

LIBRARY STAFF AND QUALITIES OF SCHOOL LIBRARIAN

Human resources are very important force for the successful running of an organization. A library is a service agency which plays active role for achieving the aims and objectives of its parent body that can be university, college or a school. To achieve the cherished goals, there should be recruitment of well qualified and efficient library staff under certain specified principles. An effective school library should provide following services:

1. To build a careful and comprehensive collection of books, journals, magazines and audio –visual aids fulfilling the needs of the users.
2. To make available all the library resources to the students and teachers.
3. To arouse children’s interests and developing their reading habits.
4. The school library must encourage children to use the various library resources.
5. To provide the bibliographic assistance to the readers for finding the required material for the successful teaching and learning process.
6. To develop the overall personality of the students by widening their scope of knowledge by providing books and other related material in the diversified subjects.

Thus, the role of library staff becomes very prominent to fulfill these library services. Library staff is categorized as follows:

- Professional Staff
- Semi- Professional Staff
- Non Professional Staff

Quantitative standards for libraries should be laid down by education authorities in each state. The size of the staff for any library is dependent upon the size of the collection, population of the students, the amount of circulation and reference services and many more related factors. In school libraries, the recruitment of qualified library staff is recommended as norms as follow:

1. One graduate Librarian with B.Lib. I.Sc. Degree or M.Lib.I.Sc. or equivalent qualification in Library and Information Science
2. One Library Assistant or Library Restoter as Semi- Professional Staff with Diploma or certificate in Library and Information Science
3. One unskilled person with matriculation or high school having some experience of library work.

STATUS OF SCHOOL LIBRARIAN

Secondary Education Commission has recommended that the whole time, highly qualified and trained librarian should be appointed in the school libraries and he/she should be placed at par

with other senior teachers with regard to pay and status. Even S.R. Ranganathan recommended paying the library staff well. The status and pay scale of the trained well-qualified School Librarian should be the same as that of trained School teacher.

QUALITIES OF SCHOOL LIBRARIAN

Trehan and Malhan (1980) in their book titled 'School Library Management' stated that Douglas(1955) points out the qualities of a competent elementary school librarian that can be equally apply to secondary school librarian as "A competent, effective librarian is the key to good library services. He must understand the children's psychology to guide and motivate them to explore the knowledge. Along with this, he must be enthusiastic, tactful, hardworking and energetic to fulfill library services." He must be knowledgeable having a wide variety of interests and reading habits. Second, Third and Fourth law of Library Science make it obligatory for the librarian that Right book should be available to Right reader at Right time. As school librarianship is a service profession, so a well-qualified person with suitable personal and professional qualities should be selected as librarian. He must know that information and knowledge in the form of books, journals, magazines and newspapers is not for preservation rather it is for the dissemination. According to Dr. R.L. Mittal, a librarian must keep burning the Seven Lamps of Conduct in the library to become a successful librarian.

1. WELL- BALANCED BOOK SELECTION

A librarian must choose the books appropriate to the needs of the user keeping apart his personal likings and prejudice. He should not select the books of low standard and quality. He should not reject the books on the basis of his personal prejudice and opinions. Rather he should select the reading material of highest quality in order to ensure a comprehensive and appropriate library collection that can work wonders in the life of the child at school.

2. SERVICE BEFORE SELF

Service before Self should be motto of the librarian as he is there for fulfilling the reading requirements of the readers. Library is meant to develop the overall personality of the students in the school. So a skillful and inspirational librarian plays a great role in achieving the academic aims and objectives of the school.

3. ACTIVE MINDED WITH MULTITASKING ABILITIES

A librarian should have an active mind and he should be a person having multi skills. He should be capable of retaining the unfulfilled demands of the readers in his mind and should try hard to fulfill that at right time. In this age of Information Technology, where the automated and digital libraries are developing, he should be able to fulfill the multitasking activities. Along with

the expertise in traditional library techniques, He must be able to explore and disseminate the information through e-resources to meet the end-user's queries related to various subjects.

4. SYMPATHETIC ATTITUDE

A librarian should bear the qualities such as unlimited sympathies, inexhaustible patience and tact. He should have a sympathetic attitude towards the children to motivate them to read maximum books. The school library is the hub of academic and intellectual activities and the librarian should try to imbibe the good reading habits among children to make them lifelong learners.

5. TACTFUL

As the school librarian has to deal with children of different psychology at school, so he should be tactful and wise to understand the mind set up of different personalities to serve them well.

The school librarian should not only have technical qualifications but should also have a good knowledge of child psychology. He should possess a sense of humour having pleasing and presentable personality to handle the young children sympathetically and tactfully.

6. HARDWORKING

The profession of librarianship is not a profession meant for everyone rather it demands hard labour and perservance. As the school library is to play an important role in the education of a child, the school librarian has to share a great responsibility at par with the teachers by his inexhaustible efforts and skills.

7. KNOWLEDGEABLE AND SCHOLAR

An ideal librarian should be a man of universal knowledge. He must be well conversant with the holdings of the library. Librarianship is not the last resort for the rejected ones. Rather a school librarian should be a scholar so that he can be guide, mentor, philosopher and friend of all the students and readers.

Libraries are changing dramatically in this Information era. This digital era is imposing so many responsibilities on a School Librarian as to act as subject teacher, knowledge navigator, information manager and technology expert. Paradigm shift has been taking place in all academic activities from print to e- environment, new role and responsibilities, adequate competence and multi skills from the existing library professionals. So school librarians with appropriate competencies, skills and proactive attitude along with the seven lamps of conduct can excel in their new role of knowledge navigators and facilitators in the knowledge based society.

References

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