

# LearningExchange

December 2016

“School ends, but education doesn’t.”

Volume 33, Number 2

## They’ll Show You the Way

Dustin Fife  
Director of Library Services  
Leslie J. Savage Library,  
Western State Colorado University

In August of this year, I was lucky enough to start a new job. I was hired to be the Director of Library Services for Western State Colorado University (Western). Western is a small public university in southwest Colorado. It is a unique community in a unique place; the elevation is high and the temperatures are low, but most importantly, people genuinely love working here. The Western community, faculty, and staff have created a palpable sense of commitment, and it has been my pleasure to join their team.

I bring up the strong environment at Western partially because it terrifies me, and I want everyone to know that it is okay to be terrified, but also because it created an amazing opportunity for me. Joining an organization that has strong shared values, a healthy environment, and stellar employees can be exciting, and a blessing of course, but also terrifying. Why? Because it will be immediately evident if you screw things up. I know, I know - I’m complaining about having an incredible staff and healthy work environment. Not complaining, just saying that sometimes it’s easier to start in a dumpster fire, because you can only go up from there.

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### **New ideas to share?**

Send your articles to the editors at

[editor@alalibrary.org](mailto:editor@alalibrary.org)

## Library OnConference launches new podcast, “Just On Time.”

Gwyneth Stupar  
Adult Services Librarian  
Barrington Area Library

Library OnConference ([www.liboncon.com](http://www.liboncon.com)) recently launched “Just On Time”, a podcast aimed to inspire library staff and other professions alike. Barbara Alvarez and Gwyneth Stupar have successfully co-hosted three free virtual national conferences for librarians, called The Library OnConference.

The Library OnConference began with an idea. Alvarez and Stupar separately participated in the I-LEADU program through the Illinois State Library. This program exposes future library leaders to new technologies and ways of thinking by supporting small projects through grant funding and speakers. In 2014, Alvarez and Stupar not only trained colleagues in livestreaming on Google Hangouts, but also gave a short presentation on livestreaming for the Public Library Association’s Sparktalks.

It became clear that providing a platform for librarians to livestream was not only relevant, but also an unexplored territory for continuing education. On Tuesday, August 26th, 2014, David R. Lankes, Director of the University of South Carolina’s School of Library & Information Science, provided a livestreamed keynote. Small group hangout sessions based on various topics were led by nine different moderators. Prior to conference day, Alvarez and Stupar hosted training sessions for librarians who had signed up but wanted confirmation their equipment would work

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Editor: Colleen Hooks

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Web site:

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**SUBSCRIPTION** questions (e.g. missing issues, address changes) should be sent to:

Kimberly Redd

ALA/LearnRT

50 E. Huron Street

Chicago, IL 60611

Fax: 312-280-3256

**CONTENT** questions should be sent to:

LearningExchange Editor

[editor@alallearning.org](mailto:editor@alallearning.org)

**GENERAL** questions about LearnRT should be sent to:

[info@alallearning.org](mailto:info@alallearning.org)

# Pat Carterette Professional Development Grant

There's nothing like attending a library conference or workshop to spark new interest, excitement and motivation in a library employee. That's why Pat Carterette, a former Staff Development specialist, was always in the forefront of encouraging people to sign up, go...learn something new!

In her memory and to help further that legacy, the Learning Round Table of the American Library Association is offering the Pat Carterette Professional Development Grant. The grant winner will be awarded up to \$1,000 to attend a continuing education event. Monies can be used to cover registration, travel, lodging or other expenses.

To apply fill out an online application before February 15, 2017. For more information and the application, see: <http://www.ala.org/learnrt/pat-carterette-professional-development-grant>

Grant applications and supplemental documents are due by February 15, 2017. The selected recipient of the grant will be notified prior to the ALA Annual Conference in June and the award will be presented during the LearnRT Training Showcase at the ALA Annual Conference.



*Pat Carterette in Portugal (nd)*

# President's Message

## Crystal Schimpf, Learn RT President

The end of the calendar year is a time for reflection of the past 12 months; it's time to take a moment to reflect on what we've accomplished and also to look ahead to the future.

In the past year, we have increased member involvement on committees, including the Conference Program Committee. We have encouraged more members to share their professional knowledge in educational programming, including the Training Showcase at the ALA Annual Conference and online at the Supervisor Success Symposium. We have also seen more member representation and participation on other ALA Committees, Assemblies, and Task Forces.

All of this leads us into 2017 with renewed energy for our mission to promote quality continuing education, staff development for all library personnel, and to help you network and exchange ideas with other staff development and continuing education providers. The 2017 class of ALA Emerging Leaders will begin their work in January, and LearnRT is sponsoring Anneliese Tillman from Midland, Texas. Anneliese will serve on a team of leaders and will be working with LearnRT to develop conference presentation guidelines and a presentation review service to help librarians design more effective programs for ALA conferences.

We are entering 2017 with a new face on the LearnRT executive board. Dustin Fife has joined the board as Vice-President/President-Elect to replace Julia Huprich who left in October to pursue a career in eLearning design outside of libraries. Please join me in welcoming Dustin, who brings experience as a former president of the Utah Library Association, and who is also currently leading

our LearnRT Marketing & Communication Committee.

This is also a good time to reflect on your own work, and look to the future. How have you influenced staff development and continuing education in your organization over the past year? What do you hope to accomplish in the year to come? Even small steps to develop new opportunities for learning can help build capacity in our libraries to better meet the needs of those we serve. I hope you'll find new ways to bring learning into your organization in the year to come, whether in a formal training classroom or by supporting an informal learning environment. If you have any stories of successful staff development, please consider sharing them with other LearnRT members by writing an article for the Learning Exchange Newsletter, posting an email to our listserv, or hosting a table at the LearnRT Training Showcase at the 2017 ALA Annual Conference.

If you are seeking funds to attend a workshop or conference in late 2017 or early 2018, I hope you'll consider applying for the Pat Carterette Professional Development Grant. This award is given out annually by LearnRT, and provides up to \$1,000 to the recipient to participate in continuing education activities. The application is available now, and the deadline to apply is February 15, 2017.

Our next big event is the ALA Midwinter Meeting, January 20-24 in Atlanta, Georgia. The LearnRT Board Meeting is Sunday morning at 8:30AM, and all are welcome to attend. Stay tuned for details about an informal social gathering for LearnRT members, and other opportunities to get involved.

## ALA Midwinter - Learn RT Meeting

Sunday, January 22, 2017. 8:30-10:30 am  
Georgia World Congress Center (GWCC) A408

## *The Way Continued from Page 1*

However, good things come from joining a healthy organization. The best part of joining a strong library team for me, has been that there was no need for me to start quickly.

I had the time to listen and learn from the people at Western (which hopefully I am still doing). I was able to work with all of the people at my library to learn about our institutions strengths and weaknesses. I had the opportunity to let all of the full-time staff train me on each of their areas of responsibility and expertise. And with that, I am finally getting to the point of this article. By having the staff educate and train me, I learned about their particular preferences for training.

Each staff member was different as they walked me through their responsibilities and showed me how the library had been working for them. Some were incredibly hands on, they wanted me to come to their offices and walk through their procedures and work on projects with them; others created presentations to go over their duties and how they accomplished their goals; still others wanted to have more theoretical conversations about what was possible now that leadership had changed, and some clearly felt uncomfortable training their new supervisor. Regardless, by letting them be the trainers, I was given insight into how their minds operated, how they learned best, and how it was going to take a varied approach to reach the whole team. When you let staff train, it gives insight into how they learn and what they see to some extent, as the ideal form of leadership.

Now, we cannot all start a new job every time we want to assess our staff and training methods, but if you happen to be starting a new job, take the time to be trained by your new team. Take notes about how they train you and what seems to connect with them. It will give insight into your new team and hopefully making training easier and more dynamic in the future. If a new position is a long-ways off, maybe consider mixing up who is doing the training in your organization. Fresh faces and fresh topics can bring a lot of power.

## *On Time Continued from Page 1*

on conference day.

In total, there were 60 registrants from across the United States, 1 from Canada, and 300 livestream views on that day alone. Lankes' recording can be viewed today on the Library OnConference YouTube Channel.

Beck Tench was the keynote for the second conference, and a formal application process helped in the selection of moderators for small groups sessions. North Dakota State Librarian, Mary Soucie applied, thus expanding conference reach even further! As the conference grew so did planning, and Alvarez and Stupar enlisted moderators to provide the Google Hangouts training to their own registered small group participants. This conference yielded 40 small group attendees and 185+ keynote views.

The third conference was different, in that Alvarez and Stupar were awarded \$2400 by RAILS (Reaching Across Illinois Library Systems) for speaker costs, and conducted a wide search for a keynote speaker making a difference in libraries. Peter Wardrip from the Children's Museum of Pittsburgh was invited. Moderators of small group sessions were also compensated, but instead of having people register for sessions, the hangout sessions were set up on a first come, first served basis. The largest conference of the 3 yielded 1167 YouTube views and 30 small group session attendees. Aside from these quantitative stats, feedback from participants described the conference as "fun, free, organic, creative, easy, inspirational"; "interesting and informative"; "loved the opportunity to view the presentation and then chat a specific time. Very convenient for my schedule" and "great opportunity for career development from the comfort of my desk."

Barbara Alvarez, Gwyneth Stupar, and Emily Vinci are currently planning a forth Library OnConference, expanding upon the goals behind the initial conference with a national interest. Please visit [www.liboncon.com](http://www.liboncon.com) to sign up for the newsletter and listen to "Just On Time".

# Things to See and Places to Eat in Atlanta

Colleen Hooks, Editor



*Atlanta at Sunset*

Photograph by Steve Hardy <https://www.flickr.com/photos/rockmixer/2806330093/>

## Atlanta Sights

### Center for Civil & Human Rights

This museum is a place everyone should visit at least once in their lifetime. Learn about The American Civil Rights Movement and its significance for the progress of human rights across the world.

*100 Ivan Allen Jr Blvd NW, Atlanta 30308*

### Atlanta History Center

33 acres of exhibits, historic houses (including the Margaret Mitchell House), gardens and fun stuff to do!

*130 West Paces Ferry Rd NW, Atlanta 30305*

### Atlanta Botanical Garden

With gorgeous indoor and outdoor plant and flower collections spanning 30 acres, this is a great place to relax and get away for a while.

*1345 Piedmont Ave NE, Atlanta 30309*

### Jimmy Carter Library & Museum

Interactive displays, photographs & historical memorabilia from the Carter presidency.

*441 Freedom Pkwy NE, Atlanta 30307*

### Ponce City Market

A marketplace in a vast historic building with lots of great options for eating, shopping or meeting up with friends for drinks.

*675 Ponce De Leon Ave NE, Atlanta 30308*

## High Museum of Art

A cool art museum to begin with; they are also currently featuring an Art of Eric Carle exhibit!

*1280 Peachtree St NE, Atlanta 30309*

## Atlanta Bites

### Colonnade

Around since 1927, the Colonnade is great southern style fare with huge portions and some of the best fried chicken you'll ever eat.

*1879 Cheshire Bridge Rd, Atlanta 30324*

### Silver Skillet

A restaurant with vintage flair, offering a southern style menu. Their breakfast is great, but their pie is out of this world.

*200 14th St, Atlanta 30318*

### Soul Veg

Vegan soul food so good, you won't miss the meat! Their collard greens, vegan mac and cheese and country fried "steak" are oh so yummy.

*652 N Highland Ave NE, Atlanta 30306*

### Umi

Mouth-watering modern Japanese cuisine, great cocktail and drink options, and some of the best sushi you'll find in the city!

*3050 Peachtree Rd NW, Atlanta 30305*

# New Guidelines for Continuing Professional Development: Principles and Best Practices

*Jana Varlejs, Professor Emerita, Rutgers School of Communication & Information*

When “Nobody’s Baby: A Brief Sermon on Continuing Professional Education” appeared in *Library Journal* in 1965, it set off a chain of events that gave rise to the Continuing Library Education Network & Exchange (CLENE), now ALA’s LearnRT, and also led to the International Federation of Library Associations-Continuing Professional Development & Workplace Learning (IFLA CPDWL) section. Along the way, it seemed as though the baby had become everybody’s adopted child, whether or not the parents were qualified to provide a good home. By 1988, ALA was concerned enough about this for the Council to adopt Guidelines for Quality in Continuing Education for Information, Library and Media Personnel. As far as I know, those guidelines have never been updated, and are not available online.

LearnRT has a long and distinguished history of promoting excellence, through its programs, including train-the-trainer and the annual Training Showcase. Though the newsletter and conference events are valuable, they are not designed to provide a comprehensive framework for promoting quality in professional development for library/information staff. Seeking to define quality for ongoing learning for the field, CPDWL developed a statement of principles and best practices in 2006. Now that document has been updated, enlarged, endorsed and published by IFLA on its website: <http://www.ifla.org/publications/node/10532>.

The revision is based on an extensive literature review and input from leaders across the world. It includes resources useful to continuing education providers as well as to individual learners.

The five main divisions of the Guidelines are addressed to learners, employers, associations and other institutions, library/information science educators, and all types of providers. For each of these audiences, there is an umbrella principle, a rationale, examples of best practice, and a summary. To give you an idea of the content, principles with rationales (in British English) are outlined below. CPDWL hopes you will use the parts of the IFLA Guidelines that are relevant to you. Please share your feedback!

[\[varlejs@rutgers.edu\]](mailto:varlejs@rutgers.edu)

## **1.0 The learner**

### **1.1 Principle:**

The individual library and information professional is primarily responsible for pursuing ongoing learning that constantly improves knowledge and skills.

#### **1.1.1 Rationale:**

Ethics codes generally include statements such as “Librarians and other information workers strive for excellence in the profession by maintaining and enhancing their knowledge and skills” (IFLA, 2012a). Individuals are responsible to themselves, their profession and society.

## **2.0 The employer**

### **2.1 Principle:**

Employers of library/information personnel are responsible for providing staff development programmes and support for continuing education specialised continuing education opportunities granting programmes may also offer specialised continuing education opportunities to the profession.

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*Guidelines Continued from Page 6*

### **2.1.1 Rationale:**

“The librarian is an active intermediary between users and resources. Professional and continuing education of the librarian is indispensable to ensure adequate services” (UNESCO/IFLA, 1994). It follows that the organization responsible for providing service to its clientele is also responsible for enabling staff to maintain competencies and to continue to learn.

## **3.0 Professional associations, consortia, government agencies, and other bodies with library development responsibilities**

### **3.1 Principle:**

In the interest of advancing the profession, associations and other organizations are active providers, advocates, and arbiters of continuing professional development quality.

### **3.1.1 Rationale:**

Professional associations can build consensus for quality by enabling the adoption of guidelines and systems such as provider approval programmes and recognition of members’ professional development achievements; government bodies may be responsible for administering certification/licensure programmes.

## **4.0 Library/Information Science (LIS) degree-granting programmes**

### **4.1 Principle:**

LIS educators motivate their students to continue learning after graduating, and are themselves lifelong learners. They conduct and disseminate research on continuing education and staff development, act as instructors/presenters in their areas of expertise, and advise on policy. LIS degree-granting programmes may also offer specialised continuing education opportunities to the profession.

### **4.1.1 Rationale:**

Behaviours and attitudes are shaped by pre-service professional education; research is needed to provide evidence of the effect of high quality continuing professional development on the improvement of services.

## **5.0 All providers**

### **5.1 Principle:**

Providers of continuing learning activities, programmes, or products follow best practices for design, implementation, and evaluation.

### **5.1.1 Rationale:**

Employers, professional associations, governmental or other organizations; information industry; higher education institutions; and entrepreneurs who offer continuing education have a vested interest in, and responsibility for successful outcomes for learners, their institutions, and the publics they serve.

