

ROLES & GOALS SERIES

**PART 2:
New Directions for
Roles & Goals**

© California Library Literacy Services
2007

Made possible by LSTA funding from the U.S. Institute of Museum & Library Services, administered in California by the State Librarian.

The Roles & Goals Evolution...

- **1999** - The California Literacy Campaign Convocation: A call for accountability, but on our own terms...

The Roles & Goals Evolution...

- **1999** - The California Literacy Campaign Convocation: A call for accountability, but on our own terms...
- **2002** - A series of focus groups is launched; the Roles & Goals process emerges from the primordial ooze



The Roles & Goals Evolution...



- **1999** – The California Literacy Campaign Convocation: A call for accountability, but on our own terms...
- **2002** – A series of focus groups is launched; the Roles & Goals process emerges from the primordial ooze
- **2003** – The new form is introduced to the field; Roles & Goals walks on its knuckles
- **2004** – Libraries report outcomes data to the State Library for the first time on 11,485 learners; Roles & Goals walks upright



The Roles & Goals Evolution...



- **1999** – The California Literacy Campaign Convocation: A call for accountability, but on our own terms...
- **2002** – A series of focus groups is launched; the Roles & Goals process emerges from the primordial ooze
- **2003** – The new form is introduced to the field; Roles & Goals walks on its knuckles
- **2004** – Libraries report outcomes data to the State Library for the first time on 11,485 learners; Roles & Goals walks upright
- **2006-2007** – Surveys and interviews elicit passionate responses; Roles & Goals discovers fire



The Roles & Goals Evolution...



- **1999** – The California Literacy Campaign Convocation: A call for accountability, but on our own terms...
- **2002** – A series of focus groups is launched; the Roles & Goals process emerges from the primordial ooze
- **2003** – The new form is introduced to the field; Roles & Goals walks on its knuckles
- **2004** – Libraries report outcomes data to the State Library for the first time on 11,485 learners; Roles & Goals walks upright
- **2006-2007** – Surveys and interviews elicit passionate responses; Roles & Goals discovers fire
- **Today** – After a month-long field test the latest version of the form is introduced; Roles & Goals drives a late model BMW and talks on a hands-free cell



The Roles & Goals Evolution...



- **1999** – The California Literacy Campaign Convocation: A call for accountability, but on our own terms...
- **2002** – A series of focus groups is launched; the Roles & Goals process emerges from the primordial ooze
- **2003** – The new form is introduced to the field; Roles & Goals walks on its knuckles
- **2004** – Libraries report outcomes data to the State Library for the first time on 11,485 learners; Roles & Goals walks on its knuckles
- **2006-2007** – Surveys and interviews elicit passionate responses; Roles & Goals discovers fire
- **Today** – After a month-long field test the latest version of the form is introduced; Roles & Goals drives a late model BMW and talks on a hands-free cell

This is evolution?



Roles & Goals Basics



- Introduce all new adult learners to goal-setting

Roles & Goals Basics



- Introduce all new adult learners to goal-setting
- Staff and tutors complete the Roles & Goals forms *in tandem* with the adult learner

Roles & Goals Basics

- Introduce all new adult learners to goal-setting
- Staff and tutors complete the Roles & Goals forms *in tandem* with the adult learner
- Read the instructions!



Roles & Goals Basics

- Introduce all new adult learners to goal-setting
- Staff and tutors complete the Roles & Goals forms *in tandem* with the adult learner
- Read the instructions!
- Roles & Goals forms can be continually updated by the tutor/learner pair; formally update a minimum of every six months



Roles & Goals Basics

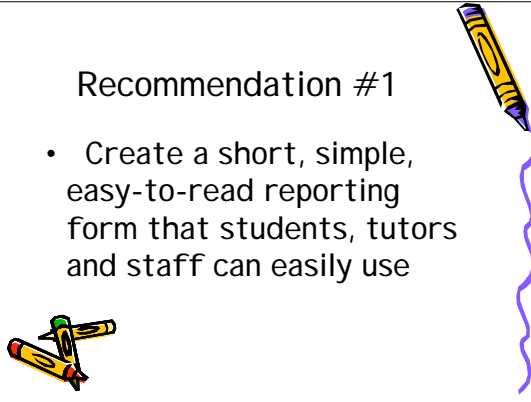
- Introduce all new adult learners to goal-setting
- Staff and tutors complete the Roles & Goals forms *in tandem* with the adult learner
- Read the instructions!
- Roles & Goals forms can be continually updated by the tutor/learner pair; formally update a minimum of every six months
- Report Roles & Goals data to the State Library every six months





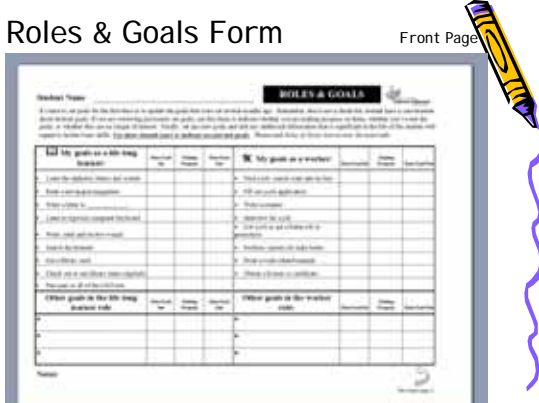
Recommendation #1

- Create a short, simple, easy-to-read reporting form that students, tutors and staff can easily use



Roles & Goals Form

Front Page



My goal as a student		My goal as a teacher	
Goal	Progress	Goal	Progress
1. I will be able to...		1. I will be able to...	
2. I will be able to...		2. I will be able to...	
3. I will be able to...		3. I will be able to...	
4. I will be able to...		4. I will be able to...	
5. I will be able to...		5. I will be able to...	
6. I will be able to...		6. I will be able to...	
7. I will be able to...		7. I will be able to...	
8. I will be able to...		8. I will be able to...	
9. I will be able to...		9. I will be able to...	
10. I will be able to...		10. I will be able to...	

Roles & Goals Form

Front Page

Roles & Goals Form

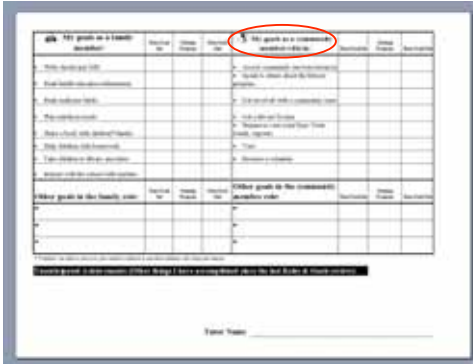
Front Page

Roles & Goals Form

Back Page

Roles & Goals Form

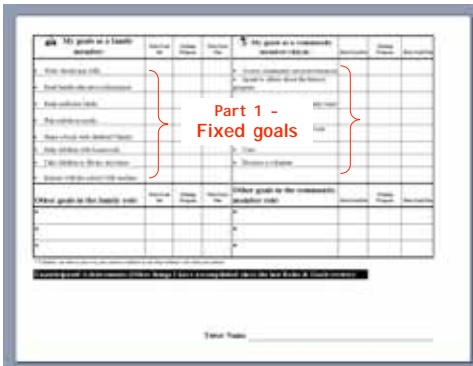
Back Page



The image shows a thumbnail of a 'Roles & Goals Form'. The form is divided into two main sections: 'My goals as a teacher' and 'My goals as a classroom leader'. Each section has columns for 'Role', 'Goal', 'Priority', 'Timeline', 'Status', and 'Remarks'. A red circle highlights the 'Other goals' header in the 'My goals as a classroom leader' section. Below the form, there is a line for 'Teacher Name: _____'.

Roles & Goals Form

Back Page



The image shows a thumbnail of a 'Roles & Goals Form' similar to the one above. A red bracket highlights the 'Other goals' section in the 'My goals as a classroom leader' section, with the text 'Part 1 - Fixed goals' written in red next to it. Below the form, there is a line for 'Teacher Name: _____'.

Recommendation #2

- Provide space for collecting "other" goals



Roles & Goals Form

Back Page

My goal as a teacher	My goal as a community member
File divorce papers	

Recommendation #3

- Ask for achievements that were made as a result of the student's participation in a library literacy program



Roles & Goals Form

Back Page

My goal as a teacher	My goal as a community member
File divorce papers	

Part 3 - Unanticipated Achievements

Recommendation #4

- Provide a sheet of paper – separate from the report form – where tutor/student pairs can brainstorm about goals



Sample Role Maps



Recommendation #5

- Field-test changes made to the form and process before introducing to everyone



Roles & Goals Field-Test



Literacy Guinea Pig

- 6 libraries
- 17 literacy staff members and 4 volunteers
- 89 learners
- 1 month





Best Practices



- Staff should administer the "initial" Roles & Goals form



Best Practices



- Ideally, staff should be present at the follow-up as well

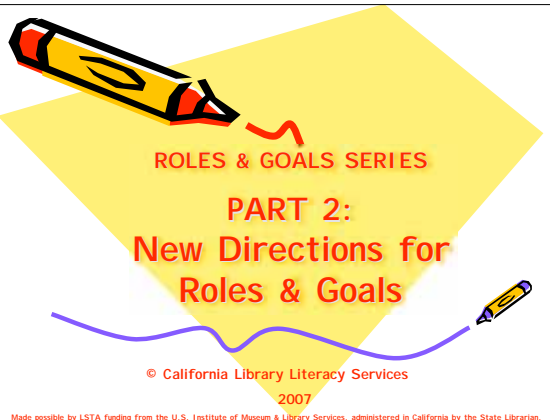


Best Practices



- You gotta get the date for "goal set"





ROLES & GOALS SERIES
PART 2:
New Directions for Roles & Goals

© California Library Literacy Services
2007

Made possible by LSTA funding from the U.S. Institute of Museum & Library Services, administered in California by the State Librarian.
