

# *Instruction is Everyone's Job!*

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# *Tell us what you really think.*

- Poll question #1

Which photo best represents instruction?



Panel session at ACRL 2017 Baltimore, MD



Goucher College library in Baltimore, MD, spring 2017



TSLAC trainer at UTPB Dunagan Library Odessa, TX

# *Instruction is Everyone's Job in Top 10 Ways...*

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- Whether or not you're an instruction librarian, it's everyone and anyone's responsibility in the library and/or learning resource center to provide assistance to the patrons: from the director and manager to the librarians, paraprofessionals and maintenance staff.
- This session will:
  - illustrate how library instruction spans and evolves across your staff
  - poll your preferences in real time
  - open up new ways of thinking

## *Why is it everyone's job?*

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- If nothing else, it's good to get a different, diverse perspective.
- Break out of same, expected ways of thinking. Try something new daily.
- Challenge: when cross training, what do you do with employee that says "that's not my area?" Do you ignore it? Confront it? Any solutions? Do you bring in your manager or supervisor? Does the cross training align with your strategic plan and academic/library mission?
- It shouldn't all fall on the instruction department to educate when working in an educational setting!

*#10 Everybody has something to teach and pass on –  
from the CEO to the janitor.*

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- Learning-centered practices are at the core of what we do as information literacy professionals. The teacher is known as the facilitator instead of expert.
- We are all continually growing our careers and evolving. By helping each other learn and facilitating our communications, we move the needle that much further toward achieving full literacy in our culture.
- Even as a staff member, you never know what nuggets of wisdom you'll learn and take away in knowledge from others on a given day.

## #9 *If knowledge is power, data content is king.*

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- Let's define: "Big data is data that exceeds the processing capacity of conventional database systems. The data is too big, moves too fast, or doesn't fit the strictures of your database architectures." (Source: Edd Dumbill, writing in [\*O'Reilly Radar\*](#))
- Data has to be mined correctly to make the best decisions. Good data in, good data out.
- Big data improves instructional design! "Big data has incredible value in quantifying how individuals learn best."

*Do you think instruction  
should be in every employee's job description in the library?*

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- Poll Question #2
- Yes
- No
- Maybe

## *#8 As librarians, we tend to wear many hats.*

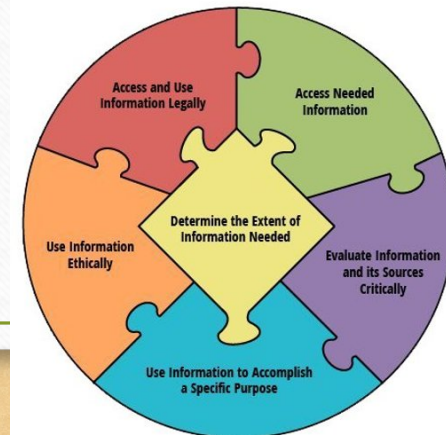
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- Which ones? Administrator; colleague; instructional designer; advocate; project manager; teacher; learner.
- Steven Bell and John Shank defined blended librarian as an “academic librarian who combines the traditional skill set of librarianship with the information technologist’s hardware/software skills, and the instructional or educational designer’s ability to apply technology appropriately in the teaching-learning process.”
- Standards for Proficiencies for Instruction Librarians and Coordinators is the guiding document for professional development and evals of instruction librarians.



## #7 *Information literacy is critical and key.*

- American Library Association defines "information literacy" as a set of abilities requiring individuals to "recognize when information is needed and have the ability to locate, evaluate, and use effectively the needed information. Or "data literacy", if you prefer. So is "technology literacy," "the ability to effectively use technology to access, evaluate, integrate, create and communicate information to enhance the learning process through problem-solving and critical thinking."



## *#6 Time to channel your inner teacher.*

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- Not everyone knows instruction like an expert, but everyone has had teachers and mentors, good and bad, along the way.
- One never knows when and where she/he will receive insightful queries and questions. Look deep inside yourself for the answers.
- The 60x30 initiative states that by 2030 60% of Texans will have a higher education credential. Will we support them with distance education? Will they have lifelong learning? What can we do as librarians to prepare?



# *What is your favorite part of instruction?*

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- Poll Question 3
- Information literacy
- One shots
- Embedded in course
- Flipped classroom
- The unexpected
- Other

*#5 99.9% of folks are curious about learning, aka instruction.*

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- There is an essential connection between motivation and positive learning experiences. Motivation has been tied to numerous classroom outcomes such as grades.
- Learner centered pedagogies focus on facilitating learning.
- Fundamental human desire for authenticity, to be one's true self. When humans are given the freedom to express who they truly are daily, their motivation skyrockets.

## *#4 More than one shot to instruction.*

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- Many key opportunities to engage in 1 shot instruction.
- There is a strong concept in education of making the student want to engage and learn instead of doing so by being forced.
- Forming an emotional bond with the learner as teacher.
- The flipped classroom changes how we engage with our patrons. Instead of in-person reference, we may offer web chat services.
- Pupils may be into experiential learning vs. traditional methods, whereas they learn a skill or trade by doing so.

## *#3 Break down the various walls around you ASAP.*

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- Walls inhibit instruction and learning, the Silo Mentality.
- Securing input from other library departments and disciplines on campus within the given institution make the instructional/research department content that much stronger and more fluid.

*In your academic library, are support staff allowed to instruct and/ or educate library users beyond the basic functions such as how to check out items?*

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- Poll Question #4
- Yes
- No

## *#2 Remember, everyone has a diverse learning style – especially millennials.*

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- Some students learn like you do. Most don't.
- Today, there are many learning styles to consider, from traditional to kinesthetic to visual to auditory.
- ADD/ADHD and other mild learning disabilities need to be taken into consideration. ADA has become a major component as well.
- Learner centered pedagogy – Carl Rogers and the idea/importance of empathy is very people centered.



# *#1 Instruction is everyone's job – especially when the instruction librarian is retiring or poor at their job.*

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- Succession planning is key for those who are leaving the profession. All hands on deck. All it takes is a desire to learn and continually improve.
- Truth: there will always be too much to cover in your lesson plans.
- “Lean into your discomfort.”
- How do you get your support staff(s) to model sound learning behaviors and exercise more overall leadership to patrons and users?

# *Parking Lot Suggestions*



- One's teaching, even as a librarian, greatly matters to your institution – not just for SACs accreditation.
- We need to document and improve our value as a profession. Information has great value, according to ACRL standards.
- Think how the library and LRC can move past a passive place with admins and become more proactive and have more of a seat at the table with campus leaders and constituents.
- Integrate information literacy into course-based assignments and make the educational experience as authentic as you can.

# Resources

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- 60x30 TX Higher Education Plan,  
<http://www.thecb.state.tx.us/index.cfm?objectid=EDCAFB08-D542-11E7-A03300505694284C>
- Benjes-Small, Candice and Miller, Rebecca K., “The New Instruction Librarian: A Workbook for Trainers and Learners”, 2017, ALA Editions
- Detrick, A.J. “Outrageous Conclusions in Big Data and Learning”, Jan. 2016
- Klipfel, Kevin Michael and Cook, Dani Brecher, “Learner-Centered Pedagogy: Principles and Practice”, 2017, ALA Editions
- Tozman, Reuben, “*Where Instructional Design Meets Big Data*”, Learning Solutions, May 2012