



TOP TEN SIGNS YOUR LITERACY PROGRAM HAS BEEN INTEGRATED AS A LIBRARY SERVICE

- *for better or for worse*

10. All library staff know when and how to discreetly refer patrons to literacy services.
 9. All literacy staff know when and how to refer learners and their families to other library services that would be of interest to them.
 8. You have to spend more time than you would like in library management meetings.
 7. Library staff cross-training includes literacy services as well as circulation, reference, children's and technical services.
 6. You are involved in collection development, and you know how to weed the literacy collection.
 5. You are involved in planning community projects with other library divisions.
 4. You take your turn at being "in charge" while the library director is away.
 3. The library website includes information on literacy services.
 2. Your literacy budget takes a 5% cut along with the rest of the library divisions - *ouch!*
 1. When you go to a library conference no one asks in surprise, "What are *you* doing here?"
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