

NOAH NEEDS SUPPORT

“What do I need to know?”

School Librarian

- I need to feel supported and successful.
- Help me set goals and try models.

Job title: School librarian

Ways of Knowing: Instrumental, Socializing

Weekends: Snow skiing, rock climbing, live music

PROFESSIONAL LIFE

Years in current position: fourth- year librarian; first year in a new district

Leadership roles: Instructional council in building, social studies lead for school

Tech life: Reasonably comfortable with technology

AASL connections: Noah is interested in getting involved in his state AASL affiliate. He also uses the AASL Best Websites for Teaching and Learning.

THINK. CREATE.
SHARE. GROW.

NOAH'S GOALS & ACTIVATING INTERESTS ARE:

- How do I balance my responsibilities?
- What do I want to focus on first in the new standards? What resonates?
- I'd like to help teachers make more connections to technology in their instruction and make sure my students are engaged with their work.

THINK. CREATE.
SHARE. GROW.

AASL WOULD LIKE NOAH TO BE ABLE TO:

- **Implement** the standards; be part of the national conversation
- **Manage** all the roles of a school librarian
- **Identify** strategies for managing the roles of a school librarian and resources of interest on the AASL website
- Share his innovative lessons
- **Advocate** for his library program
- **Join** his state AASL affiliate for continued professional growth

THINK. CREATE.
SHARE. GROW.

AASL WILL PROVIDE RESOURCES AND PD OPPORTUNITIES TO HELP NOAH:

- Online Communities, Mentors, and Peer Coaches:
 - Build relationships and collaborate with other librarians in his state affiliate and beyond
- Webinars & Face-to-Face PD:
 - Build common goals and collaborate on shared units with educators in his school or district
 - Learn from more practiced librarians
 - See exemplars; hear about successful innovative ideas
- Micro-Credentialing
 - Engage in learning challenges and encourage sharing of work
 - Collect models that Noah can build upon

THINK. CREATE.
SHARE. GROW.

TO CONNECT WITH AND SUPPORT HIS COLLEAGUES AASL WANTS NOAH TO:

- Share his practice, getting feedback, and reflecting on his work
- Build connections within the school and state AASL affiliate
- Identify opportunities to share thinking and scaffold learning
- Engage in online conversations about innovation

INEZ

THE INNOVATOR

"My library program is always evolving."

School Librarian

- I want to be an early adopter.
- I'm a strong instructional partner.

Job title: School librarian

Ways of Knowing: Self-Authoring, Self-Transforming

Weekends: Work, theater tickets, spend time with partner and family

PROFESSIONAL LIFE

Years in current position: 12

Leadership roles: Department chair, leadership team member, member and officer of her state library organization

Tech life: competent, prolific social media user, web 2.0; savvy, member and presenter with national ed-tech organizations

AASL connections: Inez is a long-time member, but just now looking for ways to be active at the national level.



THINK. CREATE.
SHARE. GROW.

INEZ'S GOALS AND ACTIVATING INTERESTS ARE:

- How do my past and current actions exemplify the new standards? What are my gap areas?
- What can AASL provide in my already-full professional life?
- As a seasoned, confident librarian who collaborates with building staff, with whom can I collaborate beyond my school?
- What's next for me?

THINK. CREATE.
SHARE. GROW.

AASL WOULD LIKE INEZ TO BE ABLE TO:

- **Reflect** on current practice and her potential as a leader in the profession
- **Develop** new plans for innovation and sharing
- **Position** herself as an advocate for equitable access to learning through the school library
- **Activate** leadership potential in AASL

THINK. CREATE.
SHARE. GROW.

AASL WILL PROVIDE RESOURCES AND PD OPPORTUNITIES TO HELP INEZ:

- Build relationships as a mentor/peer/coach
- Create materials and unit plans that align to AASL Standards
- Request feedback and offer feedback on others' materials
- Participate in AASL conversations, panels, webinars, and online conversations that showcase early-adopter process and materials
- Engage in micro-credentialing challenges and reflect on learning

THINK. CREATE.
SHARE. GROW.

TO CONNECT WITH AND SUPPORT HER COLLEAGUES AASL WANTS INEZ TO:

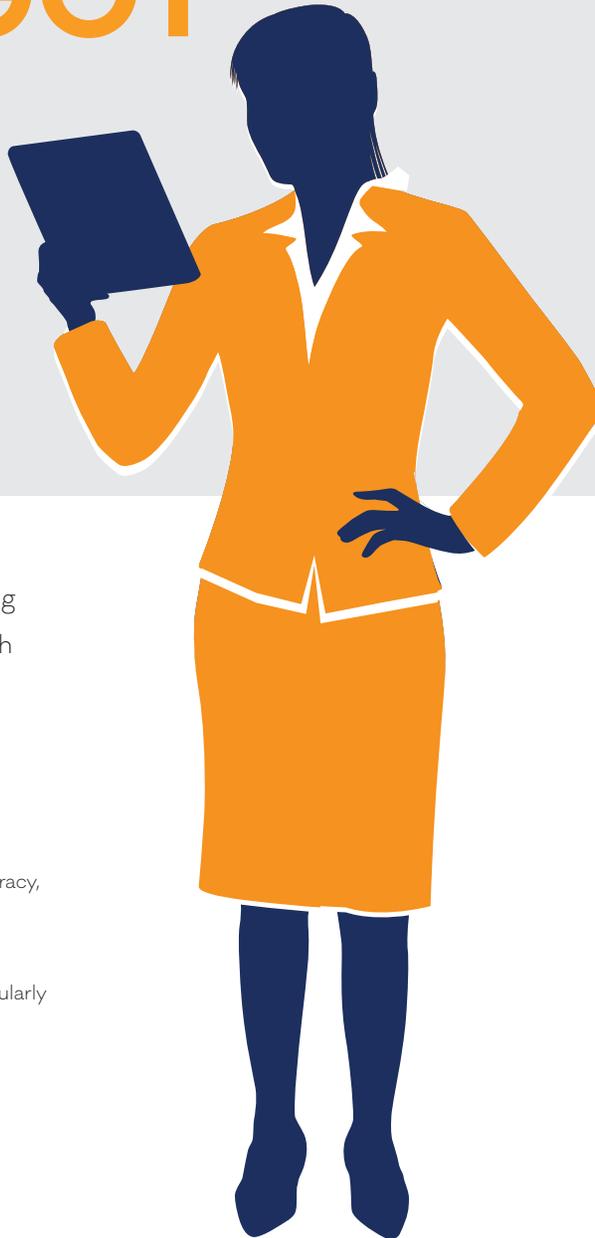
- Participate in and lead rich online discussions (Twitter chats, webinars, etc.) about implementation
- Share innovative work and reflections on growth
- Blog and present about her creative implementation at AASL, state affiliate, and relevant educational conferences

MARGOT

THE MENTOR

"I want to support growth and showcase innovative work with all librarians I supervise."

District Library Supervisor,
State Organization Leader
or State Department Leader



Job title: Supervisor

Ways of Knowing: Self-Authoring

Weekends: Cooking, visiting with friends, crafting professional development opportunities

PROFESSIONAL LIFE

Years in current position: 9

Leadership roles: District core teams: literacy, digital transformation

Tech life: Twitter, Facebook, Pinterest

AASL connections: Margot connects regularly with AASL and YALSA committees.

THINK. CREATE.
SHARE. GROW.

MARGOT'S GOALS AND ACTIVATING INTERESTS ARE:

- What will the new standards look like in practice?
- What do I need to do to prepare librarians to implement upcoming standards?
- How do I build capacity? Who is already doing this work?
- What needs to change in my approach to professional development to create long-term change in practice?
- How are AASL Standards related to standards in other disciplines?

THINK. CREATE.
SHARE. GROW.

AASL WOULD LIKE MARGOT TO BE ABLE TO:

- **Guide** librarians to develop and share exemplar practices
- **Encourage** librarians to develop PLNs
- **Facilitate** innovative practices
- **Grow** implementation of new standards
- **Join** the district, state, and AASL and ESSA conversations
- **Connect** to other related standards, innovative learning initiatives, and local ESSA efforts

THINK. CREATE.
SHARE. GROW.

AASL WILL PROVIDE RESOURCES AND PD OPPORTUNITIES TO HELP MARGOT:

- Create a plan with with colleagues to define best practices, identify exemplars, reflect on current practices, and move the work forward by aligning current innovative practices with new standards
- Encourage librarians to share and present at local, national, and regional library and educator conferences
- Provide PD for the librarians she supervises, scaffold for Noah (e.g, using Inez's innovative practices), and celebrate Inez's practices
- Identify local, state, and regional needs and provide learning opportunities

THINK. CREATE.
SHARE. GROW.

TO CONNECT WITH AND SUPPORT HER COLLEAGUES AASL WANTS MARGOT TO:

- Promote relationships within AASL
- Share best practices with LIS and education forums
- Develop networks with a focus to raise the bar and align with ESSA and Future Ready Schools/Librarians initiatives
- Create opportunities to share thinking

ATHENA

THE ACADEMIC

"I want to prepare aspiring librarians and contribute to professional research."

Pre-Service Educator and Researcher

- How can I inspire transformative teaching and learning?
- How can my research promote an understanding of effective school libraries?

Job title: Academic, scholar, pre-service educator

Ways of Knowing: Self-Authoring

Weekends: Writing, researching, grading, reading, traveling

PROFESSIONAL LIFE

Years in current position: 10

Leadership roles: Influence in academic community; connects regularly with colleagues at AASL, ESLS, ALISE, LILEAD; writes for academic and professional journals; teaches next generation of librarians

THINK. CREATE.
SHARE. GROW.

ATHENA'S GOALS AND ACTIVATING INTERESTS ARE:

- What do I need to do to adjust my pre-service curriculum to reflect the new standards?
- How can I work with academic colleagues to ensure we are ready this semester and moving forward?
- What needs to change in my instruction/mentoring at the university to prepare/inspire new professionals to be ready to go?
- What research will be needed to examine the impact/implementation of the new standards?

THINK. CREATE.
SHARE. GROW.

AASL WOULD LIKE ATHENA TO BE ABLE TO:

- **Lead** the national conversation, research the impact of the new standards, share exemplars of curriculum and instruction, present and write about the potential and impact of new standards
- **Guide** librarians to develop and share exemplars of practices
- **Encourage** pre-service librarians to develop and integrate new curricular resources and doctoral students to engage in new research
- **Facilitate** innovative research and innovative practices
- **Grow** implementation of new standards at the university, develop a body of research around school libraries and the impact of the new standards

THINK. CREATE.
SHARE. GROW.

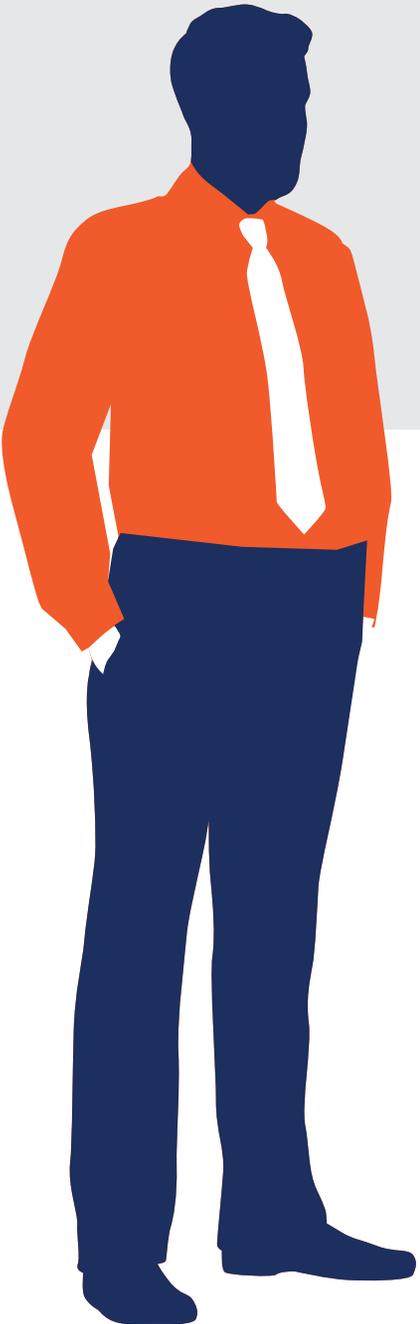
AASL WILL PROVIDE RESOURCES AND PD OPPORTUNITIES TO HELP ATHENA:

- Create a plan with colleagues to build a curriculum; share model lessons/online modules/videos
- Build an academic presence surrounding the standards in KQ and SLR
- Create metrics and tools for analyzing the impact of the new standards
- Research the implementation efforts and their impacts
- Publish in academic journals
- Create tools for understanding and evaluating effective practice

THINK. CREATE.
SHARE. GROW.

TO CONNECT WITH AND SUPPORT HER COLLEAGUES AASL WANTS ATHENA TO:

- Share research with the larger academic community, particularly in education and literacy
- Establish better connections within the community of scholars
- Share learning modules with other pre-service instructors
- Create opportunities to share academic thinking and research



LEON

THE LEAD LEARNER

“What contributions might I expect from my librarian?”

School Principal

- How can we work together to inspire innovative teaching and learning?

Job title: Principal

Ways of Knowing: Self-Authoring, Self-Transforming

Weekends: Home time with wife and daughter, catch up on *Ed Leadership* reading

PROFESSIONAL LIFE

Years in current position: 3

Leadership roles: District tech committee

Tech life: Bought iPads on grant, understands importance of tech, needs integration help

AASL connections: None—yet.

THINK. CREATE.
SHARE. GROW.

LEON'S GOALS AND ACTIVATING INTERESTS ARE:

- What can I learn from my librarian about technology, literacy, and my school?
- How can the school library advance the learning culture of the school?
- How can the school library serve as a center for equitable access to learning opportunities?

THINK. CREATE.
SHARE. **GROW.**

AASL WOULD LIKE LEON TO BE ABLE TO:

- **Understand** the multiple roles of a school librarian
- **Incorporate** the AASL Standards into a schoolwide plan
- **Use** AASL tools with the school librarian for program planning and professional evaluation
- **Understand** the difference between tech troubleshooting and tech integration
- **Position** the library as a center for equitable learning opportunities for all students and families

THINK. **CREATE.**
SHARE. GROW.

AASL WILL PROVIDE RESOURCES AND PD OPPORTUNITIES TO HELP LEON CREATE:

- A collaborative partnership with his school librarian
- A librarian evaluation process that aligns with AASL Standards and tools
- Schoolwide literacy, technology, and innovation plans that feature the school library in key roles
- Stronger leadership skills with curriculum and assessments, informed by the collaborations between the school librarian and PLCs

THINK. CREATE.
SHARE. GROW.

TO SUPPORT AND PROMOTE SCHOOL LIBRARY COLLABORATION AASL WANTS LEON TO:

- Include the school librarian in schoolwide initiatives
- Showcase the learning happening in his school's library
- Engage in advocacy for libraries with other admins in his PLN
- Engage the school librarian in initiatives relating to Future Ready Schools and ESSA funding

TONY

THE TEACHER

“Why should I collaborate with my librarian?”

6th-Grade Classroom Teacher

- How do the AASL Standards relate to my content standards?

Job title: Classroom teacher

Ways of Knowing: Instrumental

Weekends: Running, family time

PROFESSIONAL LIFE

Years in current position: 10

Leadership roles: Grade-level team leader

Tech life: Experienced, but limited to the classroom

AASL connections: Tony uses AASL’s Best Apps and Best Websites for Teaching and Learning.



THINK. CREATE.
SHARE. GROW.

TONY’S GOALS AND ACTIVATING INTERESTS ARE:

- With all the demands on my time, why should I collaborate with my librarian? (What’s in it for me and my students?)
- More standards? How do AASL Standards support my own content-area/grade-level teaching?
- What might a librarian contribute to teaching and learning in my classroom?

THINK. CREATE.
SHARE. GROW.

AASL WOULD LIKE TONY TO BE ABLE TO:

- Understand** how the AASL Standards can enhance learning
- Build** a mutually beneficial collaborative relationship with the school librarian
- Deepen** his pedagogical toolkit
- Develop** interdisciplinary leadership skills

THINK. CREATE.
SHARE. GROW.

AASL WILL PROVIDE RESOURCES AND PD OPPORTUNITIES TO HELP TONY:

- Create standards-aligned tools, lessons, and units in collaboration with the school librarian
- Strengthen relationships with building colleagues, using the school library as the point of connection
- Collaborate to create department and building-level PD that incorporates AASL Standards and library connections

THINK. CREATE.
SHARE. GROW.

TO CONNECT WITH AND SUPPORT HIS COLLEAGUES AASL WANTS TONY TO:

- Share lessons, resources, and successes with other teachers in his PLC, school, and PLN
- Advocate for school library collaborations to other teachers in his PLC and PLN



PATTY

THE PARENT

"I want to know more about our school library."

Parent, Guardian,
and Community Member

- What does a professional librarian do?
- How will the library support my child's learning in school and at home?
- Will I be welcome in the school library?

Job title: Mom, community member

Ways of Knowing: Instrumental

Weekends: Raising 3 kids, 2 at home; connecting with grandparents

PROFESSIONAL & COMMUNITY LIFE

Patty, who arrived in the country five years ago, works full time. Her early shift allows her to be home shortly after her school-aged child arrives home. She drops her toddlers off with her sister who lives in an apartment downstairs.

Her home country did not utilize libraries, and she is not aware of the resources they provide or the relationships they hold that will be valuable to her children as they move through school.

THINK. CREATE.
SHARE. GROW.

PATTY'S GOALS AND ACTIVATING INTERESTS ARE:

- Is the library student- and parent-friendly? How does it support my child's school experience? Are there resources I can use?
- What do I need to know about the school and library?

THINK. CREATE.
SHARE. GROW.

AASL WOULD LIKE PATTY TO BE ABLE TO:

- **Understand** the school library as a gateway to understanding school culture and curriculum as a whole
- **Understand** the opportunities for growth, learning, and literacy in her child's school library
- **Understand** that as her child grows, the school library will present different learning opportunities
- **Identify** ways to connect to the school library.
- **Continue** to learn about library programs throughout her child's school career
- **Advocate** for her child's school library

THINK. CREATE.
SHARE. GROW.

AASL WILL PROVIDE RESOURCES AND PD OPPORTUNITIES TO HELP:

- School librarians create:
 - A transparent, open library culture and space that includes parents as stakeholders and users
 - A simple message to engage parents for advocacy purposes
 - Infographics, fliers, and videos to introduce library programs
 - Social media presence that informs and connects with all parents
 - Surveys that ask for parent input and needs
- Patty create a relationship with the school library and librarian

THINK. CREATE.
SHARE. GROW.

TO SUPPORT HER CHILD'S LEARNING AASL WANTS PATTY TO:

- Build school/library/home connections
- Participate in school library events and activities
- Talk about the importance of school libraries via social media and with community members and parents