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We Got This: Instruction Training for Four New Librarians with Four Different Backgrounds

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We Got This!

Instruction Training for Four New Librarians
with Four Different Backgrounds

John Siegel, Sara DeSantis,
Erika Montgomery, and Allison Read

University of South Carolina Upstate

Location: **Spartanburg, SC**

Founded: **1967**

Faculty: **235 Full-Time, 220 Adjunct**

Students: **~6,000 Head Count**

Regional comprehensive

USC Upstate Library

- **12 Librarians, 13 Full-Time Staff**



Source: Wood and Partners (USC Upstate)

Instruction Program at a Glance 2018-2019

Total Number of Sessions: 241

Number of Students: 3,966

191 full-period instruction sessions covering a variety of library resources

18 librarian-assisted work periods for various courses

12 partial-periods focusing on one or two library resources

6 sessions for non-course related orientations (i.e. Writing Center)

5 other course support services (e.g., online, collaborative assignment, LibGuide)

2 sections of for-credit information literacy course (3 credit hours)

~50 sections of English 101 and 102 → Fall/Spring

~35 sections of First-Year Experience → Fall

Chain of Events

2 librarians moved on to
“greener pastures”

+1 librarian promoted
to Coordinator of
Reference

+1 staff vacancy turned
into librarian position

The Sum of It All

4 open slots for Reference and Research Librarians

Librarian Backgrounds & Preparation

Oh **sh--**
(Sugar)

Timeline

- December 2018 – February 2019 → Search
- February – March 2019 → You're Hired!
- April 2019 → Start Date
- April-December 2019 → Training

Training Program

April-December 2019

- Meeting weekly (initially), then bi-weekly
→ Readings, videos, discussion

Topics → information literacy basics, learning objectives and Bloom's Taxonomy, classroom management, time management, the unexpected

- Shadow other instruction librarians
- Assist students 1-on-1 during research workdays for Composition (first-year writing) courses

Training Program

April-December 2019

- 1 hr. Resource Presentation (in pairs)
 - Lesson plan – including interactive activity
 - LibGuide/Research Guide, plus handout
 - Assessment (pre and post)
 - Anonymous feedback form
 - Librarian reflection worksheet
- First-Year Experience Mini-Presentations (25 min)
 - 5-7 sections – arrange in their classrooms
 - Overview of library and interactive activity
 - “Get to Know Your Librarian”

Reflections on Training

Reflections on Training

Spring 2020

- Paired with another librarian and either co-teaching or solo teaching several sections of Composition (first-year writing courses)
 - Use standard faculty and student feedback form; debrief
- Subject liaison responsibilities
- Assist with for-credit information literacy course redesign and activities

Lessons from the Coordinator of Information Literacy

- Do not underestimate time commitment
- Avoid too many cooks in the kitchen
- Involve trainees / have them contribute to planning, etc.
- Naysayers (AKA “When I started, I just had to figure it out.”)
- Let them make mistakes & do not be overprotective
- New to instruction does not mean totally inexperienced
- Remember you were once in their shoes
- Humor is key and patience is a virtue

If all else fails, just call it a “pilot”

Got Questions?

Thank You!

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