

Q: How are library media specialists included in Michigan’s implementation of the Every Student Succeeds Act (ESSA)?

A: 1) As part of ESSA, there is a newly required accountability measure called the School Quality and Student Success Index. The School Quality and Student Success Index is calculated using a combination of up to five subcomponents:

- K-12 Percent Not Chronically Absent (students with on-track attendance)
- K-8 student access to arts/physical education
- **K-8 student access to librarians/media specialists**
- 11/12 Advanced Coursework (students completing advanced coursework through Advanced Placement, International Baccalaureate, Early/Middle College, dual enrollment pathways)
- Post-Secondary Enrollment (students enrolling in postsecondary institutions within 12 months of graduation)

2) MDE should be including access to **effective school libraries** as part of their new Comprehensive Needs Analysis, which is part of the school improvement process and required for districts to receive federal title funding. MAME is working on an Administrator’s Toolkit to be part of the school improvement resources.

Q: How is the “K-8 student access to librarians/media specialists” metric calculated?

A: Starting with the 2017-18 Michigan School Index System (MSIS) calculations, only staff reported in the Registry of Educational Personnel (REP) with an **assignment code of “000ND” will count in the index system’s K-8 Access to Librarians/Media Specialists metric.**

This clarification was sent to all Michigan school districts as part of a June 14, 2018 Student Assessment and Accountability newsletter. The full newsletter can be found at: https://www.michigan.gov/documents/mde/Spotlight_6-14-18_625505_7.pdf

The Librarian/Media Specialist clarification can be found on page 5-6 and reads as follows:

“K-8 Access to Librarians/Media Specialists Business rules for the Michigan School Index System (MSIS) are changing to better reflect policies regarding the usage of library and media center staff in Michigan public schools. Starting with the 2017-18 MSIS calculations, only staff reported in the Registry of Educational Personnel (REP) with an assignment code of ‘000ND’ will count in the index system’s K-8 Access to Librarians/Media Specialists metric. Staff reported in the following assignment codes will no longer count in the index calculations: 84100 (Communication and Media), 86800 (Media Technologist), 89005 (Library Media Support Staff), 90800 (Photographer).

This change aligns the index system with recent communications from the Office of Educator Excellence regarding appropriately staffing school libraries. As detailed in the Library Media Placements guidance document (https://www.michigan.gov/documents/mde/Library_Media_Placements_606360_7.PDF), teachers possessing the Library Media (ND) endorsement are uniquely qualified to

carry out all of the instructional and administrative duties of a school librarian. While school libraries may be temporarily staffed with individuals with different credentials in the absence of an ND-endorsed teacher, research into correlations between student achievement and access to school libraries demonstrate significant positive correlations when those libraries are staffed by properly credentialed school librarians. Therefore, only staff reported with the assignment code of "000ND" will be counted toward fulfilling this metric.

Schools and districts should ensure they accurately report library/media center staff in the June 2018 End of Year REP submission by June 30, 2018. Data from this collection will be used to calculate the 2017- 18 MSIS results."

Q: What about teachers with "K-5 All Subjects" certification working in an Elementary (K-5) School?

A: The Library Media Placements guidance document (https://www.michigan.gov/documents/mde/Library_Media_Placements_606360_7.PDF) specifies that "A teacher who holds the K-5 all subjects endorsement can be assigned as a school librarian in a K-5 setting regardless of the structure and programming." However, this document also specifies that teachers possessing the Library Media (ND) endorsement are uniquely qualified to carry out all of the instructional and administrative duties of a school librarian and specifically says "...the Michigan Department of Education (MDE) strongly recommends and encourages schools to staff and assign teachers with the ND endorsement to provide instruction in and administration of a school library." Thus, teachers with "K-5 All Subjects" certification will not be counted toward the "Access to a Librarian/Media Specialist" metric which is part of the ESSA School Quality and Student Success Accountability Index.

Q: Our School District would like to hire a teacher with Library Media (ND) endorsement but we are having a difficult time finding a teacher with this certification. What can we do?

A: The Library Media Placements guidance document (https://www.michigan.gov/documents/mde/Library_Media_Placements_606360_7.PDF) provides some information on this. It specifies: "When a teacher with the ND endorsement is not available to administer a school library or to supervise personnel without ND endorsements in administration of a school library, districts may seek substitute permits for qualified individuals to serve in this role. Permits should not be considered permanent solutions for library staffing, and districts are strongly encouraged to support personnel in pursuing an ND endorsement on a Michigan teaching certificate."

In addition, the April 5th memorandum from the Michigan Department of Education (https://www.michigan.gov/documents/mde/School_Library_Month_619701_7.pdf) indicates: "Under the Every Student Succeeds Act (ESSA), schools may utilize Title I and Title IVA funds for 'developing effective school library programs to provide students an opportunity to develop

digital literacy skills and improve academic achievement,' as well as Title IIA funds to support professional learning for school librarians and teachers seeking to add a Library Media (ND) endorsement on their teaching certificates.”

Thus, districts can hire teachers with interest in earning their Library Media (ND) endorsement with a substitute permit and then support the teachers coursework to add the Library Media (ND) endorsement with Title IIA funds.


In addition, Library Media was added to the Critical Shortage Disciplines for Employment of Retirees in February 2018.

https://www.michigan.gov/documents/mde/2018-19_Critical_Shortage_Retirees_List_623358_7.pdf

Thus, school districts can hire a retiree with Library Media (ND) certification. The critical shortage law allows individuals who meet certain circumstances to work in Michigan schools after retirement while mitigating the impact to retiree benefits from the Michigan Public School Employees Retirement System.

School districts may also advertise job openings in resources outside of the state of Michigan. Michigan has reciprocal licensing agreements with many states. Please follow the link provided for more information regarding the MDE [out of state applications for teaching license](#).

Suggested places for advertising school library jobs would be with American Library Association (ALA):

- [ALA JobList](#) 
- Library and [Information Technology Association job listings](#)
- [ALA Accredited Universities](#) may be willing to list out of state jobs.

Q: I am aware of a school district who employs someone without the ND certification to manage their secondary school library. How can this be if the Michigan Department of Education certification standards require the ND endorsement at this level?

A: Some schools may not be complying with the MDE certification requirement. They may have employed someone on a [substitute permit](#). If this does not seem to be the case you may check the employed individuals credentials on the [Michigan Educator Certification Status](#) site. If things still do not seem quite right you may report the situation to the Michigan Department of Education (MDE). Please notify Katie Schmiedeknecht at the MDE who is the primary contact for this reporting. Her email is SchmiedeknechtK@michigan.gov, and she can be reached by phone at 517-335-1151. Katie will take your report and you will remain anonymous. If, after further investigation, the MDE determines action needs to be taken. In many cases this will be the only way that the MDE will be notified about inappropriate assignments.