



Teacher Training: Preparing New Librarians for Library Instruction

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Overview

- About us
- Our institution and instruction program
- Training plans overview
- Recent training experience with Mea
- Lessons Learned



#ILiTraining

@aripants

@meawarren

@kerrycreelman



About Us



About Us

Mea

- New Professional
- Natural Sciences and Mathematics Librarian since July 2015

Ariana

- Previously: Residency Librarian, instruction and outreach
- Instruction Librarian since Jan. 2015

University of Houston

- ~43,000 enrollment
- Carnegie-designated Tier One Research University
- 2nd-most diverse public research institution
- UH priorities: undergraduate research, student success, retention & graduation



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UH Libraries Instruction Program

- 4 instruction & outreach specialists, 13 subject librarians
- Student Learning Assessment Cycle
- One-shot sessions, moving to 2 and 3 sessions for high-impact classes
- Team-based approach

Training Plan Overview

All new librarians to our dept. → Intro to Instruction Program

Librarians with teaching responsibilities → Customized training plan

- based on previous education and teaching experience
- focus on peer support through process

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Onboarding Experience at the University of Houston

Onboarding Experience at UH

Mea

- Gradual experience
- One-year process

Ariana

- Shorter timeframe, more subject-specific need
- Mentored Mea through her instruction onboarding



From Theory to Practice

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Mea

- Observing group planning vs. individual teacher prep
- Creating my own prep strategy
- Observing classes in action

Ariana

- Prep & planning: small details **and** big picture
- Classroom management
- Reviewing assessment data
- Reflection



Team-teaching

Team-teaching

Mea

- Collaborative preparation
- Immediate feedback
- Confidence building

Ariana

- New responsibility
- Giving feedback
- Learning through collaboration



Solo-teaching

Solo-teaching

Mea

- Comfortability
- Grasp of material being taught
- Debriefing

Ariana

- My experience: “fake it ‘til you make it”
- Training for whole process, not just in-the-classroom



Lessons Learned

Lessons Learned

Mea

- Support structure
- Team-teaching partners
- Strengths and weaknesses

Ariana

- Developing myself as a trainer/mentor
- Informing my teaching practices
- Reinforce the Student Learning Assessment Cycle

Lessons Learned

Develop, review, and revise a plan

Take the time

Match to your values

Involve colleagues

Continual improvement and sense of community

Clear expectations

Follow up for support/guidance

Group de-briefs

Theory and values in practice

Clear values and practices

Build into training plans

Fresh and critical perspectives

Encourage questions

Value suggestions



Questions?

