is looking for more MALE role models - especially in reading. There are not that many male teacher-librarians to encourage boys to read.	Mar 30, 2010 11:09 PM
544	The question mark over our existence makes it an unpopular career path. Staff are still unsure of our teaching role which makes teachers less likely to move to the role. We need to advertise that further.	Mar 30, 2010 11:14 PM
545	The profile of their prsent TL in a school. The value place on the role in a school. In the 80s it was highly valued. In recent times the role has eroded.	Mar 30, 2010 11:32 PM
546	Monetary	Mar 31, 2010 12:03 AM
547	Lack of tertiary courses that cater to the needs of primary teacher librarian roles. The low priority given to the role by principals in particular and the state education department in general. The absence of best practice guidelines and role statements for the position of teacher librarians. The need for a voice advocating the valuable role teacher librarians play in education.	Mar 31, 2010 12:05 AM
548	Access to study locations other than online, HECS, existing workload, lack of human resources to help, technology knowledge required, need to keep updated skills re curriculum, technology	Mar 31, 2010 1:40 AM
549	The cost and ease of access for the course plus time commitments if working. Also relevance, usefulness and applicability to the current TL role.	Mar 31, 2010 2:17 AM

Response Text		
550	Always comes down to money. People are reluctant to train as they are unsure of obtaining a T/L job as Admin claims there is no money.	Mar 31, 2010 2:37 AM
551	perception of Librarians is under valued. Teachers have not the full perception of abilities. TL need to be accepted into curriculum planning.	Mar 31, 2010 2:57 AM
552	Perception of librarians is poor, there is no recognition or knowledge amoungst teacher to properly use the skills of TLs. Their role should be accepted into curriculum planning. There should be incentives to encourage people to become teacher librarians.	Mar 31, 2010 2:57 AM
553	Cost to individual and lack of study time.	Mar 31, 2010 3:26 AM
554	Teachers who work in a school where ther is a TL that is involved in the school activities and planning of the curriculum are more likely to want to train to become a TL.We need a course that is accessible ,user friendly and guaranteed to get a position.	Mar 31, 2010 5:51 AM
555	time and money	Mar 31, 2010 7:31 AM
556	That schools put teachers into the teacher librarian role without any formal training for the role. I am aware of a number of schools in both the state and other sectors who have so called teacher librarians who only have a teaching qualification. Also that there is no standard for what is expected from the TL in each school. The role can be very different from school to school.	Mar 31, 2010 7:32 AM
557	funding	Mar 31, 2010 8:38 AM
558	Teacher-librarians role has become too wide ranging in that some have become ICT teachers and others curriculum co-ordinators. It has become difficult give the time and attention to all the demands on the role of the tl. Literacy should be the primary focus.	Mar 31, 2010 9:40 AM
559	money, desire of government to save money on providing teachers with non-contact support, teacher-librarian tasks being seen as not core tasks	Mar 31, 2010 1:01 PM
560	The absolute main reason in our system is funding - there is nil funding for the employment of a teacher librarian, particularly in small to medium schools. Larger schools are able to reorganise funds to help.	Mar 31, 2010 10:07 PM
561	Lack of department recognition for the position. No financial recompense for higher qualificiations. Lack of department support to undertake further study - eg with fees, study leave, insecurity - teacher librarians lack position security as they can be reallocated to classroom teaching at the whim of the principal.	Mar 31, 2010 11:00 PM
562	UNDERSTAFFING OF LIBRARIES, NOT ENOUGH TECHNICAL SUPPORT. TLS NEED TO BE ABLE TO SPEND MORE TIME ON EDUCATIONAL PURSUITS RATHER THAN LOOKING AFTER EQUIPMENT.	Mar 31, 2010 11:35 PM
563	low profile in unis, low awareness of uni lecturers, no student teacher placements in libraries allowed, principals undervaluing t/l role, teachers overloaded and unwilling to spend time planning with t/l, so they give poor models to new teachers and student teachers	Mar 31, 2010 11:40 PM
564	T/L seen as a dying breed. Often undervalued in schools(not mine). Too difficult to do the training. Not a career path.	Apr 1, 2010 12:13 AM
565	available positions, interest in children's literature and love of teaching	Apr 1, 2010 2:45 AM
566	Lack of Knowledge by Governments as to the relevance of the library and the role of the teacher librarian	Apr 1, 2010 5:39 AM
567	Lack of promotion of this career path and little acknowledgement of the importance of libraries in primary schools	Apr 1, 2010 8:29 AM
568	Lack of promotion of this career path and little acknowledgement of the importance of libraries in primary schools	Apr 1, 2010 8:29 AM
569	Lack of promotion of this career path and little acknowledgement of the importance of libraries in primary schools	Apr 1, 2010 8:29 AM

Response Text		
570	Cost of courses, the content of the courses (QUT seems the most up to date, spread of the workload - assignemnts due at the end of term, with reports and other work pressures affecting amount of time available for study. Lack of face to face courses.	Apr 1, 2010 9:51 AM
571	That there are very few universities that offer TL courses at an undergraduate level. That in the ACT there is no expectation of schools having a TL, or that the TL position be filled with a staff member with experience or training in the role. That there is no curriculum expectations or outcomes relating only to the library - ICT/Information literacy can be easily taught by a classroom teacher.	Apr 1, 2010 11:32 AM
572	I don't think that TLs are being actively sought by most (govt) schools in this state. Instead, I think that many school libraries are being staffed by non-library trained teachers or ESOs.	Apr 1, 2010 12:33 PM