Metamorphosis of a Library Team
Brisbane Grammar School
THE LILLEY CENTRE LIBRARY

Contract Renewal - 2015
The library itself has been transformed from a store house for the collection of books into a true community meeting place. Modern libraries are now made up of diverse spaces for studying, collaboration, interaction and areas for connecting people and ideas.

Libraries have always been more than just a place to go and borrow books – they’re meeting places and community hubs where ideas grow and flourish. However, with the prevalence digital technology plays in modern lives, libraries have had to diversify their services in order to continue providing the right services for an evolving community. By creating flexible, multipurpose spaces libraries can go beyond their traditional book-based services, by becoming community hubs that support the local economy, foster innovation and bring communities together.

Libraries are community hubs – places that deliver opportunities for lifelong learning, building social capital and fostering learning strategies for communities. Libraries are pivotal places for community engagement, social interaction and the creation of new ideas.

What does the School want in a Library?

- What is the School’s vision and Strategic Plan?
- How does the Library align with this?
- How does each person on the team align with this?
- What is each person’s vision?
Premium academic resources
The Library provides access to world-class academic resources through our subscriptions to premium databases that are similar to those used by university libraries. These not only ensure quality resourcing of the academic program; they also offer a stress-free transition to university for our students.

Stimulating thought leadership
While the Library has always been a space for learning and nurturing ideas, the introduction of a structured program of experts and industry professionals will drive the development of thought leadership, exposing boys to a wide range of viewpoints and the latest research, as well as encouraging both independent and collaborative inquiry, debate and learning.

Exciting learning experiences
The development of The eXchange will complement the engaging opportunities that already exist in our Middle School libraries, and align closely with the School’s vision of implementing a STEAM program. All three libraries will provide opportunities for the boys to experiment with scientific principles, engineering, robotics, electronics and coding, as well as developing their creativity with other hands-on activities.

Dynamic global connections
Through the use of digital technologies, the libraries will connect boys to other students, classrooms, experts and professionals from around the world. Our Library webpages will further support Brisbane Grammar School’s ambition to become a key global contender in the education field.

Team agility
Our library staff will be competent and professional, adaptable to the changing information landscape, responsive to the evolution of user needs, and continuously striving to improve the user experience.
OUR STRATEGIC INTENTS

1. Strengthen Academic Partnerships
2. Increase Reading Engagement
3. Position the Libraries as Community Hubs
4. Build Capacity
THE STRATEGY

- 3 x 2 hour sessions with the Library staff.
- Staff divided into 5 teams, with each on at least two teams.
- Leaders allocated for each team:
  - Academic & Research
  - Books & Reading
  - Exciting Libraries
  - Customer Services
  - Marketing
- 5 conversations with each staff member over 5 months:
  - From morale to professional learning plan.
- Daily stand-up morning meetings:
  - What we’re doing and ask who needs help.
- Weekly meeting to consist of:
  - The week ahead, a training snippet and a team leader report.
- All staff on a roster for our Library blog, Twitter and newsletters.
**POSSIBLE RESPONSES TO CHANGE**

<table>
<thead>
<tr>
<th>Response</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>Lead</td>
<td>Feedback results, improvement.</td>
</tr>
<tr>
<td>Adapt</td>
<td>Feedback results, improvement.</td>
</tr>
<tr>
<td>Comply</td>
<td>Feedback results, improvement.</td>
</tr>
<tr>
<td>Ignore</td>
<td>Feedback results, improvement.</td>
</tr>
<tr>
<td>Resist</td>
<td>Feedback results, improvement.</td>
</tr>
<tr>
<td></td>
<td>Fail often, fail early. (Steve Jobs)</td>
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<td></td>
<td>Collaboration – collective teacher efficacy is amongst the most effective</td>
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<td></td>
<td>of all practices.</td>
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(Hattie 2015)
10 MOST VALUED JOB SKILLS

- Enthusiasm / positive attitude
- Good communication skills
- Self motivation / taking initiative
- Honesty
- Liking people
- Persistence
- Ability to work in a team
- Good organisational skills / works well under pressure
- Willingness to learn
- Dependability / hard work

(Research conducted by Dr. Jon Warner)
6 TRAITS OF AN EXCEPTIONAL EMPLOYEE

- Professional
- Goal-oriented
- Good communicator
- Accepts criticism/takes responsibility
- Problem solver
- Positive outlook

(See more at: goo.gl/as8DES)
WE NEED TO STRIVE TO DENT THE UNIVERSE, BUILD THE IMPOSSIBLE AND OFFER INSANELY GREAT SERVICES, PRODUCTS AND SPACES. (STEVE JOBS)
OUR STRATEGIC INTENTS

1. Strengthen Academic Partnerships
2. Increase Reading Engagement
3. Position the Libraries as Community Hubs
4. Build Capacity
FIVE TEAMS

- Academic and Research
- Books and Reading
- Exciting Libraries
- Customer Services
- Marketing
# 2017 Roster for Newsletters, Blog and Twitter Updates

<table>
<thead>
<tr>
<th>Week</th>
<th>The Pulse Blog Post</th>
<th>Twitter Updates</th>
<th>Library Newsletter</th>
<th>BGS Newsletter</th>
<th>Library Staff Meetings</th>
</tr>
</thead>
<tbody>
<tr>
<td>T1 W1</td>
<td></td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>T1 W2</td>
<td>Debbie</td>
<td>Vicki</td>
<td></td>
<td></td>
<td>Debbie Yr 7 Orientation</td>
</tr>
<tr>
<td>T1 W3</td>
<td>Dani</td>
<td>Bernadette</td>
<td>Cathy – General Info</td>
<td></td>
<td>Cathy - Marketing</td>
</tr>
</tbody>
</table>
As well as regular, informal feedback, there need to be some planned conversations to provide development focus and ensure each member:

- is feeling good about the climate and culture of the organisation.
- knows and is valued for their talents and strengths.
- feels as if they are being supported in their career aspirations.
- knows how they are performing and supporting the organisation toward achieving its vision, purpose, values and strategy.
- knows how they can grow and improve.
FIVE CONVERSATIONS

- Climate review - morale and communications
- Strengths and talents
- Opportunities for growth
- Learning and development
- Where to from here?

(Based on Tim Baker’s ‘Five Conversations Framework’ focusing on performance development as distinct from performance evaluation.)
MARKETING / BRANDING

The Exchange
ideas with innovation

The Teaching Exchange
ideas with innovation

Exciting Libraries
MARKETING BANNERS

Exciting Libraries
2016 INFOGRAPHIC REPORT

LIBRARY VISITS

1950
visits/day to the Libraries

- Senior Library
- Middle School Libraries

23.5 trees

BOOKS BORROWED

17935
- 15835 print books
- 1600 fiction e-books
- 500 non-fiction e-books

PAGES PRINTED

195440

- 21% MS Library
- 24% Centenary Library
- 34% Senior Library Colour
- 21% Senior Library B/W

LUNCHTIME ACTIVITIES

136
- + weekly book clubs
- + weekly lunchbox clubs
- + weekly strategic games clubs

2016 LIBRARY STATISTICS
TEDx Youth@BGS

x = independently organized TED event

Stimulating Thought Leadership
LIBRARY & EXCHANGE ACTIVITIES

Exciting Libraries
WE NEED TO STRIVE TO DENT THE UNIVERSE, BUILD THE IMPOSSIBLE AND OFFER INSANELY GREAT SERVICES, PRODUCTS AND SPACES. (STEVE JOBS)
o BGS Library website
o BGS Library blog
o Twitter @bgslibrary
o Instagram @bgslibrary
o Pinterest bgslibrary
o BGS Library Strategic Plan
o Infographic Review of 2016
o TEDxYouth@BGS
o Spring Hill Young Writers