

On the Ground, Online & Operative: Perceptions & Effectiveness of Public Library Staff Professional Development

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WEDNESDAY MARCH 28TH

- 9³⁰ AM WLS TECH WORKSHOP - MEDIA LAB
- 10 AM AARP TAX AIDE - COMMUNITY ROOM
- 10 AM HEAD START SOCIALIZATION - TROVE
- 11 AM ENGLISH CONVERSATION FOR PARENTS + BABIES - TROVE
- 12¹⁵ PM LUNCHTIME MEDITATION - GALAXY HALL
- 2³⁰ PM BOOK'EM MYSTERY BOOK GROUP - BOARD ROOM
- 3³⁰ PM KRAFT FOOD PANTRY - LIBRARY PLAZA
- 4 PM HOMEWORK HELP - TROVE
- 4 PM WHICH CRAFT WEDNESDAY (TEENS) - EDGE
- 4 PM WHO LET THE DOGS IN - TROVE
- 5 PM CITIZENSHIP CLASS - ROOM A
- 6 PM LEER, ESCRIBIR, APRENDER - CLASSROOM 1
- 7 PM BILINGUAL FAMILY NIGHT - TROVE
- 7 PM MUSICAL MASTERPIECES THAT EVERY
MUSIC LOVER SHOULD HEAR - AUDITORIUM



About the project...



The PD Landscape

- Q1: What current opportunities and support for PD activities are available to public library professionals and paraprofessionals?
- Q2: What PD delivery methods and learning activities are most important to public library professionals and paraprofessionals?
- Q3: What challenges impede PD opportunities for public library professionals and paraprofessionals?
- Q4: What improvements would enhance PD activities for public library professionals and paraprofessionals?

What PD opportunities do you prefer?



Survey Data

- Face to Face (F2F) Workshops
- Local PD Offerings
- 1-2 hour Webinars
- State Conferences
- Self-Directed Online courses



Survey Data

- Workshops (i.e. interactive sessions)
- Formal study (diploma, degree, postgraduate qualification)
- face to face
- Opportunity to work on projects
- Short face to face courses (half or full day)
- Formal study (diploma, degree, postgraduate qualification)
- online
- Reading professional literature

What are the challenges
prevent you from participating
in the professional development
opportunities you need?



Survey Data

- The thematic areas beyond time and funding include:
 - 1) lack of an organizational emphasis on PD,
 - 2) lack of a clearly defined PD program for staff, and
 - 3) issues with staff buy in for PD.



Survey Data

- “No matter what your findings the problem will always remain **the final decision is made by management.** If managers don't like staff, if managers are intimidated by their boss, **if the organisation doesn't bother setting aside a budget for training** there is no hope for PD!

What contributes to
successful development
opportunities for staff?



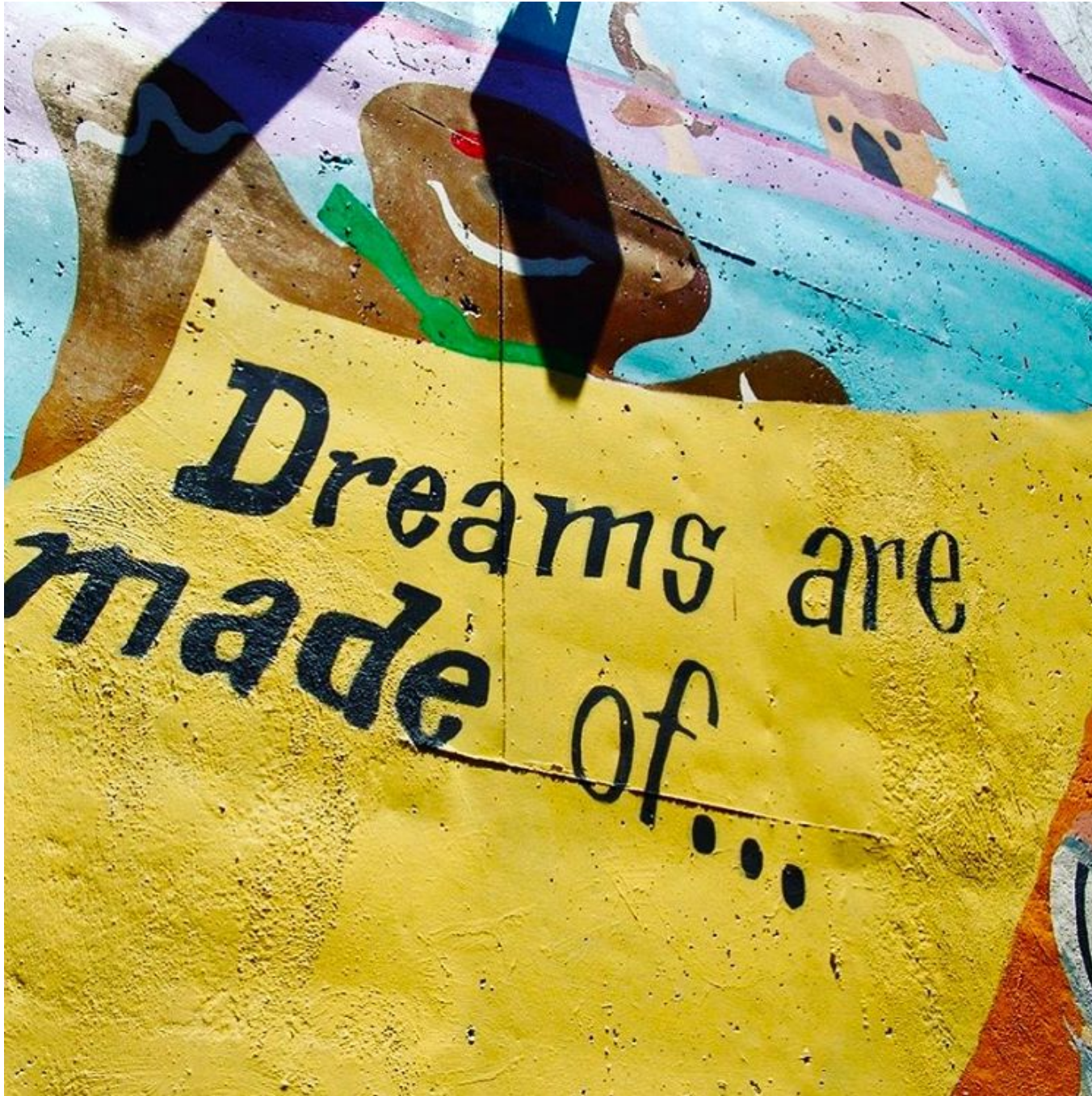
Survey Data

- Respondents described the following thematic areas related to improving PD activities:
 - 1) improved content, topics and delivery,
 - 2) increased funds and time for PD, and
 - 3) improvement of administrative aspects of PD activities.

Survey Data

- Respondents would like their PD activity content to include:
 - 1) increased engagement,
 - 2) enhanced topics, and
 - 3) improved presentation.

Best & Most Rewarding PD



Face to face (F2F)





Conferences

Mentoring





Retreat Model

Staff want to feel **encouraged and supported** about learning for their jobs. The chance **to network and meet in groups** is preferred by most respondents with short webinars and online learning filling in the gaps, especially if **content goes beyond the usual introductory level**. Staying close to home saves not only money and time, but offers a chance for staff **to connect on a regional level with others in their states** or nearby.

Your Own PD Plan

Trends

Learning Needs

Challenges

Support

Action Items

What trends are you observing
requiring new opportunities for
education/training?

What do you want to
learn to more effectively
do your job?

Beyond time and money,
what challenges do you
face?

What support do you need from your library?

Action Items: What can you do now?

Suggestions

- Include the plan in your conference report
- If you don't have to turn in conference reports, turn the plan in anyway!
- Use this exercise as a discussion starter...

ESSENTIAL SKILLS + mindset² X SUPPORT = SUCCESS!

Final Thoughts....



On the Ground Online Operative

“A culture of learning must begin with the individual, flowing into the department and the library as a whole, carefully nurtured by PD policies and plans for everyone..”

Thank You!

Slides & Worksheet Download: tametheweb.com
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[@mstephens7](https://twitter.com/mstephens7)