MSL Continuing Education and Certification Task Force (2022)

Contents

Description

This document summarizes **SELECTED** data and comments from a survey sent out on November 9, 2022. As of Monday, November 21, 2022, 40 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 28, 2022, meeting.
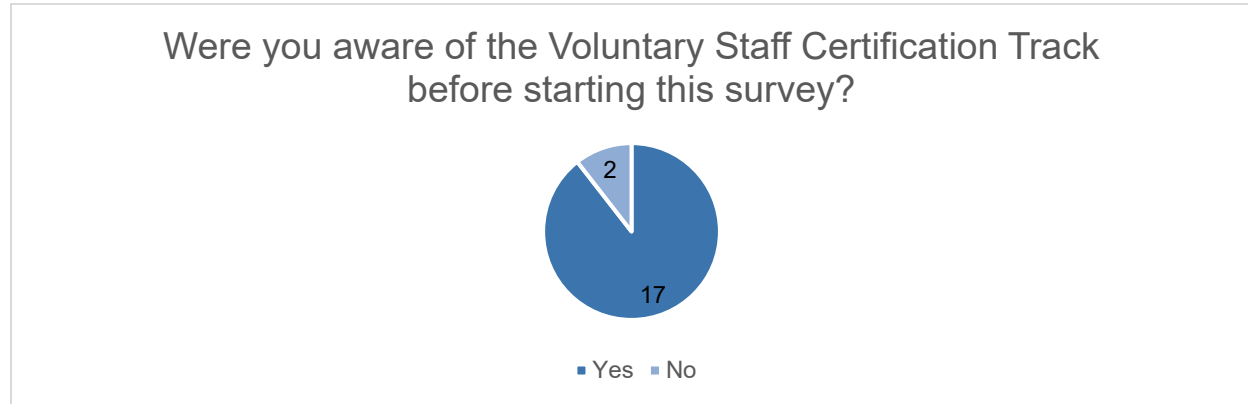
Please contact [Colet Bartow](#), MSL Continuing Education Coordinator, with any questions.

Survey Responses from Library Staff Role

(n=19)

This section disaggregates responses from individuals who selected "Library Staff" as their role.

Were you aware of the Voluntary Staff Certification Track before starting this survey?

2

17

■ Yes ■ No

Staff Track Options

Current Requirements

Total of 60 hours of continuing education credits earned in a four-year period.

10 credits in Library Administration Category

10 credits in Library Services to the Public

10 credits in Collection Management and Technical Services

10 Credits in Technology

20 Elective Credits in any category

Option 1

Total of 60 hours of continuing education credits earned in a four-year period.

5 credits in Library Administration Category

5 credits in Library Services to the Public

5 credits in Collection Management and Technical Services

5 Credits in Technology

40 Elective Credits in any category

Option 2

Total of 60 hours of continuing education credits earned in a four-year period.

All credits are elective and can be from any category or combination of categories

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Which option would you choose?

Option	Value
Option 1	9
Option 2	8
Keep Current Requirements	2

I will recommend the Voluntary Staff Certification Track to a colleague.

Response	Value
Very Likely	11
Somewhat Likely	3
Neither likely or unlikely	2
Somewhat Unlikely	2
Very Unlikely	0
N/A	1

Please explain your response or provide a suggestion.
it is hard to get specific categories unless you go to MLA conference
I think it is good to require that a librarian maintain some understanding of current practices, but not all domains are as relevant to each position.
I have already once completed the staff certification track once and am 5 credits away from renewing that certification. All 5 of those credits are in technology. I currently have over the 60 total credits needed to be recertified but I am waiting on webinars or courses to become available in that technology area.. I continually struggle to reach the 10 credit in tech. I do believe certification should require a variety of courses not only ones that pertain to your job title. Only one speaker at MLA

counted towards technology credit in August. I believe lowering the requirement to five credits would still create a well rounded certification, as well as make it more achievable for staff. Especially when tech credits are rarely offered.

There are so many times a continuing ed. class/webinar could fall into multiple categories. Also, if someone is only working the circulation desk, why do they need to have to many credits in something like collection management or library admin? Thirdly, if there is a particular interest to a librarian, why not let them become the expert on that topic by taking 60 credits to become excellent in that category?

Option 1-Great to have some diversity in each category, but also able to personalize so you can get CE in categories you are interested in, or know you need more help in.
Off topic, but can past trainings stay relevant longer, I have had some denied because they are too old date wise, but I can still watch them on the Vimeo page.

Option 1 provides a nice balance of different kinds of credits while not requiring someone to earn a bunch of credits that aren't relevant to their interests or position.

If a staff person has a very specialized role in the library, it would make sense for them to focus almost entirely on that area for their certificate. Is there room for an individual library to specify on their end what breakdown of credits is required, if any?

I work in the Youth Services department most of the time and find that I really struggle to do 10 hours in each category. 5 seems more reasonable and still encourages you to learn outside your comfort zone.

I just feel like too much free choice might mean that people don't take the tougher or "non-sexy" courses in the Collection Management or Administration areas (maybe that's just me?). These are some of the courses that may not sound as "fun", but are super important to the roles we play. But, then again it is voluntary, so maybe my perceptions don't apply? :)

I appreciate the requirement to earn credits outside of my comfort zone or specific work area. I like learning new skills and knowing what other library staff are doing. But ten credits felt excessive, I like five.

I think that Option 2 would be the easiest to achieve, and also I think it would be the most pertinent to people's specific jobs. Allowing people to choose CE credits that are actually relevant to their jobs would be the best use of their time and effort. Not to discredit having a well rounded CE system, but it doesn't have to be a one size fits all approach either.

Learning skills outside of current job duties is helpful to move into a new role or expand opportunities or collaborate with coworkers, so some required credits are preferred to letting it be a free-for-all.

Degree earning librarians usually already have a Master's with this experience, coursework, and education - as in my own personal experience.

Flexibility is always appreciated and this also allows people to make sure they are taking courses that apply to the work they are doing.

Technology and Collection Service credits are the most difficult for me to complete.

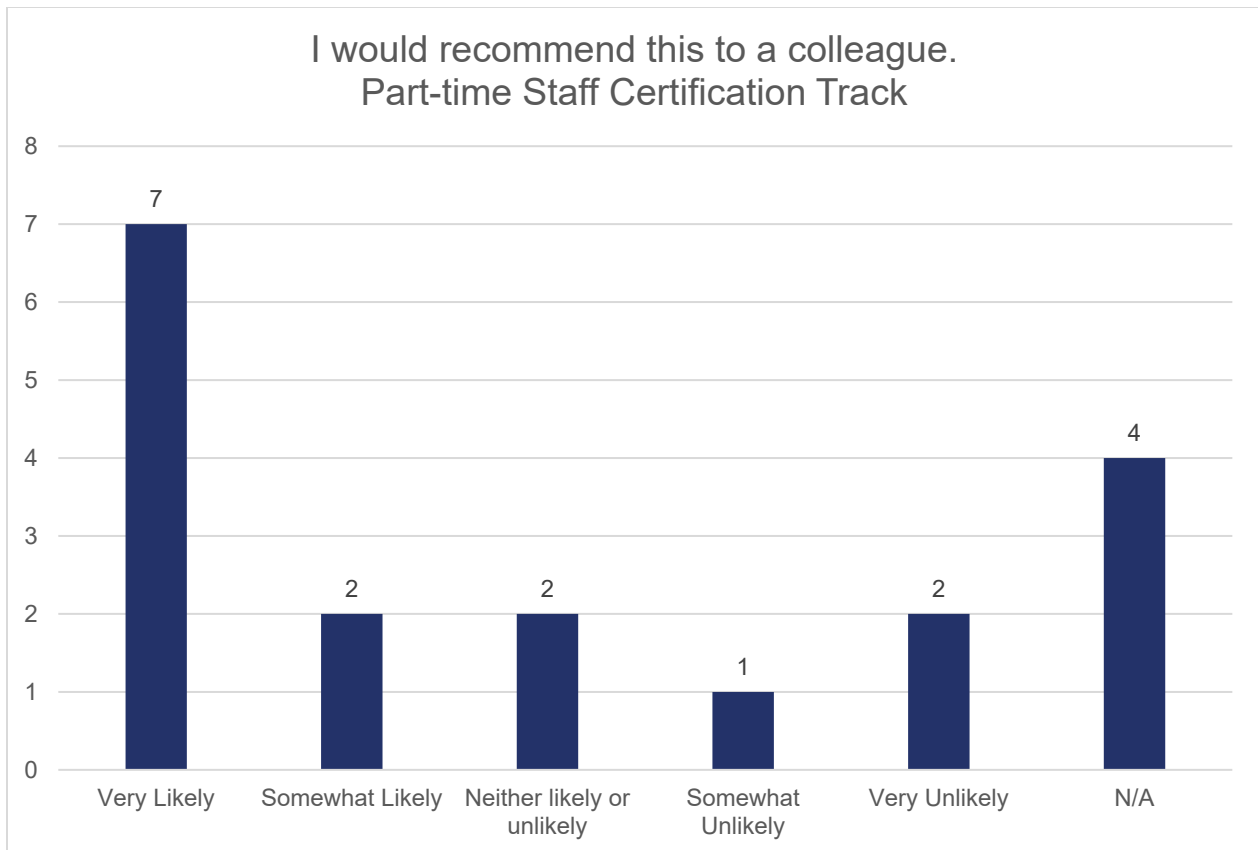works well. provides for a well rounded education

Part-Time Options

Option 1	Option 2	Option 3	None of the Above
Total of 30 hours of continuing education credits earned in a four-year period.	Total of 40 hours of continuing education credits earned in a four-year period.	Total of 40 hours of continuing education credits earned in a four-year period.	
5 credits in Library Administration Category	5 credits in Library Administration Category		
5 credits in Library Services to the Public	5 credits in Library Services to the Public		
5 credits in Collection Management and Technical Services	5 credits in Collection Management and Technical Services	All credits are elective and can be from any category or combination of categories	
5 Credits in Technology	5 Credits in Technology		
10 Elective Credits in any category	20 Elective Credits in any category		

Which option would you choose?

Option	Responses
Option 1	6
Option 2	3
Option 3	5
None of the Above	3

I would recommend this to a colleague.
Part-time Staff Certification Track

Bar chart showing responses:
- Very Likely: 7
- Somewhat Likely: 2
- Neither likely or unlikely: 2
- Somewhat Unlikely: 1
- Very Unlikely: 2
- N/A: 4

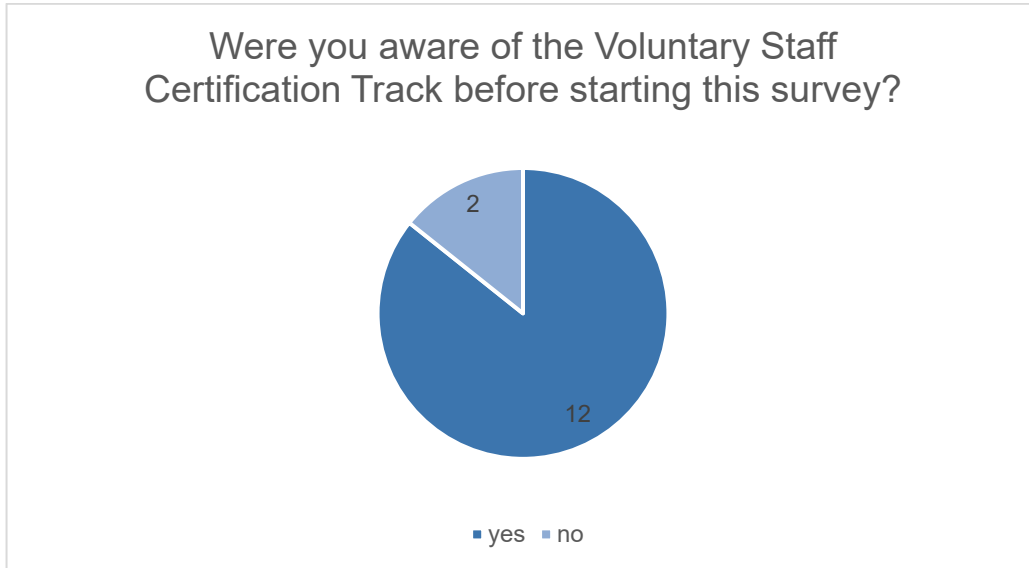| Please explain your responses or provide a suggestion. |
| --- |
| full time worker and think they should earn just as many credits as the everyone else |
| I feel like most will choose option 1 because it has fewer hour requirements. I think either 30 or 40 is do-able in a 4 year period. |
| I sense that there are a lot of variables that have not yet been considered. Particularly, your current definition of "part-time" feels kind of loosey-goosey. Also, it's worth noting that some libraries give their employees a raise when they achieve and maintain certification. Would someone who got the part-time certification receive the same raise? That would be up to individual libraries to figure out, but please be aware that a part-time certification track will impact different libraries in different ways. |
| Applicants who already have earned a master's degree in Library and Information Science often are equipped with this knowledge - depending on the coursework they studied and their post experience on the job. |
| the amount of time required for a full certification is not onerous and part time people can still accomplish it |
| Either staff track will work but I work part-time so it would be a time saver. |

Survey Responses from Library Director Role

(n=14)

This section disaggregates responses from individuals who selected "Library Director" as their role.

Were you aware of the Voluntary Staff Certification Track before starting this survey?

2

12

■ yes ■ no

Staff Track Options

Current Requirements

Total of 60 hours of continuing education credits earned in a four-year period.

10 credits in Library Administration Category

10 credits in Library Services to the Public

10 credits in Collection Management and Technical Services

10 Credits in Technology

20 Elective Credits in any category

Option 1

Total of 60 hours of continuing education credits earned in a four-year period.

5 credits in Library Administration Category

5 credits in Library Services to the Public

5 credits in Collection Management and Technical Services

5 Credits in Technology

40 Elective Credits in any category

Option 2

Total of 60 hours of continuing education credits earned in a four-year period.

All credits are elective and can be from any category or combination of categories

MSL Continuing Education and Certification Task Force (2022)

Which option would you choose?

Option	Count
Option 1	4
Option 2	8
Keep Current Requirements	2

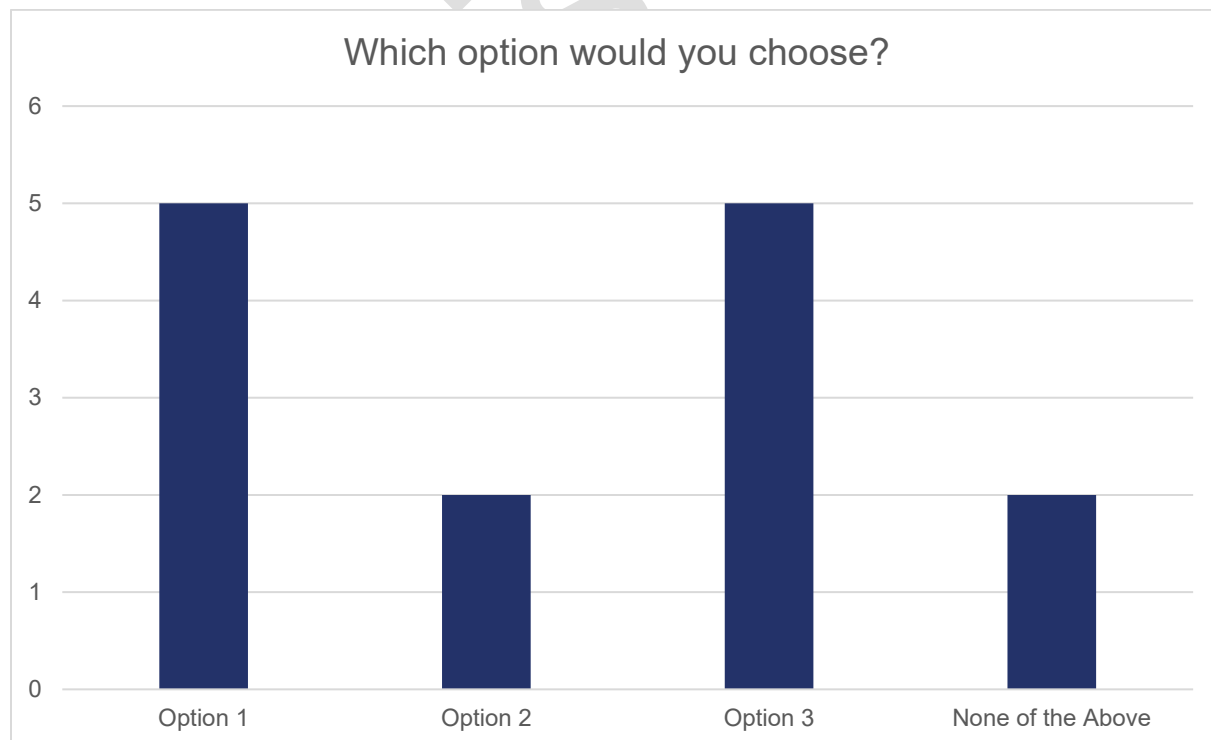| Please explain your response or provide a suggestion. |
|---|
| BE ABLE TO FOCUS MORE ON WHAT THERE OWN LIBRARY NEEDS. |
| It is hard to find updated information for some of the categories. It would be nice to take classes that apply to my area of need. |
| I find Option 2 would work out better for me since I'm new with the library and figuring out how everything works and what classes I need for this peculiar library. |
| I've found it's sometimes hard to find the right categories for the right times I am available. I have ended up taking things that were not relevant just to get the hours in. I feel like more flexibility would be nice. Option 1 seems like a middle ground. |
| I feel this would allow the Voluntary Track participants the freedom to "specialize" in a specific area if they so choose while also allowing for a broad overview of the other areas. |
| I'd love to see the Task Force look carefully at the CE category requirements across the board. It is increasingly hard to come across CMTS and Technology credits, even if you are interested in those areas of learning.
Library Administration credits abound, but many are not useful to a staff person not hoping to one day be a library director.
I think it is cool to encourage all library staff to dip their toes into other areas, but I would rather see youth services staff focus on youth services related training, etc. Option 1 allows for dipping of toes, but I still worry that even 5 CMTS or 5 Technology credits could be hard to come by, hence my selection of Option 2. |
| I prefer staff to guide their learning and allow them the flexibility to choose their path. |
| Option 2 allows a person to focus on what they are interested in |
| forces staff to get familiar with other areas of the profession, rather than just their own focus/preference |
| Basic instruction in each area, but allowing higher flexibility in classes related to actual duties and interests. |

> It is great to have the option to gain the majority of credits from electives, but having a minimum in each of the categories ensures that librarians have some exposure to each of these important categories.

> Gives more flexibility to specialize in the areas that most interest me. As well as its hard to get technology credits. I still believe it should be 50 hours over 5 years.

> I would prefer staff to take CE courses that directly affect/influence their work, rather than have them "waste" time on topics that don't relate to them.

Part-Time Options

Option 1
- Total of 30 hours of continuing education credits earned in a four-year period.
- 5 credits in Library Administration Category
- 5 credits in Library Services to the Public
- 5 credits in Collection Management and Technical Services
- 5 Credits in Technology
- 10 Elective Credits in any category

Option 2
- Total of 40 hours of continuing education credits earned in a four-year period.
- 5 credits in Library Administration Category
- 5 credits in Library Services to the Public
- 5 credits in Collection Management and Technical Services
- 5 Credits in Technology
- 20 Elective Credits in any category

Option 3
- Total of 40 hours of continuing education credits earned in a four-year period.
- All credits are elective and can be from any category or combination of categories

None of the Above

Which option would you choose?

Option	Count
Option 1	5
Option 2	2
Option 3	5
None of the Above	2

I would recommend this to a colleague.
Part-time Staff Certification Track

A bar chart with three bars: Very Likely (5), Somewhat Likely (5), N/A (3). The y-axis ranges from 0 to 6.

Please explain your responses or provide a suggestion.
We do not have any part time librarians besides me.
I feel that while staff may be part-time there is a wide variety of part-time hours so we should not just cut in half the required hours of learning.
My staff are all part-time (currently 30 hours per week, 15 hours per week, and 10 hours per week), so I really appreciate this option and the reality that we should acknowledge that small libraries and part time staff should have a different category than full time, professional staff. I'd just like to note that this perhaps should be considered for the library director track as well. Some directors work only 20 hours per week as well!
basic training in all areas, with flexibility to train in useful areas.
Having a minimum exposure to each of the categories is reasonable.
I only choose option one because its 30 hours instead of 40. I think one option should be 30 hours and any combination.