

MSL Continuing Education and Certification Task Force (2022)

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Description

This document summarizes **SELECTED** data and comments from a survey sent out on October 18, 2022. As of Monday, October 31, 2022, 75 responses were received.

- [Survey Link](#)

Purpose

This document is intended to 1) provide a preview of data for discussion by the Continuing Education and Certification Task Force and 2) encourage the Task Force to generate questions for discussion at the November 7, 2022, meeting.

Please contact [Colet Bartow](#), MSL Continuing Education Coordinator, with any questions.

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Goals - Proposal Comments

2. Do the goals meet the criteria to be few, clear, actionable, and measurable?

[More Details](#)

● Yes	54
● No	4
● Maybe	17



All Comments

What other goals or comments would you like to add for the Task Force to discuss?
Perhaps there should be a goal about obtaining necessary skills to perform one's job.
Maybe consider forming a committee to do this instead of expecting survey respondents to do the work?
importance of paraprofessional library staff
I would be interested in seeing the numbers - how many reached by the outreach, how many recognized, and watch for changes on the dashboard.
Discuss whether a goal of the program should also be to provide those opportunities for continuing education.
Include trustees in the overall goals (re: new standards).
It would be wonderful if the State staff could add to Aspen major conferences such as PLA or MLA.
It would be great to include Library Management or Personnel Management as being encouraged topics. Most librarians don't get much management instruction in MLIS programs. It's so important for anyone who wants to be a supervisor or library director someday.
Focus more on trustees. They change all the time. Get to the basics first: Legal matters, incl. MCA, Finances (different models of financing), Policies.
User experience within aspen. Many staff find it difficult to use
On the MSL webpage, in the about the library section there is a pie chart with three MSL-wide goals: Engagement, Innovation, and Infrastructure. It would be nice to see these for MSL somehow added in to the Continuing Education goals. I see that CE is not listed in the pie chart, because I think that it has the ability to encompass all three MSL-wide goals.
ways to build more continuing education time into roles
The quality/purpose of some of the credits regarding contemporary librarianship could be considered. For example, having required DEI training and support for the freedom of information would be a positive thing.
I like the definition in #7. It is clear. Trainings during Covid were amazing. Outside of Covid I am finding that I really don't have enough time to add much, without getting behind in the work that I have to do as a library director. Please don't make the continuing education more complicated or time consuming than is absolutely necessary.

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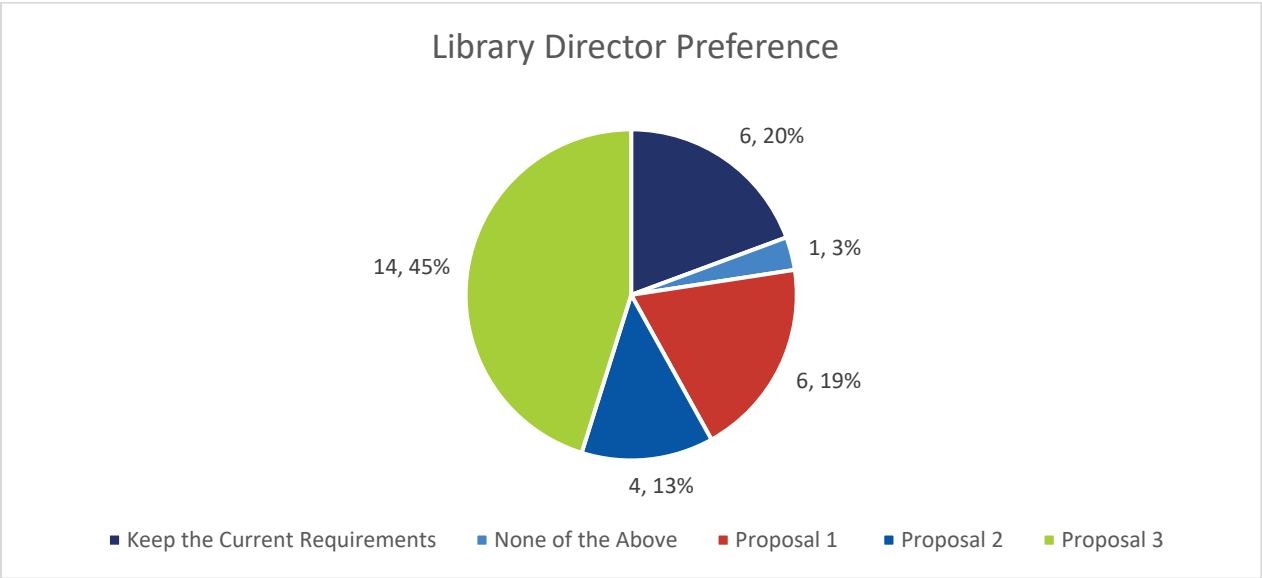
What other goals or comments would you like to add for the Task Force to discuss?
For Teacher-Librarians who opt to participate in this program, a master's degree in a subject area that is not an MLS/MLIS, should have the same standing as an MLS or MLIS.
In my opinion most of the Continuing Education courses are great and the presenters are very knowledgeable. One thing might be more technology courses for the updated computer and electronics.
Providing one portal or page on the State Library website to access all available continuing education.
Measurement of impact and evaluation of programs.
How will the impact of completed CE be experienced by libraries, personnel, and patrons?
There should be a goal that focuses on the benefits of CE for Librarians, Trustees and Staff, not just on library services.

For Discussion

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Library Administration Proposal Comments

Role = Library Director



Library Director Comments

These comments are only from respondents who chose Library Director for “role.”

Please explain your choice or provide another proposal for the task force to discuss.
simplest & most flexible
I waffled between 2 and 3. And finally decided that 3 with the renewal is the best option. I believe that people gravitate towards what interests them and will retain and get more out of classes that they wish to take. I, myself, will probably still end up with mostly Library administration credits because that is always the area that I would like to develop in my personal professional development.
Librarians need to be experienced in all areas.
I like increasing electives while still maintaining a requirement for a diversity of courses.
Though I like to have the different areas and like to maintain a balance in my training--I can see where have the independence and flexibility to go narrow, broad, or out of the box could really benefit a library director to address specific issues or solve problems for their libraries.
Often classes that will help me with specific situations in the library aren't in the category that I need more credits in. This option will give us more flexibility to learn about items we are dealing with.
Once the initial Administrative credits have been earned, this option provides value to all elective credits. Administrators aren't limited to what trainings and courses to attend to recertify.
4 years it a good amount of time to receive your certification initially. Requiring directors to take the same number of credits every 4 years seems redundant. But, using that same amount of time after our initial certification to choose which credits will work for us is better. We will know where our strong points are and where we need more education.
In general, it is sometimes harder to find library administration credits. It' always easy to find services to the public that would be useful. But I would rather take classes/meetings that are useful to our situation than just filling credit requirements.

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Please explain your choice or provide another proposal for the task force to discuss.
This is a great balance of library administration and electives. Thank you!
Proposal two seems to offer the most flexibility
It may be hard to find quality electives in each track when you are focused on obtaining the administration track, requiring some hours in each track would be useful. I do like #3 in that there is a renewal clause, that could be very beneficial for each proposal.
I think the admin credits are the most useful, but having others as required is still important.
After initial certification it would be nice to look for trainings that are of use rather than not doing trainings because you need more credits in a specific category. Every single training comes out of the library's budget. 60 hours of training represents 2 weeks of payroll for us. At 30 hours per week I don't have extra time. I really need trainings to be pertinent to the needs of the library. I also found in the last certification cycle that I had to search pretty hard for trainings that weren't too old to use.
I prefer number 3 because I can use the education requirements in more of what is specific for our little library
It acknowledges that library administration is critical and also accounts for flexibility with renewals so that it can be adjusted to the most pressing need during the track.
Although some trainings might not be truly applicable to every library (especially super small ones) administrators should be exposed to all of the curriculum topics in order to be well-rounded and knowledgeable about their field.
I agree with increasing Library Administration, while keeping requirements to include all the other categories at a lower amount still requires diversity in credits taken the best option.
Desire to create a well-rounded Administrator.
I feel like Library staff know where they need the most help.
This shouldn't be a one size fits all. Each Library Director's position is different because of the size and number of employees of the library. First and second year Directors don't have a clue what they need to know for CE. they just don't understand their job and what they need to know to perform their job. After 4 years and certification Director then have a better understanding of what they need to know to perform. However, there is a difference between what a Director of a large library, such as Billings, needs to know to perform their job and what the Director of a one-person library needs to know. The one person needs to know all the sub areas. I disagree with the amount of Library Administration that is being proposed. Multiple employee libraries' Directors might need more administration, but the one-person library needs as much technology and collection development as administration. It doesn't make sense to overbear the administration for them. Actually a well-rounded Director needs all the sub areas to understand the jobs of the employees to make the better decisions and understand why the employees are making those decisions. Asking a one to two year Director to understand what CE needs are needed is purely unrealistic and unfair to Directors who have more years in. One must always understand that there is a humongous difference in the job of a Director of a large library and a Director of a one-person library.
Directors of small, tiny, and solo libraries tend to work in ALL areas, particularly day-to-day tasks of keeping a library functioning. We spend most of our time in customer service, collection management, and tech, and less on admin. We need MORE classes in the non-admin categories, not less. MSL either needs a More balanced admin track or a separate Tiny/Solo [Generalist] Library track that balances ALL the categories while allowing electives [say, 12A/12LSP/12CM/12T/12EL, or 15A/12LSP/12CM/12T/9EL], or specify that Directors/Administrators in Small/Tiny/Solo positions are not required to certify in the Admin category. Additionally, many of MSL's admin trainings, are less useful to Administrators in Tiny/solo situations, as they are designed from a large library perspective.

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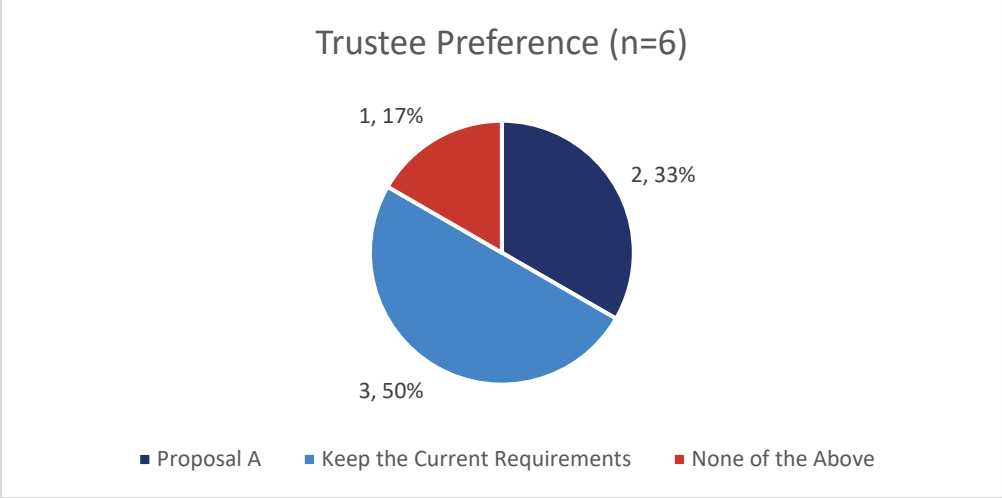
Vote Summary (Library Administration Track)

Role	Count of Vote
Assistant Director	1
Proposal 2	1
Librarian	1
Proposal 2	1
Library department head	1
Keep the Current Requirements	1
Library Director	31
Keep the Current Requirements	6
None of the Above	1
Proposal 1	6
Proposal 2	4
Proposal 3	14
Library Staff	28
Keep the Current Requirements	7
None of the Above	1
Proposal 1	10
Proposal 2	3
Proposal 3	7
MSL Staff	2
Proposal 1	1
Proposal 2	1
school librarian	1
Keep the Current Requirements	1
Teacher Librarian	1
Keep the Current Requirements	1
Teacher-Librarian	1
Proposal 2	1
Trustee	6
Keep the Current Requirements	1
Proposal 1	2
Proposal 3	3
(blank)	3
None of the Above	1
Proposal 2	2

MSL Continuing Education and Certification Task Force (2022)

Trustee Proposals

Role = Trustee



Trustee Comments

These comments are only from respondents who chose "Trustee" as their role.

Please explain your choice or provide another proposal for the task force to discuss.
This gives a chance for elective credits in addition to Administration credits.
They're volunteers. Keep them happy by giving them something everybody likes: a choice! Allow them to follow their interests. Forcing volunteers to jump through a lot of hoops drives them away...
Is this voluntary? I think it should be. Also, there is a proposal where a quorum of the board must do 3 hours of CE credits during our meetings and document it. Board members in rural Montana travel great distances to attend meetings and this is unworkable. We don't have time. We also spend countless hours each year volunteering at library projects. We are unpaid but do this because we love our libraries. Give us a break! The format for making comments is challenging.
Don't need the extra stuff for trustee
Allowing electives broadens perspective. I learned more in technology than from LA

Vote Summary (Trustee Track)

Role	Count of Votes
Assistant Director	1
Keep the Current Requirements	1
Librarian	1
Keep the Current Requirements	1
Library department head	1
Keep the Current Requirements	1
Library Director	31
Keep the Current Requirements	16
None of the Above	6
Proposal A	8

MSL Continuing Education and Certification Task Force (2022)

Role	Count of Votes
(blank)	1
Library Staff	28
Keep the Current Requirements	18
None of the Above	3
Proposal A	7
MSL Staff	2
Keep the Current Requirements	1
Proposal A	1
school librarian	1
Keep the Current Requirements	1
Teacher Librarian	1
Keep the Current Requirements	1
Teacher-Librarian	1
Keep the Current Requirements	1
Trustee	6
Keep the Current Requirements	3
None of the Above	1
Proposal A	2
(blank)	3
Keep the Current Requirements	3

For Discussion