



# iManifesto yeLayibrari yeSikolo

ILayibrari yeSikolo ekuFundiseni nasekuFundeni koLuntu lonke

***ILayibrari yesikolo inika ingcaciso neengcinga ezisisiseko ekusebenzeni ngempumelelo kuluntu lwanamhlanje oluqamele ngengcaciso nolwazi. ILayibrari yesikolo ixhobisa abafundi ngezakhono zokufunda zobomi bonke yaye ikhuthaza intelekelelo, ibenze babe nokuphila njengabemi abanenkathalo.***

## UmNqophiso (Mission) weLayibrari yeSikolo

ILayibrari yesikolo ibonelela ngeenkonziso zemfundo, iincwadi namancedo enza lonke uluntu lwendawo enesikolo lukwazi ukuhlulisa ngengqiqo iingcinga yaye lube ngabasebenzisi bengcaciso abaphumeleleyo kuzo zonke iifomathi neendlela zonxibelelwano. ILayibrari zezikolo ziqhagamselelana neelayibrari namaziko onxibelelwano engcaciso banzi kakhulu ngokungqinelana nemigaqo ekwiManifesto yeeLayibrari zikaWonke-wonke ye-UNESCO.

Abasebenzi baselayibrari banika inkxaso malunga nokusetyenziswa kweencwadi kunye neminye imithombo yolwazi, ukususela kwiincwadi ezifundwayo kuye kutsho kwinkcazo-mbali (*documentary*) ngeziganeko ezithile, ukususela kwezo zishicilelweyo kuye kwezo zifunyanwa kwiikhompyutha, nokuba kukwiziko elo okanye kwiindawo ezikude. Ezi ncwadi zixhasa yaye zongeze kokukwiincwadi zezifundo (*textbooks*), kwizinto zokufundisa nakwiindlela zokufundisa.

Kuboniswe ngokuphandle ukuba xa oosolayibrari nootitshala besebenzisana, abafundi bafumana impumelelo ekumanqanaba aphezulu kulwazi lokubhala, lokufunda, kwimfundo, kwizakhono zokusombulula iingxaki nakwezengcaciso nonxibelelwano ngethekhinoloji.

Iinkonzo zelayibrari yesikolo mazibonelelwe ngokulinganayo kulo lonke uluntu olungqonge isikolo, kungakhathaliseki nto yabudala, yahlanga, yasini, yankolo, yabuzwe, yalwimi, yawonga lomntu ngokwemfundo nangokwasentlalweni. Makubonelelwe iinkonzo nezinto zokufunda ezithile kwabo bangakwaziyo ukusebenzisa iinkonzo nezinto ezisetyenziswayo ngokubanzi luninzi.

Ukwazi ukufikelela kwiinkonzo makususele kwisiBhengezo seHlabathi samaZwe ngamaZwe samaLungelo neNkululeko yoLuntu luphela yaye makungaze kuxhomekeke kuzo naziphi na izithintelo ezibangelwa ziindlela ezithile zokucinga (*ideological censorship*), zezepolitiki, okanye zezenkolo okanye luxinzelelo lwezoqoqosho.

## Imithetho elawula ukuxhaswa ngemali nonxibelelwano

ILayibrari yesikolo ingundoqo kuso ngasinye isicwangciso sexesha elide sophuhliso lolwazi lokubhala nokufunda, lwemfundo, sokubonelelwa ngengcaciso nophuhliso lwezoqoqosho, lwezentlalo nezenkcubeko. Njengoko ilayibrari yesikolo iluxanduva lwamagunya aloo ndawo (*local*) engingqi (*regional*) nakazwelonke (*national*), kumele ixhaswe ngemithetho nemigaqo-nkqubo ethile. ILayibrari zezikolo mazifumane inkxaso-mali eyaneleyo neyakuqhubeka ixesha elide ukulungiselela abasebenzi abaqeqeshiweyo, ukuthengwa kweencwadi nezinto ezisetyenziswayo, iithekhonoloji kunye namancedo abonelelwayo. Zonke ezi zinto mazifumaneke mahala.

ILayibrari yesikolo lihlakani eliphambili kunxibelelwano ngezengcaciso nelayibrari yaloo ndawo (*local*) yengingqi (*regional*) nekazwelonke (*national*).

Apho ilayibrari yesikolo yabelana ngamancedo ayo kunye /okanye ngemithombo yayo nolunye uhlobo lweelayibrari enjengelayibrari kawonke-wonke, iinjongo ezizodwa nezahlukileyo zelayibrari yesikolo mazivunywe yaye zigcinwe zisaziwa.

## linjongo zelayibrari yesikolo

Ilayibrari yesikolo iyinxenye ephambili nengundoqo kwinkqubo yemfundo.

Oku kulandelayo zizinto eziphambili nezingundoqo kuphuhliso lolwazi lokufunda nokubhala, lolwazi lokusebenzisa ingcaciso, lokufundisa, nokukhuthaza ukuthanda ukufunda nekuzezona nkonzo ziphambili nezingundoqo zelayibrari yesikolo:

- ukuxhasa nokukhuthaza iinjongo zemfundo njengoko zichaziwe kumnqophiso (*mission*) wesikolo nakwikharithulam;
- ukukhuthaza nokuxhasa ebantwaneni isiqhelo sokonwabela ukufunda iincwadi nokufunda okwenziwa esikolweni, ukusebenzisa ilayibrari ngalo lonke ixesha lokuphila kwabo;
- ukubanika amathuba okufumana amava ekuyileni nasekuveliseni izinto (*creating*) nasekusebenziseni ingcaciso yokuba babe nolwazi, babe nokuziqonda izinto, babe nentelekelelo yaye bakonwabele konke oku;
- ukuxhasa bonke abafundi ekufundeni nakwizakhono zokwazi ukwenza uvavanyo (*evaluation*) nokusebenzisa ingcaciso, kungakhathaliseki luhlobo, fomathi okanye jelo kubandakanywa neendlela zonxibelelwano kuloo ndawo;
- ukubonelela iindlela zokwazi ukufikelela kumancedo afumaneka kuloo ndawo, ngingqi, kwelo lizwe nakwihlabathi liphela namathuba okubonisa abafundi izimvo ezahlukeneyo, amava ngamava kwaneengcinga ezahlukeneyo;
- ukuququzelela izinto zokukhuthaza ukuqatshelwa kwezenkcubeko nezinto zasentlalweni;
- ukusebenza nabafundi, ootitshala, abakwezolawulo nabazali ukuba kufikelelwe kumnqophiso (*mission*) wesikolo;
- ukwazi ukuba inkululeko yasengqondweni nokwazi ukufikelela kwingcaciso zezona zinto zibaluleke kakhulu ekubeni abantu babe ngabemi abaphumeleleyo nabanenkathalo nabakwaziyo ukuthatha inxaxheba kwidemokhrasi;
- ukukhuthaza ukufunda namancedo neenkonzo zelayibrari yesikolo kulo lonke uluntu lwendawo enesikolo luphela kwanolo luthe qelele kuso.

Ilayibrari yesikolo yenza yonke le misebenzi ngokuthi iqulunqe imigaqo-nkqubo neenkonzo, ikhethe yaye ifumane amancedo, ibonelele izakhiwo yaye ibenze bafikelele ngengqondo kwimithombo yolwazi efanelekileyo, ibonelele amalungiselelo okufundisa yaye iqeshe abasebenzi abaqeqeshiweyo.

## Abasebenzi

Usoleyibrari wesikolo lilungu labasebenzi abawufundeleyo nabawuqeqeshelweyo umsebenzi wabo onoxanduva lokucwangcisa yaye alawule ilayibrari yesikolo, exhaswa ngabasebenzi abanolwazi nabafanelekileyo kangangoko oku kunokwenzeka, nosebenzisana nalo lonke uluntu olukuloo ndawo inesikolo yaye ekwaqhagamshelana nelayibrari kawonke-wonke kunye nezinye.

Indima yoosoleyibrari bezikolo iya kwahluka apha naphaya ngokwebhajethi kunye nangokwekharithulam neendlela zokufundisa zezikolo, kodwa ke bonke besebenza ngokulandela umthetho olawula ilizwe nemithetho yezimali. Kwiimeko ezithile, zikho iindawo ezifanayo zolwazi ekubaluleke kakhulu ukuba oosoleyibrari bezikolo baziphuhlise yaye baziqhube ngempumelelo iinkonzo zelayibrari yesikolo: amancedo, ilayibrari, nolawulo lwengcaciso nokufundisa.

## Ukwenziwa kwemisebenzi noLawulo

Ukuqinisekisa ngokwenziwa kwemisebenzi ngokukuko nekufanele uphendule ngayo:

- umgaqo-nkqubo olawula iinkonzo zelayibrari yesikolo mawuqulunqwe ngohlobo lokuba ucacise iinjongo, ezona zinto ziphambili (*priorities*) neenkono ngokunxulumene nekharityhulam yesikolo;
- Ilayibrari yesikolo mayiphathwe yaye igcinwe ngokungqinelana nemigangatho emiselwe olu hlobo lomsebenzi (*professional standards*) ;
- linkonzo zayo mazifunyanwe lulo lonke uluntu lwalo ndawo inesikolo yaye mayisebenze ngokweemeko zabahlali baloo ndawo.
- makukhuthazwe intsebenziswano nootitshala, abalawuli abakhulu besikolo, abezolawulo, abazali, abanye oosolayibrari neengcali zengcaciso kunye neekomiti zasekuhlaleni.

## Ukuphunyezwa kweManifesto

Ziyabongozwa izirhulumente ukuba zithi ngokusebenzisa ii-ofisi zabaphathiswa bazo bezemfundo, ziqulunqe iindlela, imigaqo-nkqubo nezicwangciso zokuphumeza imigaqo yale Manifesto. Izicwangciso mazibandakanye ukusasazwa kwale Manifesto kwiiprogram zoqeqesho lokuqala

noluza kuqhubeka qho loosolayibrari nootitshala.

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**Translated by:**

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