

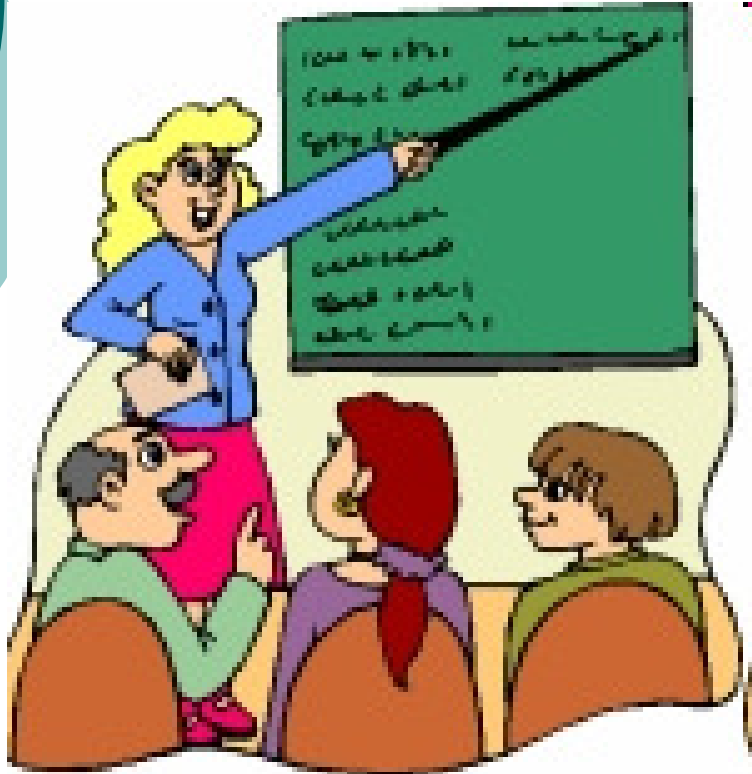
# Best practices: professional development for librarians

by  
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# Topics and Focus

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- professional development
- 2 basic principles outlined in IFLA document
- what best practices require
- learning activities
- the realities of CPE here
- the challenges

# What is professional development?

“Engaging in specific activities to update, upgrade, and increase competencies and skills so as to raise the value of our professional work continuously.”



Cited by Choy Fatt Cheong at <http://www.las.org.sg/pds-presentation.pdf>

# Development



- **Professional Development**  
to upgrade and improve the skills and knowledge
- **Industry Development**  
to keep the librarian informed of current developments in the information industry 
- **Self (personal) Development**  
to help the librarian improve on his/her work productivity, management skills, and personal development or well-being

Workshops

# Why?

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- The shelf life of a degree is approximately three years and declining.
- Maintaining competence and learning new skills is critical for every professional.



Cited in: [http://clips.lis.uiuc.edu/2002\\_10.html](http://clips.lis.uiuc.edu/2002_10.html)

# Basic Principles - 1

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The librarian is an active intermediary between users and resources. Professional and continuing education of the librarian is indispensable to ensure adequate services.



# Basic Principles - 2

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The responsibility for continuing education and professional development is shared by:

- individual practitioners
- their employing institutions
- professional associations,
- government regulating agencies, and
- library/information science education programs



## Best practice...

- Professional development also has to be enabled for both personal and profession-wide growth and improvement
- Individuals, institutions, and professional associations all bear responsibility for periodic assessment of learning needs

calls for regular performance-related learning needs assessment



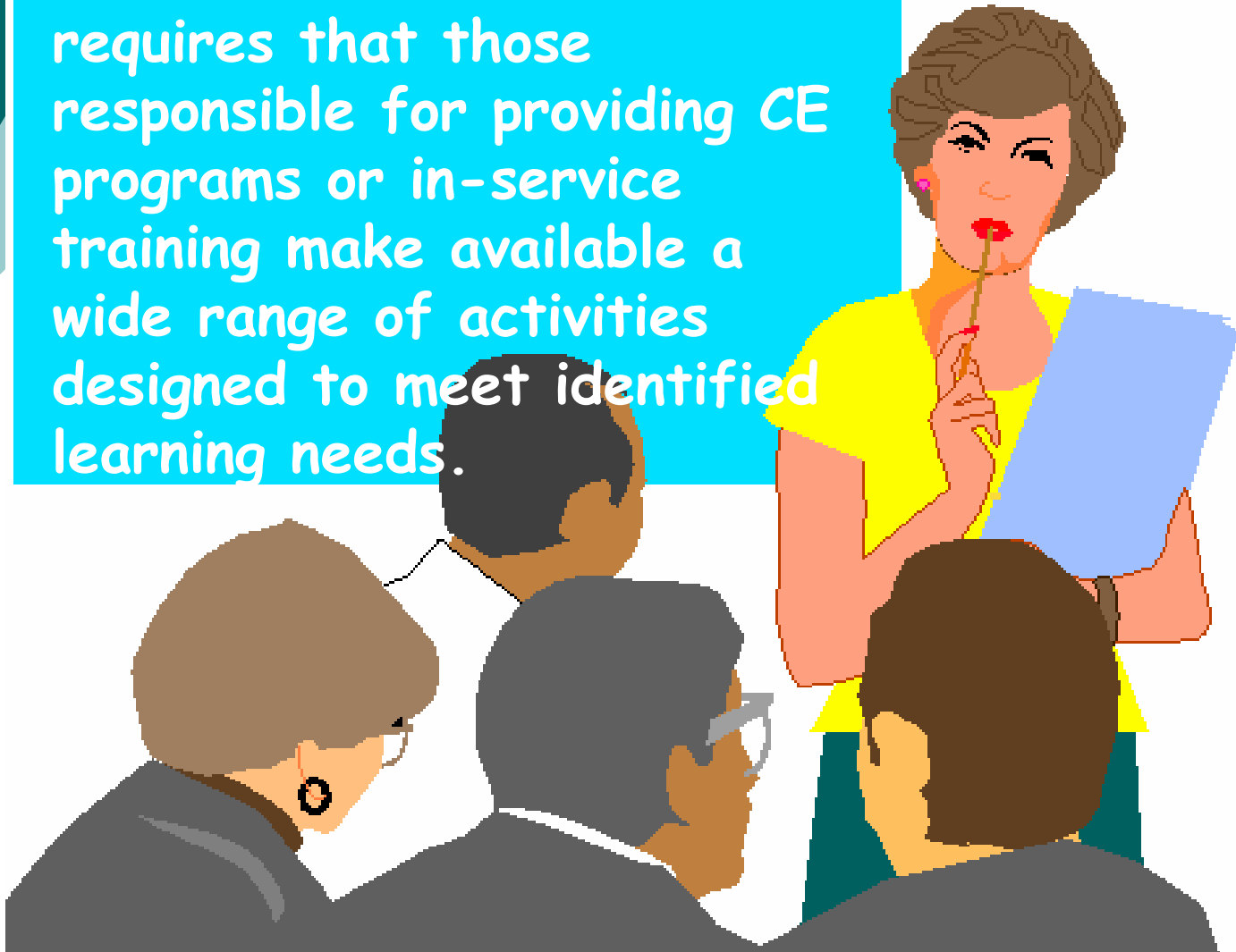
*Cited in: [www.ifla.org/VII/s43/pub/cpdwl-qual-guide.pdf](http://www.ifla.org/VII/s43/pub/cpdwl-qual-guide.pdf)*



## Best practice...

Learning resources should be available in the workplace

requires that those responsible for providing CE programs or in-service training make available a wide range of activities designed to meet identified learning needs.



# Learning activities...



keeping current with new developments, issues, and gaining expertise and more knowledge/skills by:

- Attending formal courses or distance-learning programmes, tutorials, etc.
- Independent self-study
- Reading professional literature in print or online such as e-newsletters, web-based resources (magazines, journals, full-text articles)
- Job rotation

# Learning activities...

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- Attending professional conferences, especially those sponsored by library associations, publishing groups, or academic societies related to your work or subject specialization
- Joining sponsored training sessions on additional skills
- Monitoring new developments in the field by joining appropriate list-servs, e-discussion groups, and networking

# Learning activities...



- Participating in conferences, seminars, fora, etc. as speaker, facilitator, reactor, trainor or mentor
- through scholarly research, writing, and collaboration with other librarians, information professionals, and publishers
- Study visits of local/international libraries
- Visiting major trade exhibitions/book fairs

# Competencies and Skills

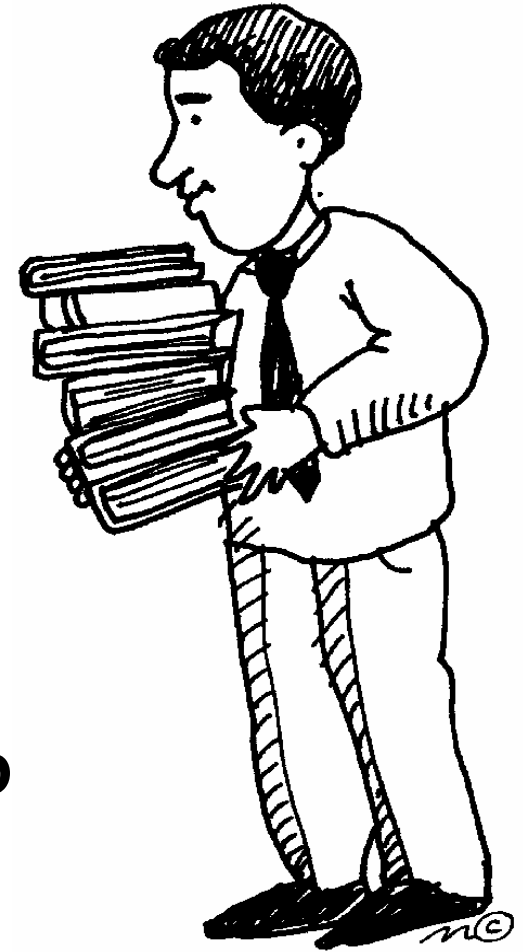
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1. Administrative/management skills
2. ICT skills
3. Curriculum knowledge
4. Information literacy integration skills
5. Leadership skills
6. Assessment/evaluation skills
7. Presentation skills
8. Promotion/marketing skills
9. Subject expertise
10. Research/writing skills
11. Teaching skills

## Best practice...

- requires that formal CE offerings be presented by experts who are also good instructors.
- Systems of CPD should provide train-the-trainer opportunities.
- Employers should strive to create a supportive environment wherein staff are encouraged to apply what they have learned.



## Best practice...

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Also requires  
administrative  
commitment!

- requires that an adequate percentage of an institution's personnel budget be allocated to staff development
- requires that employers give staff paid time off to attend conferences and workshops relevant to their jobs
- and also allow for part of their work time to be spent on learning (minimum of 10% of working hours is IFLA-recommended)

Cited in: [www.ifla.org/VII/s43/pub/cpdwl-qual-guide.pdf](http://www.ifla.org/VII/s43/pub/cpdwl-qual-guide.pdf)

## Best practice...

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Use evaluation results to improve future CE offerings

requires that CE providers gather feedback from their learners not only at the conclusion of CE events, but also conduct periodic follow-up evaluations to determine what effect the CE has had on practice

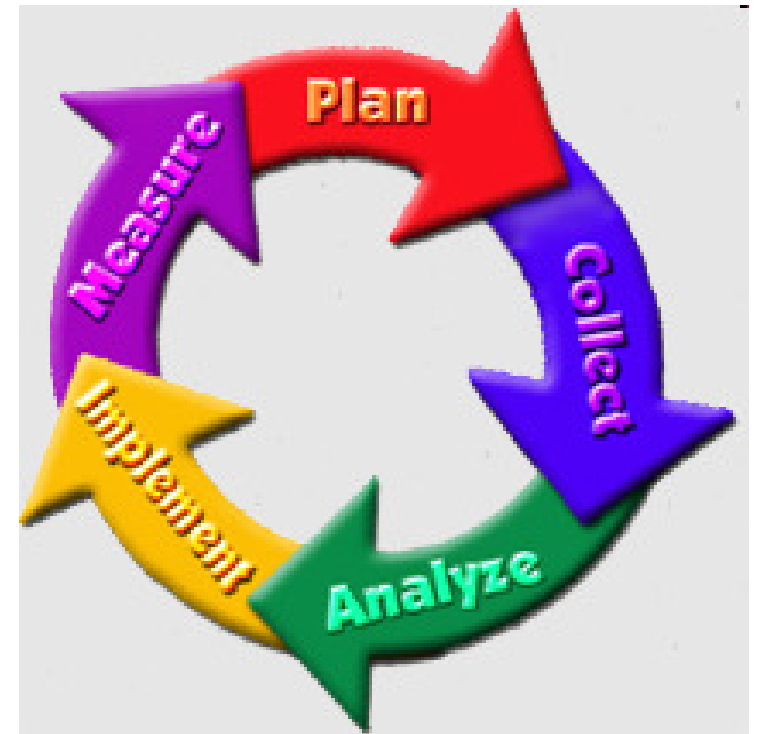




## Best practice...

Such studies should be disseminated/shared

requires that there be regular benchmarking studies of best practices in staff development, matched with quality assessment of the participating institutions



# The Realities - What we do not have...

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- Funding organizations that offer financial and intellectual support for continuing education efforts
- Professional formal training centers for librarians for continuing education
- Postgraduate training centers offering formal courses
- Professional retraining program



# The Challenges -

## What do we need...

To encourage professional librarians to continuously keep up-to-date to be effective practitioners

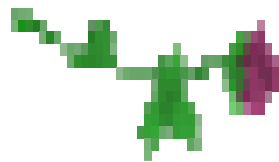
To provide common benchmark for continuous training & development

To provide recognition to professional librarians who keep up-to-date with their practice



# Questions?

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