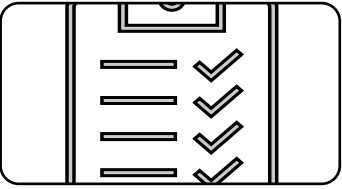
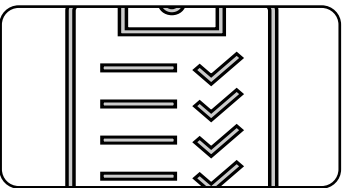
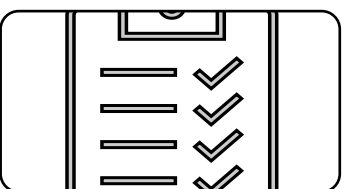
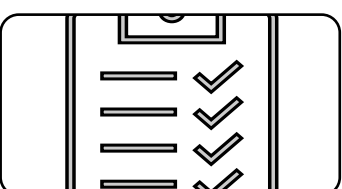


MSL Continuing Education and Certification Task Force (2022)

Goal Development

This worksheet provides a view of the changes in goals for the MSL Continuing Education and Certification Program. As we consider updates, please use this list and questions for guidance.

	Few <ul style="list-style-type: none">• Can there be fewer goals?
	Clear <ul style="list-style-type: none">• Can the goals be made explicit, unambiguous, and understandable?
	Actionable <ul style="list-style-type: none">• Can MSL support the goals through existing resources and systems?• Can directors, staff, and trustees access the program?
	Measurable <ul style="list-style-type: none">• Can we establish benchmarks for success?• Is it clear what success looks like for MSL and for program participants?

MSL Continuing Education and Certification Task Force (2022)

Original 1990 Goals	1999 Program Goals	Current Program Goals	Questions/Notes
<p>Improve library service throughout the state</p>	<p>Improve library services throughout the state</p>	<p>Promote continuing education and its impact for quality library services</p>	
<p>Motivate public librarians and library staff members to acquire, maintain, and develop their skills through basic and continuing education</p>	<p>Assist public library directors in meeting the library certification standards adopted by the Montana State Library Commission</p>	<p>Bring the Montana Library Certification Program into line with more recent competencies and certification programs such as Western Council and ALA</p>	

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Original 1990 Goals	1999 Program Goals	Current Program Goals	Questions/Notes
<p>Recognize public librarians and library staff who, on a continuing basis, update their knowledge and skills in order to provide better library services to their patrons</p>	<p>Motivate librarians, library staff members, and library trustees to acquire, maintain, and develop their skills through basic and continuing education</p>	<p>Improve recognition for librarians who participate and libraries that encourage staff to continue learning by:</p> <ul style="list-style-type: none"> • Improving how certified librarians are recognized • Differentiating between minimum and extraordinary efforts • Making the program certificate a useful tool for hiring and promotion 	

MSL Continuing Education and Certification Task Force (2022)

Original 1990 Goals	1999 Program Goals	Current Program Goals	Questions/Notes
Improve the public image of librarians and libraries	Recognize librarians and staff members who, on a continuing basis, update their knowledge and skills in order to provide better library services to their patrons	Develop a track for public library directors that: <ul style="list-style-type: none"> • Requires continuing education for all public library directors • Is more meaningful for what they need to know 	
Provide guidelines for public library board to use to select and retain personnel	Improve the public image of librarians and libraries	Develop a voluntary track for trustees and/or library boards	
	Provide guidelines for governing boards to use to select and retain personnel	Clarify ambiguous sections of the program	