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## Library Management Strategy to Strengthen Literacy Culture in Elementary Schools

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### Abstrak

Penelitian ini berupaya untuk mengetahui strategi pengelolaan perpustakaan sebagai sarana budaya literasi di sekolah dasar. Tujuan penelitian ini adalah untuk mengetahui keterlibatan perpustakaan sekolah dan tenaga perpustakaan sekolah dalam meningkatkan budaya literasi di sekolah dasar. Penelitian ini menggunakan metode kualitatif dengan pendekatan studi kasus. Teknik pengumpulan data menggunakan wawancara mendalam, observasi, dan dokumentasi. Informan dalam penelitian ini adalah tenaga perpustakaan sekolah di MIN 1 Tulungagung. Teknik analisis data meliputi pengumpulan data, reduksi, penyajian, dan penarikan kesimpulan. Hasil penelitian menunjukkan bahwa peran perpustakaan sekolah dalam pelaksanaan budaya literasi antara lain menyiapkan sarana dan prasarana, serta memfasilitasi kegiatan gerakan literasi sekolah, sebagai fasilitator dan mempersiapkan segala kebutuhan untuk keberlangsungan gerakan literasi sekolah.

**Kata Kunci:** manajemen perpustakaan, literasi budaya, literasi di perpustakaan

### Abstract

*This study seeks to determine the strategy of library management as a means of literacy culture in elementary schools. This study aimed to determine the involvement of school libraries and librarians in enhancing literacy culture in elementary schools. This study uses a qualitative method with a case study approach. Data collection techniques used in-depth interviews, observation, and documentation. Informants in this study were school librarians at MIN 1 Tulungagung. Data analysis techniques include data collection, reduction, presentation, and conclusion. The study results show that the role of the school library in implementing literacy culture includes preparing facilities and infrastructure, facilitating school literacy movement activities, as a facilitator, and preparing all the needs for the continuation of the school literacy movement.*

**Keywords:** library management, cultural literacy, literacy in libraries

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## INTRODUCTION

Libraries have a vital role in supporting a culture of fondness for reading and increasing information literacy (Raboaca et al., 2021). We also know that libraries in the school environment have an essential role in encouraging students to learn independently, effectively, and for life (Hardiansyah et al., 2022). Quoted from Reading for a change: a report on the program for international student assessment (Adayi et al., 2020), one of the results of literacy research at the international level concluded in the following sentence, Finding ways to get students to read is a very effective way to social transformation. This statement shows that the key to successful social change is through reading activities, which is a learning process (Hardiansyah & AR, 2022).

Various things that have not been owned or have been owned before can be obtained by literacy, (Tinanoff et al., 2019) argues that most people who are successful or successful have high literacy (reading) habits. Seeing Indonesia with a large population supported by abundant natural resources is a great opportunity if these natural resources can be managed properly and maximally by qualified human resources (Nag et al., 2019). The reality in Indonesia today, with the support of a large population and abundant natural resources, has yet to be managed optimally (Asrial et al., 2019). For example, various kinds of mining resources in Indonesia, such as gold, nickel, coal, oil, and natural gas, are controlled by foreign parties, even though with a large population, the Indonesian people themselves can manage it well without any interference from foreign parties (Goyal & Kumar, 2021).

In organizing school libraries in various places, it is common to find dusty, dark, and uncomfortable libraries. These conditions can certainly keep students' interest in visiting it, let alone making it a place of study. A survey result shows that the condition of the Library at each level of education is different. Libraries in elementary schools (28,202 good, 62,663 damaged), junior high schools (8,358 good, 20,564 bad), high school (4,379 good, 5,733 bad), vocational schools (3,598 good, 4,450 bad), and PLB schools (349 good, 575 damaged)" (Prastowo 2013, 122). These findings illustrate how the condition of the school library has not met expectations. There are still relatively more that are not maintained and damaged even though the school library is often touted as the heart of the school. The school library is the main means of implementing the literacy program in schools that we know today, namely the School Literacy Movement. Among the many school libraries that are active in implementing school literacy movement programs, namely the MIN 1 Tulungagung Library. Initially, it was named the Learning Resource Center, established in 2010. Over time, in 2013, the Learning Resource Center changed its name to the Library and moved its location from the 1st floor to the 2nd floor. Increasing visitor statistics from only 20 people to 3,000 people per month, this small Library has 15,000 collections of non-classical texts, which 100 visitors take turns reading and borrowing daily. The Library collaborates with many parties, such as the local government, USAID Indonesia, and the student guardian association, to add to its collection. This Library also uses an open service system where visitors can access the collections they like, ranging from recreational collections to reference materials such as encyclopedias and others, directly from the shelves.

The utilization of all existing facilities, such as the school library, where a library is a place where library materials are stored and managed, library materials, especially books, are the center of all sources of information and scientific insights that can be obtained. Proctor et al., (2020) state that the library, with the main element of the book, delivers students as individuals to the wider world, even as a liaison tool in the past to the present because it contains human ideas from era to age, knowledge, and culture so that students do not miss information and can gain broad insights. The library is also a mandatory infrastructure that must exist in every school. It is stated in Law no. 43 of 2007 concerning libraries. Article 23, paragraph 1 also states that every school or madrasa maintains a library that meets national library standards. Libraries in schools are expected to be able to become facilities and infrastructure in supporting teaching and learning. (Duke & Cartwright, 2021) stated that the school library is an integral part of implementing education at the school level, where the library must be able to fulfill information for school members.

Previous research by Martzoukou (2020) discussed library reading interests for students at school. The reading habit of Depok City Elementary School Students makes the city atmosphere friendlier to children. This study aims to describe the reading interest of second-grade students who are eight years old, with a total of 152 students. The results showed that students' reading habits were still low. According to survey data, no more than 55% of students get used to reading in their free time. Furthermore, (Wandasari et al., 2019) discuss digital libraries and potential user groups. They are optimizing the role of digital libraries as an information medium that potential users can use, namely community groups who do not have broad opportunities to use library services due to physical, time, and access limitations. Furthermore, research (Islam et al., 2020) examines optimizing the implementation of digital literacy in learning Islamic education through planning, implementing, supporting, and inhibiting factors. This study describes students who optimally use digital media facilities in learning Islamic education as a demand for 21st-century learning skills. Research (Gibbs et al., 2019) discusses the library's role as the main factor in supporting physical, mental, and active development programs in educating the nation. Libraries can improve community information literacy so people can improve their performance and daily activities. Research (Hattan & Lupo, 2020) regarding the suitability analysis of school library accreditation instruments against the national high school library standards provisions. The school library needs to carry out accreditation so that the existence of the library can support the development of school quality. The results of this study indicate that the accreditation instrument complies with the National High School Libraries Standard, but several aspects of the assessment are still not up to standard and need to be repaired and reviewed.

Based on the previous research above, having similarities with this research is that they both discuss the library. The difference is that this study emphasizes elements of library management in enhancing the digital literacy movement in schools. Library management focuses more on optimizing digital literacy, starting from planning, implementing, and evaluating digital libraries and digital literacy. Therefore, this research is important to complement previous research and add scientific insight regarding library management to increase digital literacy in schools viewed from various aspects of the library management function.

A library in a school can be said to be successful if it can attract students to come and the library can be used as a channel for reading, writing, and studying interest in it and convenience access is provided, which can be used as a separate point for visitors supported by good management or management in terms of facilities and book collections or library sources that are up-to-date, complete and adequate (Hardiansyah & Mas'odi, 2022). (Asrial et al., 2019) states that, in reality, school libraries still need to be visited by students to be used as learning resources. Even if every school has a library, most are not by national library standards and are only a complement to a school because education stakeholders need to be fully aware of the role and importance of the library itself. For example, with the limited number of library materials so that the search for references is hampered, the management or management of the library needs to be implemented optimally. A good library will have good management in it too. The word management has the same meaning as the word management, namely rules, implementation, planning, direction, process control, management in which there are groups of people to achieve a goal efficiently and efficiently against the organization or program that has been formed by (Henderson et al., 2020). (Hattan & Lupo, 2020) stated in his book that management is the process of determining, interpreting, and achieving organizational goals by implementing the functions of planning, organizing, personnel or staffing, direction, leadership, and supervision. Management is not only a science and an art but a combination of the two so that it is balanced. Management functions that are carried out properly will affect the objectives implemented. Management/management has various tasks to achieve a goal that was formed. (Sukaisih et al., 2021) argues in his book that when viewed from a functional perspective, management has four basic scopes of functions such as planning, organizing, actuating/implementing, and supervising. In line with Hermawan's research, management that utilizes human resources and other resources includes planning, organizing, actuating/implementing, and handling (Hardiansyah, 2022a).

Planning is the initial process when carrying out an activity and work in the form of an idea, thought, or framework so that the goals to be achieved get maximum results according to the target. Library planning is very

important because it is one of the components of preparing all kinds of efforts for the smooth running of the next stage (Hardiansyah et al., 2022). Library planning consists of planning library materials, library work programs, infrastructure development, reading services, and library budget/funding planning. According to (Wandasari et al., 2019), it is stated that planning is the determination starting from the goals to be achieved, the formation of strategies, policies, procedures/steps, and funds to achieve goals. Organizing is an overall mechanism or subject, hardware, and software in an organizational structure that can work effectively by the portion or responsibility given to each component. The function of organizing the library includes the formulation of the vision, mission, and goals of the library, the formulation of the organizational structure of the library, and the formation of library rules/policies. According to (Martzoukou, 2020), organizing consists of establishing tasks, coordination, and responsibilities handed over to the librarian. The functions that have been given will be implemented in implementation. Mobilization/implementation is an action related to human resources (HR) as a driver of management or management activities within an organization to achieve the goals that have been formed (Hardiansyah & Mulyadi, 2022).

The function of mobilizing or implementing in the library is the implementation of the procurement of library materials, classification, cataloging, reading services, and the procurement of human resources. (Rafi et al., 2019) states that mobilization/implementation is the ability/effort to move all tasks according to roles, functions, and responsibilities. For the implementation process to run well, it is necessary to make a maximum effort and hard work. Supervision is a step or effort to observe operational activities on an object that has been implemented so that an assessment can be taken to become material for future evaluation and improvement by the plan formed. The management/management function will later be used in library management. (Henderson et al., 2020) states that a library is a storehouse of knowledge that functions as a storage place for collections of various books, journals, articles, magazines, and other library documents arranged on shelves and not for sale. Multiple sources of information, insight, and knowledge are very useful for readers. According to (Hattan & Lupo, 2020), it is stated that a school library is a work unit or space with characteristics in which there are several library materials in the form of books and non-books. These library materials can later be used as well as possible by users or readers to get various sources of information to help students and teachers in the learning process. Libraries are usually measured or assessed as good or bad from the available collections or facilities. Library materials/groups are not for sale but for the users' needs. (Proctor et al., 2020) argues that a library is a building/room used to store books and other publications in a certain arrangement that is used by readers and not for sale.

According to (Hardiansyah, 2022b), reading, writing, mathematical, and scientific literacy is divided into various types. Reading literacy is an activity to find and understand phrases to achieve goals by readers. According to (Raboaca et al., 2021), reading literacy is a person's understanding of accessing information through writing or sentences in an analytical, critical, and reflective manner. The benefits of reading literacy are numerous. People who always have habits that have even been used as a culture will indirectly get a lot of knowledge, insight, and information. Writing literacy is repeatedly pouring out ideas or ideas that are explored and then poured into written form. According to (Tinanoff et al., 2019), essay literacy is a series of activities carried out by a person expressing the ideas in his mind through written language to be able to understand and read by himself and others. Writing usually has a meaning or purpose in it. Mathematical literacy is the ability to understand, be able, and be able to apply various kinds of problems using mathematics and be able to provide explanations to others about these mathematical concepts. According to (Duke & Cartwright, 2021), Mathematical literacy is a person's ability to formulate, apply and interpret mathematics in various contexts. Scientific literacy is the ability to think critically, logically, creatively, and innovatively and be globally competitive, which can be used as a foundation in everyday life. (Bao et al., 2020) states that scientific literacy is a person's ability to use existing knowledge to identify problems, acquire new knowledge, explain scientific phenomena, and draw conclusions from a scientific issue/idea.

## **METHOD**

This research uses a qualitative approach through descriptive research methods. Research subjects in qualitative research are referred to as informants, namely, someone who can provide information on research data. A sampling of informants using a purposive sample. The main source of qualitative research is words and actions; the rest is additional data. Obstacles in conducting interviews with anticipation by researchers using the snowball sampling technique, namely, researchers looking for new informants based on instructions from the main informant. The validity of the data uses the concept of triangulation. Researchers conducted this research at MIN 1 Tulungagung. The informants that the researchers determined were the head of the library as a policy maker, 2 (two) library employees who were implementers of library activity programs, student representatives, and teachers as users of library services. Researchers seek answers obtained through comprehensive descriptions related to expressions, perceptions, actions, basic norms, and social conditions that lie behind the phenomenon of library management strategies as a means of literacy culture.

Researchers in data collection techniques use interactive and non-interactive strategies. The interactive strategy is manifested through in-depth interviews, while the non-interactive strategy is through literature research and documentation studies. In-depth interviews were directed to several informants directly related to the research theme. The library research results are carried out through previous studies discussing libraries. Documentation study is the collection of documentary evidence in the field according to the research formulation of planning, implementing, and evaluating libraries in the development of digital literacy programs.

Researchers in data analysis techniques use the process of data reduction, displaying the data, and drawing and verifying conclusions (Henderson et al., 2020). First, the researcher conducted a data reduction process by summarizing and selecting the main points from the temporary data obtained to create a theme or categorization (Tinanoff et al., 2019). This is like a reduction related to the planning, implementation, and evaluation of existing library management. Second, the researcher presents research data (display data) that has been reduced, and the data narrative process is carried out in narrative text (Sugiyono, 2016). Researchers in presenting data conduct data analysis referring to the theoretical framework that has been prepared, starting from planning, implementing, and evaluating library management. Third, the researcher concludes by answering the research problem formulation (Proctor et al., 2020). The conclusions obtained are followed up with a verification process by collecting insufficient data to be refined as new conclusions. This process occurs sequentially, repeatedly until the research reaches saturation and accuracy. After feeling that the research results were accurate, the researcher then compiled a concluding narrative text of the real research results, including planning, implementation, and evaluation aspects.

## **RESULT AND DISCUSSION**

### **Library Management as a means of Strengthening Literacy Culture in Elementary Schools**

The process of managing the library by librarians or librarians has various ways or steps to create good and optimal management. The management includes planning, organizing, actuating/implementing, and supervising. The discussion can be presented in sub-chapters. Discuss the subject matter according to the problem, research objectives, and the theory used. (a) Library Planning is the most important before starting an activity, activity, and work. Its function is as an initial preparation in the form of ideas, thoughts, or a framework so that the goals to be achieved get maximum results according to the target before entering the next stage. According to Sugiarto, as Head of the Library stated that;

“Planning carried out in the library includes planning long-term and short-term work programs at the beginning of each learning year, planning for procurement of literacy books, planning for procurement of facilities or replacement of facilities, planning for reading services by optimizing human resources through training, workshops, technical guidance, budget planning in the form of required expenditures.”

The planning process at the MIN 1 Tulungagung library is included in one of the school's budget activity plans. This plan was taken after carrying out a school self-evaluation which is held once a year, namely in June or when entering a new school year, to assess the programs that have been implemented and then will be evaluated, and a plan will occur. Planning includes planning long-term work programs such as plans to build a wider area/library building because the MIN 1 Tulungagung library is still in a small condition and is incorporated into a school building, so it has not been able to accommodate the capacity of school residents and library materials and facilities have not been imported to the fullest. Short-term work programs include a plan to fulfill library materials according to needs analysis, service improvement, partnerships/cooperation with other institutions such as the regional library, bookstores, publishers, and donations from parents. Human resource development planning for services in the library, such as plans to determine the organizational structure or librarian according to competence/specialization with training sent to competitions, workshops, technical advice, and training. We are planning for financing or budgeting funds to procure the number of library materials, time, and place before implementation. Budget funds are usually obtained from BOS funds for procuring library materials and facilities using school funds.

Planning for existing facilities in the library, such as wifi, and electronic equipment for the needs of library digitization, adding bookcases/storefronts and tables based on requirements analysis after being inventoried and viewed from the urgency. For planning facilities or facilities and infrastructure in the library, adjust the residue of each object because usually there is a certain period of seeing the condition; if it is damaged, it must be submitted immediately to be replaced with a new one. (b) In organizing the library, it is intended that all components such as organizational structure, regulations or library policies, and all forms of activities in the library can be by the plan and division of tasks and can be accounted for by each component. Based on the opinion of Sugiarto stated,

“We are organizing the library's vision and goals according to Islamic schools. Formation of an organizational structure for each task given by the provisions possessed by the individual and the construction of library rules/policies for conditioning activities in the library.”

The process of organizing in the library includes establishing rules of conduct in the MIN 1 Tulungagung library with the aim that users can understand the policies in the library, such as library service hours, requirements for becoming a member of the library, provisions for library use, loan arrangements starting from the maximum amount which must be borrowed, time of return, sanctions or fines for damage/loss and delays in return which aim to form a disciplinary attitude of users, extend the time of borrowing and so on. Formation of a library organizational structure so that it can be managed properly according to the duties and responsibilities of each member. There are rules to regulate all library activities and the formation of the library's vision, mission, and goals established by librarians with the approval and consideration of the principal and various (stakeholders) other parties. Establish an organizational structure in the library based on educational level, competency, ability, and interest so all members can work optimally with the assigned tasks.

The duties of each member are clearly stated in the main responsibilities and functions of the library between the chairman and other members. Having periodic coordination meetings is also one of the strategies for implementing duties by the plan. (c) Mobilization/implementation of the library. After planning, organizing, then holding performance in the form of mobilizing/implementing in the library. This implementation includes the implementation of procurement of library materials, classification, cataloging, reading services, and procurement of library infrastructure. According to Sugiarto said that,

“Implementation of procurement of library materials by purchasing using BOS funds and parental donations. Manual classification and cataloging by subject and alphabet. The reading service strategy uses a barcode scanner for library books and user membership cards. And the implementation of srapras.”

The process of procuring library materials is adjusted to the plans that have been formed. Library materials are brought in every three months with the BOS budget and from parents and teachers at various times. The

procurement team of library materials carries out the procurement of library materials. The initial activities carried out after the library materials arrived/entered were checking the visual and physical suitability and feasibility of the library materials by the SOP. Then, do the barcode. Newly imported library materials are usually placed on a special shelf for the latest edition to make it easier for visitors. Second, the classification of library materials (books) is set/attached to each bookshelf and each book cover, such as religious books, history books, language books, and others with a certain code using the EDDC or DDC (Dewey Decimal Classification) classification starting from the number 100 to 900. Library materials in the library are still limited. Moreover, each student usually gets at least ten books. This limitation is due to the limited budget.

The Sinar Ilmu Library already has a digital library that can be accessed via a computer or laptop, so classification is also available digitally. The digital library was formed to facilitate school members, especially students, and teachers, in procuring learning resources such as books that can be directly accessed anywhere and anytime without having to go to the library. Every library material in the digital library works with Erlangga Publishers. Cataloging in the MIN 1 Tulungagung library is making leaflets and a catalog that includes a bibliography for each type of library material. The record is based on the subject name, alphabetically, namely, A-Z, which is placed on a special shelf or drawer for the catalog of library materials so that librarians can easily find out which collections the library has and where it is located. The cataloging process is carried out in 2 ways, namely manually and digitally.

One of the infrastructure or facilities in the library is a barcode scanner. Using a barcode scanner makes it easier to serve in the "Sinar Ilmu" library in making statistics and is more effective. The Sinar Ilmu Library also has facilities such as a TV for digital literacy activities, namely audio-visual and student recreation. Various kinds of teaching aids are also found in the library, such as globes, science teaching aids, human body teaching aids, and so on, which are placed on special shelves. However, the rack still needs to be bigger to accommodate all the props, and the area of the room is still narrow enough to accommodate visitors. Each visitor can read, write, and so on with two long table layouts, seats directly on the tiled floor, and chairs equipped with barriers. There is also a corner or reading corner in the library, school environment, and every class as a library promotion. (d) Library Supervision. The process of library supervision is carried out as an effort to observe operational activities in activities carried out in the library both directly and indirectly so that an assessment can be taken as material for evaluation and future improvements according to the initial plan. Sugiarto explained that;

“Libraries routinely make data reports for school principals, which will be used as a form of supervision of the library. Management aims to see the extent of progress and deficiencies as well as what kind of improvements/solutions will be made later.”

Library supervision is carried out starting from planning, organizing, and implementing, which is carried out indirectly, namely periodic maintenance with reports or statistical data provided by librarians once a month to the school principal to find out data on every visitor, especially from students in grades 1-6, data on the need for purchasing books (budget, title, time), data on the market for buying or replacing facilities and infrastructure as well as the constraints encountered. Direct supervision cannot be timed because it sees the situation and condition of the school principal. If from all care, there are results that could be more optimal and not by the plan, coaching, improvement, motivation, criticism and suggestions, guidance and direction, and group discussion forum will be carried out. Training activities are also often carried out, for example, by sending librarians to study at other libraries so they can learn more deeply, comparative studies with libraries, especially regional libraries. The supervision process must be distinct from the obstacles encountered because there are many school or school principals' agendas, so supervision is mostly carried out indirectly through reports.

### **Forms of Literacy in the MIN 1 Tulungagung Library**

Literacy activities in the library can be used as an effort or an alternative way to strengthen literacy during class learning. If the library can create good management, literacy activities will also run optimally. Sugiarto stated that;

"Literacy in the library is like writing when students do assignments/summarizing, making stories and short stories, reading literacy, scientific literacy involving teaching aids in the library, and mathematical or numeracy literacy sometimes through TV which later audio-visual related to mathematics will be broadcast."

Sinar Ilmu Library MIN 1 Tulungagung in implementing teaching and learning activities in collaboration with class teachers, the library will attempt various things needed by the teacher, especially in the literacy activities of students. Existing literacy includes reading, writing, math/numeracy, and science literacy. At MIN 1, Tulungagung implemented lesson literacy activities involving the library. Literacy activities that are implemented occur in collaboration between librarians and class teachers. Reading literacy is implemented in the "Sinar Ilmu" library through assignments given by the teacher, especially in Indonesian lessons where students read various short stories/short stories, which will later be put back into written form. A library is a place for writing literacy because there are various kinds of library materials as one learning resource for students, such as fiction and non-fiction books. If there is a new reading book, students will also be very enthusiastic about reading it. Literacy activities promoted by the library are also implemented through reading corners placed in every corner of the school environment, where there are bookshelves equipped with various types of reading materials so that students and school members can read them. In each classroom, there is also a reading corner placed at the back of the class, which functions as a source of reading for students due to limited time to visit the library, so that a reading corner is created to make it more effective and efficient whenever it can be read. Students also formed various competitions to promote reading literacy activities, such as poetry reading competitions. Second, namely writing literacy, the MIN 1 Tulungagung Elementary School library, in supporting writing literacy activities, once held a letter-writing competition for the President of Indonesia, namely Mr. Joko Widodo, to train students in his ideas and ideas. Writing literacy is also carried out, such as holding short story writing contests, poetry-making competitions whose references must be found in the library, and so on. In the library, children are also trained and equipped with ways to write on smart devices such as computers and laptops. Third, mathematical literacy is applied in the "Sinar Ilmu" library, namely by providing teaching aids or math kits so that students can demonstrate/practice directly these teaching aids like playing because elementary school-aged children, especially the lower classes, still need something concrete in learning.

Mathematical literacy activities in the library are also indirectly carried out when students are late in returning library materials/books that have been borrowed. Students will calculate their lateness by being replaced by sanctions in the form of fines in multiples of Rp. 500 every day. Mathematical literacy is also realized through audio-video activities in the library. Students will jointly watch shows on television related to mathematics in everyday life. This strategy is implemented because children will be more embedded in memory, and children will be more impressed in children's memories in the long term if they see it on television, especially nowadays. Scientific literacy in the MIN 1 Tulungagung library is realized through practicums carried out directly in the library or by providing various teaching aids, which will later be brought to class. The tools are human anatomy, KIT and science torso, magnetic teaching aids, and so on.

The library also provides television as a technology supporting the library because it sees the development of the times along with the advancement of current technology. Television is used as an audio-video medium in the process of scientific literacy. Students will be shown various learning videos about basic science for elementary school-age children. In this activity, students have indirectly carried out reading literacy activities through writing or information on the television screen. All literacy activities involving the library are carried out alternately according to the schedule established by the library, taking into account that there are few library visits. Scientific literacy activities are also realized by having a magnet-making practicum and a human body

anatomy practicum in the library. With this practicum, it is hoped that students will be able to develop the basic skills of elementary school-age students in conducting experiments that can be forwarded and remembered into adulthood so that if one day they are needed, they will already have provisions.

Library managers can carry out their duties properly if an organization implements activities to create a good work structure and system. MIN 1 Tulungagung to achieve the goals & the literacy program manages human, natural, and artificial resources by making a clear organizational structure. It contains an overview of duties and responsibilities and lines of coordination between managers and leaders. The MIN 1 Tuungagung Library supports learning programs using internet-based learning media and multimedia in class. Internet-based learning, namely, the teacher teaches students how to search for various sources of information related to the theme of learning in class. Then, the teacher teaches students about presenting search results from the internet using an LCD projector in class. Thus, this learning process trains students to get used to using digital media in class.

The library provides Wi-Fi facilities as a student search tool for information. In addition, the library provides multimedia collections, such as collections of learning videos, tapes, and Compact Discs (CDs). The MIN 1 Tulungagung library service has implemented a Senayan Library Management System (SLiMS) software automation system with the version "Senayan 3-Stable 15, which was released by the Library of the Ministry of Education and Culture" (Hardiansyah & Zainuddin, 2022)—for implementing school culture-based programs, namely adding to reading collections, developing library service tools towards automation, and developing access to an Android-based library network. The library had approximately 4,952 titles out of 9,350 collections in 2019. The MIN 1 Tulungagung library has circulation services, references, photocopying, rental services, internet services, development of multimedia facilities, information through social media (Facebook, Instagram), library education (user education), class library (library class), Wi-Fi internet, book endowments, book corner, review competition, new book display, library story (library story), and library visiting month.

The MIN 1 Tulungagung library is working with the Tulungagung City Government to develop access to an Android-based library network and SLiMS collaborative learning between school library managers in the Madiun residency area to implement community-based literacy programs. The school invites other parties from the community to work together to make the existing literacy program successful, for example, the SLiMS training, which teachers and library managers in the Madiun residency area attend. SLiMS training is regularly conducted at the MIN 1 Tulungagung Library every two months. Library managers exchange information and share knowledge about library automation. Thus, libraries cooperate in providing input in order to create good library services.

The Head of the MIN 1 Tulungagung Library always provides guidance, direction, and motivation so that school literacy programs run effectively. The principal always maintains communication, coordination, and good relations between the implementation team, teachers, and madrasah leaders to create a good work unit and ensure the program runs effectively and efficiently.

## **CONCLUSION**

Based on the research results described above, library management as an alternative to strengthening the literacy culture at MIN 1 Tulungagung can be viewed from the management function in the management process. The management functions in the library include planning, organizing, implementing/ activating, and supervising the library. All management functions will realize optimal library management so that literacy in the library can also run well. Literacy in MIN 1 Tulungagung especially involving libraries, includes reading, writing, science, and mathematical literacy. Literacy activities in the library can be used as an effort or an alternative way of strengthening literacy which is carried out during class learning. If the library can create good management, literacy activities will also run optimally. Literacy activities that are implemented occur in collaboration between librarians and class teachers.

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