

Strategic Plan for School Library Media Center
Written for: Bellevue West High School, Bellevue Public Schools

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Strategic Plan for the Bellevue West High School Library Media Center

Bellevue West High School is located in the community of Bellevue, Nebraska. Gladys Jones, the Library Media Specialist and I, a Chemistry and Physics teacher have developed a strategic plan for the Bellevue West High School Library Media Center. By doing some research and communicating with other stakeholders in Bellevue West High School, including parents, students, administrators, other classroom teachers we were able to identify areas of strengths and challenges that have some affect on the library media center. The strategic plan includes external and internal scans, the strengths and challenges of the School and the School Library, the Library Media Center Vision Statement and Mission Statement, and an action plan to reach the goals of the strategic plan.

External Scan

Social Trends.

Bellevue West High School was first opened in the fall of 1977. It is one of two high schools of Bellevue Public School District located in Bellevue, Nebraska, part of the Omaha Metropolitan area. The school has a current enrollment of approximately 1650 students in grades 9-12. Bellevue West High School has a comprehensive education program that offers multiple opportunities for students to achieve and provides a culture of high expectations. Having this type of academic environment helps in creating a growing independence of young adults graduating from Bellevue West High School. The average graduating class from Bellevue West High School is approximately 375 students.

Parents are usually involved in their student's education, according to Kevin Rohlf (current Principal of Bellevue West High School), Parent attendance at parent/student/teacher

conferences each year average 75%. With the growing social media trend, having the majority of parents involved in their student's education, helps in Bellevue West High School attempt to teach digital citizenship and help students understanding how to handle themselves appropriately via social media.

Economic Trends.

In the most recent years, Bellevue Public School District has been doing through issues with the overall budget. Being near Offutt Air Force Base, at one point more than 35% of our students were from military families and lived on government owned land. This percentage qualified the district for Impact Aide Money from the government, which was a large amount of money. Bellevue Public School District was not expecting this government impact aide money to diminish as quickly as it did, however, with the increase in population in the city of Bellevue, the percentage of military families who lived on government land decreased, which in turn decreased the impact aide significantly. Just last year the lax levy was increased to help with the school budget crisis. The School District is now discussing passing a bond issue to maintain and fix buildings throughout the district as well as increase the technology accessible to students. The technology needs to be updated and supplemented for students to gain the knowledge and skills that are needed for them in order to be successful after graduation.

According to USNews, the number of economically disadvantaged students at Bellevue West High School is relatively low, especially compared to Omaha Public Schools. Total percentage of students who are eligible for free (7%) or reduced (15%) lunch programs is 22%.

The Bellevue community is known for being a military community with having Offutt Air Force Base nearby. Most households would range from middle to upper middle class and a

small amount of households being the poverty range. When organizing students in my classroom while using electronic devices, I would estimate about 90% of the students in my classes have a smartphone or tablet at school everyday.

Political Trends.

With high stakes testing (NESA) and data analysis, students are being continuously measured based on seemingly nonexistent benchmarks. Students seem to be compared to juniors of previous years, regardless of demographic changes, etc. Teachers at Bellevue West High School feel like there is an overwhelming amount of state assessments. There are 4 NESA tests as of now that the Juniors need to take every year. The NESA Testing takes place over a 4-week period. The students are bussed to the main district office, in order to give the sense of importance to the test. With the students being bussed, there is not enough equipment to send all the junior students at once to take the NESA Test, so the students are split in to groups alphabetically. Then each week is a different NESA Test, until all students have taken all the NESA Tests. This interrupts almost 12 school days of mostly junior classes, after communicating with other classroom teachers in the building, there must be a better way of completing these state wide assessments without interrupting so much regular classroom instruction.

There also is a new trend in Nebraska Public Education, where all school districts have to implement a specific teacher evaluation model. Bellevue Public School district has opted to start using the Danielson Model for evaluating teachers and holding teachers more accountable. If the evaluation process is used effectively and appropriately, this could be a positive change for students. Having more teachers who are highly qualified and proficient in evaluation should have a positive affect on student learning.

Demographic Trends.

The population of Bellevue was approximately 54,000 according to the 2013 census. Bellevue is considered to be a suburban part of the Omaha Metropolitan area. Being in the Omaha metropolitan area, Bellevue Public School District is part of the Learning Community, which is the idea of One city, One School District. Students are allowed to pick any school they would like to go to in the metro area as long as their social economic status is different from the majority in that school. With Bellevue being a suburban part of the growing Omaha Metropolitan area, the growth of other suburban areas may change the enrollment of Bellevue West High School in the near future.

Internal Scan

Assessment.

Bellevue Public Schools, and Bellevue West High School specifically offer assessments in a variety of ways. Most commonly, each individual teacher has been trusted to make effective assessments such as tests, quizzes, labs, etc. based on the classroom curriculum. Teachers are also required to give Essential Objectives, which are district wide assessments based on the curriculum created at the district level. These assessments were created to encourage consistency across the district. Bellevue West High School also has to meet Nebraska State Standards which are tested in the district via a computer program for students in Grade 11. Results are reported to the state department of education for math, reading/writing, and science.

Climate.

Currently the climate of the building is relatively negative depending on which stakeholder you are discussing this with. It is a general consensus and everyone in the building would agree that the technology is extremely unreliable and out of date. We recently introduced BYOD (Bring Your Own Device) in to Bellevue West High School. However, the wife network students are supposed to be able to use, does not work consistently. This is very frustrating for all students and staff members. It is hard for students and staff to focus on the positive when in 2015, the technology should be something that is a little more reliable.

There is relatively low staff morale in the building, several teachers just come, do their job, and leave everyday. Not all teachers are involved in extra curricular, this isn't because there isn't interest, just seems that only certain teachers get asked to help or be involved. Not involving all staff in the Bellevue West High School community effects the staff morale, causing it to be low. Teachers have very little time to collaborate with fellow educators. There is collaboration time set aside (20 minutes every 10 school days), but that does not seem like a good amount of time. The teachers in the building are already feeling overworked and overwhelmed. They never have a chance to just sit and socialize with fellow educators, to learn innovative ideas to use in the classroom.

Standards.

The students and staff at Bellevue West High School are required to meet the Nebraska State Standards. There also are 21st Century Learner Standards the Library Media Specialist will focus on while collaborating with classroom teachers in the building.

Curriculum.

The curriculum of the Bellevue Public School District is aligned with the Nebraska State Standards. It is created/reviewed every 3 years by a committee of teachers in the designated subject area to adjust and meet the requirements of the Nebraska Department of Education. At Bellevue West High School, we are encouraged to incorporate math in to ALL subject areas to help with the improvement of NESA Testing Math Scores. We are also encouraged to incorporate reading and writing (literacy skills) in to ALL subject areas to help with the improvement of NESA English/Reading/Writing Scores.

Organizational Analysis

Strengths and Challenges of the School

Bellevue West High School student cliental is very respectful and embrace new ideas. The teacher staff as well is very adaptable and willing to embrace new ideas as long as the ideas are supported by other teachers and the administration. However, even with the positive attitudes to embrace new ideas, the school is not set up for the students and staff to be able to embrace new technological advances or innovative ideas.

The school faces several challenges with the wireless infrastructure of the school and not being able to support the new BYOD initiative that the district proposed as a solution to the poor technology hardware available for student usage. The building needs a major update in technology, the infrastructure as well as the hardware available to students.

Strengths and Challenges of the Library Media Center

The library media center is centrally located in the building and has a great floor plan that is open and very inviting to all students and staff members. Students have access to read books on their own electronic devices. According to Gladys, the library media center has an adequate budget to meet all the requirements under Rule 10 and then some. The support staff is very knowledgeable and skillful.

The library media center faces challenges in the area of technology along with the rest of the school. The technology needs to be update, there is old hardware (9+ years) in the library media center. The circulation is very low and the use of the library is infrequent by students and teachers. There is also little time for the Library Media Specialist to communicate and collaborate with classroom teachers.

VISION STATEMENT

The Bellevue West High School Library Media Center is a flexible resource center of the school, serving staff and students in grades 9-12. Bellevue West High School Library Media Center is a place where everyone is welcome.

The certified library media specialist teaches research skills as they are needed by the students/teachers for their projects. It is expected that students will become independent and self-reliant as they learn to locate, access, and use the resources necessary to solve problems. The library media specialist will work collaboratively with teachers to plan and teach lessons on skills the students will need to be contributing members of the global community.

The library media center is an extension of the classroom and it is hoped that Bellevue West High School along with the Library Media Center will develop creative, continuous learners with the skills and enthusiasm to be contributing members of the global community.

MISSION STATEMENT

Bellevue West High School strives to be a student centered, academically challenging environment, which cultivates character, celebrates learning, and fosters collaboration. Together, the staff and families of the diverse Bellevue community will develop creative, continuous learners with the skills and enthusiasm to be contributing members of the global community. The purpose of Bellevue Public Schools is to provide a comprehensive education designed to challenge each student and to instill the life skills necessary for personal success.

Library Media Center Mission Statement, Goals, and Objectives

The library media center mission is to support Bellevue West High School mission statement, by providing a modern multimedia resource center. To accomplish this mission, the library media center will:

- *actively support teaching and learning within the school*
- *recognize and value each individual as a lifelong learner*
- *support the development of independent learning skills*
- *foster an enjoyment of reading in all its forms*
- *be committed to equality of access and will aim to offer opportunities for all students to take responsibility for their own learning and using the library media center effectively.*

Action Plan 1

Goal Statement: To actively support teaching and learning within the school.

1. Action Steps

- Offer professional development for ALL staff on district designated in-service days on what resources they can use from the library or what skills they can learn from the library media specialist.
- Library Media Specialist will be flexible and collaborate in the effort of supporting teachers in planning the use of library media center.
- Provide support and instruction to students and/or teachers in the use of any and all of the library materials and resources.

2. Schedule

- Align with district calendar in-service days
- Drop in to discuss with teachers during building collaboration schedule
- Immediately begin providing support whenever needed in library media center.

3. Resource Requirements

- LCD Projector, laptop, iPad and reflector app, classroom or auditorium for instruction to large group.

4. Anticipated Student Outcomes

- Students will learn how to use the resources in the library media center appropriately and effectively.
- Students will gain support from not only library media specialist, but from all staff members in the building.

Action Plan 2

Goal Statement: To support the development of independent learning skills and foster an enjoyment of reading in all its forms.

5. Action Steps

- Create a welcoming and enticing environment for ALL students and staff members in the building. (Discuss opportunities to spread the word with club/activity sponsors in order to reach all students).
- Incorporate technology (e-readers) to help foster an enjoyment of reading
- Find and advertise book collections that might interest any and all students
- Encourage teachers to read for enjoyment in the presence of students

6. Schedule

- Continuously be in contact with club/activity sponsors to create activities and/or making the library seem like a welcoming place for students to go during the school day.
- Complete budget plans and include technology (e-readers) in budget by end of November 2015.

7. Resource Requirements

- Budget to add e-readers to library resources
- Budget to add collections and online subscriptions to use e-readers
- Furniture and set-up the library so it is inviting to students
- Bring food/snacks on certain days of the semester
(free food is always enticing to high school aged students)

8. Anticipated Student Outcomes

- Students will foster enjoyment for reading recreationally
- Students will use the library more frequently which will have a positive affect on student literacy and 21st century skills.

The action plan to actively support teaching and learning within the school was given the highest priority because getting the teachers involved and interested in using the library media center for appropriate and effective uses, will in turn create student involvement. The more the teachers are involved and using the library, requiring students to go the library media center during a scheduled class, the more the students will frequent the library and use the library on their own time as well. Once you get them in there, hopefully it will be hard to get them out of there! ☺