

# Continuing Professional Development and Workplace Learning

## Midyear Meeting 2017: January 30 - February 8, 2017

**Participants:** C. Isberg (Co-Chair), E. Stenberg (Co-Chair), M. Chute, L. Garcia-Febo, A. Gastinger, G. Hallam, S. Hirsh, J. Jara De Sumar, U. Lang, M. Laskowski, V. Lewis, M. Mooney Ertel, M.J. Romaniuk, E J. Varlejs.

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### **1. CPD Action Plan 2016-17 (C. Isberg and E. Stenberg)**

**Trend Report:** We have not made significant progress in capturing best practices in the Trend Report.

**Guideline:** Have made tremendous progress promoting our new Guidelines. The upcoming session in Poland will help significantly with promoting awareness and use of the Guideline.

#### **Lyon Declaration:**

- We made a small start on this but without success. IFLA is using this document as the foundation for its current push for “Libraries, Development and the UN 2030 Agenda.”
- Everyone attending the International Advocacy Programme training sessions already held in Africa, Asia, Latin America and Europe (coming up in the Caribbean) signed a commitment to action when they returned to their home countries, so there are already 49 countries ‘signed up for action’. This is quite a step forward from the softly-softly approach with the Lyon Agenda.
- This will probably be a significant item for discussion at the Vision meeting in Athens (April 2017). The chair recommends that we see what happens in Athens and move forward after that.

**BSLA Program:** What are we doing related to the BSLA program? Selection of participants is done by HQ. They also decide on which regions and countries participate. The Latin American Section (IFLA LAC) is still focusing on advocacy, and participating in sustainable development projects related to the UN 2030 agenda.

**Webinars:** One member asked what role CPDWL played in the webinars. The Co-Chairs noted that the webinars are run by a subgroup chaired by Loida Garcia-Febo, and comprised of (Sandy Hirsh, Jane Dysart, Ray Pun, Matilde Fontaine, Almuth Gastinger and Mary Ellen Davis. The group is involved in identifying topics and leads, promoting and helping to deliver the webinars.

## **2. Sessions of the WLIC 2017 (S. Hirsh)**

- **Number of sessions:** Some members expressed confusion about the number of sessions we were involved in. Some suggested that we limit ourselves to three sessions per conference.
  
- **Bridging the Gap From School to Library** (School Libraries, Education and Training AND CPDWL) Monday August 21, 1:45 PM to 3:45 PM
  
- **Reality of Your Library's Resources: Staff Development and the CPDWL Guidelines** (CPDWL) Tuesday August 22, 1:45 – 2:45 PM
  - Building on the recently updated CPDWL Guidelines, this session will discuss challenges and potential solutions involved in implementing staff development in libraries, such as time needed for staff development, the costs for staff development, whose responsibility it is to ensure learning (employer vs. employee), whether individuals or HR professionals will get training, etc. This session will have brief (5-6 minute) presentations, and then break the audience up into groups for table discussions to discuss their challenges, creative ideas, and potential solutions for providing staff development in libraries.
  - Members very excited about this session. Expect it to attract a lot of interest.

- Sandy, Gillian, Jane and Vivian had teleconference call on Feb. 6 to discuss. Originally had assumed we had two hours, not one – so the following plan needs to be scaled down:
    - **Brief presentation (National Strategy for PD:** Invite Australia Library Association to discuss their professional development policy (where the onus is on practitioners to keep up; strong PD program). Include an Employer and Practitioner perspective on how this strategy is working. (10 minutes) -
    - **POLL:** Follow up with a room poll about whether people think that this approach is Positive or Negative. Show poll results in real time and discuss these results. (10 minutes) -
    - **TABLE DISCUSSION:** Discuss how feasible they think this strategy would be in their own countries, and how PD is working in their own countries. (20 minutes)
    - **BRIEF PRESENTATIONS:** Institutional Strategies for Professional Development - Invite three speakers to give brief presentations (5-6 minutes each) around different styles of CPD. Could cover how the programs came about, obstacles they had to overcome, etc. (20 minutes)
      - a) management-driven/top-down example (**NEED EXAMPLE**) to
      - b) staff-driven/organic example (possibly V. Lewis discussing experience at McMaster University, CANADA)
      - c) something in between (**NEED EXAMPLE**). M.J. Romaniuk offered to discuss hybrid experience at U. of Manitoba.
    - **TABLE DISCUSSION:** Focus on questions like: Do these institutional strategies for PD resonate with you for your home institution? Which approach (if any) do you think might work for your institution? What steps could you take to implement these ideas? Do you have a different strategy or challenge to share? (20 minutes)
    - **DEBRIEF:** Have each table share 1-2 interesting things that were discussed at their table with the larger group. (20 minutes)
    - **WRAP UP** - What are you taking home? What will you suggest?
  - **Contacts:** Sandy Hirsh, Jane Dysart, Vivian Lewis, and Gillian Hallam
  - **Setup:** Ballroom (originally appeared as theatre – has been corrected)
- **Knowledge Café: New Librarians for New Times** (Knowledge Management, CPDWL and Research Services for Parliaments) Wednesday August 23, 11:45 – 12:45 PM
    - **Volunteers:** As of Feb. 6, were three open spots for Rapporteurs left.
    - **Possible themes:** Stimulating collaboration and social interaction (best use of library spaces), keeping up with our changing world (intelligence gathering strategies), crowdsourcing for library decision making (how to encourage diverse thoughts and ideas)
    - **Setup:** Ballroom

- **The Accidental Assessment Librarian** (CPDWL and Statistics & Evaluation)  
Wednesday August 24, 10:45 – 12:45 PM
  - **Abstract:** The past decade has seen exponential growth in library assessment activities, from user surveys and collection analytics to web usability and impact evaluation. Librarians are increasingly called on to carry out data gathering, analysis and reporting to support evidence-based decisions. In this interactive session, hear from librarians who have made the transition to specialist roles in assessment and evaluation, and learn how library managers are building these essential skills within their teams.
  - Chair noted that this one was truly co-led – with our role focusing on the CPD aspects. Sandy, Vivian and Catharina attended a start-up meeting in Columbus.
  - M. J. Romaniuk is interested in this area and is happy to assist.
  - **Setup:** Ballroom
  
- **Best Practices in Implementation and Assessment of LIS Mentorships and Internships** (Education and Training AND School Libraries) Not clear that we have a role in this session.

### **3. Competency Framework**

- SET is aspiring to create a competency framework to support the globalization of the profession (evaluating credentials from other countries).
- The Chair clarified that the Competency Framework is a project (not a session for Poland). We have told SET that we can provide input (if and when work materializes) but not take the lead. For example, we could review the survey draft and give comments.
- IFLA Building Strong LIS Education (BSLISE) Working Group ran a webinar on November 3. Accreditation systems for US, Australia and UK were presented and discussed. Four key issues to be resolved were identified and some points about developing the framework at an international level were posted. The group already has developed a questionnaire which is being translated in all official languages and should be returned by the participants at the end of February.
- **Library Theory and Research Contact:** Anna Maria Tammaro  
[annamaria.tammaro@unipr.it](mailto:annamaria.tammaro@unipr.it)

- **CPDWL Contacts:** Sandy Hirsh, Matilde Fontanin and Juanita Jara de Sumar.

#### **4. Satellite Meetings Manual**

- **The Issues:** Currently CPDWL offers very high-quality events that attract from 80 – 100 participants. In the past these satellite meetings have been very successful and resulted in the publication of high-quality papers. We can continue to offer this type of satellite, but some members question the sustainability of these events. (The chairs spend easily over 4 weeks of full time work over a period of 8 months. This does not include the time spent by the local committee or by the reviewers and editors. ) Is this the best use of our time? Should we be looking at a different format for our Satellite meetings? Do we arrange for a one-day meeting, more informal, with no formal publications? Do we focus on building a “yearly short-workshop” proceeding IFLA that might focus on presenting to an international audience? Do we agree to only have satellite meetings that are co-sponsored?
- **Length:** Some feeling that we should reduce the length (1 day / 1.5 days)
- **Frequency:** Many members felt that every 2 or 3 years was fine. A smaller number thought every five years was better.
- **Local Committee:** Having a strong local committee was considered essential.
- **Location:** Should use facilities that are free of charge.
- **Cost:** Only charge for the cost of food and drink (if we can’t get sponsors for that).
- **Payment:** We need to be able to use credit cards (without sending details)
- **Partner:** General agreement that we should partner with another section to pool our resources. Gill had a suggestion for a possible partner for Malaysia.
- **Speakers:** General agreement that we should plan on attracting one or two well-known plenary speakers and offering only a few slots for contributed papers. The refereeing process consumed too much time and does not always result in the best papers.
- **Website:** We need a professional looking website and the page needs to be up early
- **Timeline:** We need to set a detailed timeline

- **Malaysia:** Some felt that we don't have enough members or time to commit to Malaysia. Others felt that it would only work if we found another section to partner with. (We should not fill in the form for HQ until we have a partner.) Ulrike offered to help with Malaysia.

## **5. Nominations for the SC (Catharina, Ewa, Vivian)**

- Members were reminded to use their networks to promote the CPDWL Standing Committee. We need to get all 20 places filled!
- Some members indicated that they were already seeking re-nomination.
- The chart in the Newsletter shows a small increase in the size of the section.

## **6. Communication (Mary)**

- After learning the mechanics of posting content on the website, managing the blog, etc. the biggest has been finding content. How can we more effectively create or share appropriate content with our colleagues? Are there presentations or documentation created for local needs that could be repurposed for broader consumption? Several calls for content have not resulted in anything to share, and since those calls for content are always somewhat inconvenient are there better ways to encourage sharing?
- Strong interest in the idea of assigning several members to post once a month. The Public Library section has one or two SC members who are responsible to fill their blog with content each month. They are supposed to post 4 blog posts.
- Some concern that librarians are generally not active in social media.
- Can use the different content from the Newsletter in the blog and post it on FB as well.

## **7. IFLA Visionary Meeting in Athens (Catharina, Vivian)**

- In 2017, IFLA will begin a conversation to form a global vision of how a connected library field can meet the challenges of the future. The start of this conversation will be a facilitated workshop in Athens, Greece, in April 2017.
- Representatives of IFLA's Professional Units and Core Committees are invited to this meeting. From CPDWL Vivian and Catharina will attend.

- It appears that HQ has begun work on the Library Map of the World.  
<http://timemapper.okfnlabs.org/karolingva/sv-folk-bib>
- Members wondered if IFLA will be sharing information from the meeting in real time.
- Ulrike is responsible for the LIS student paper award. Last year the award was sponsored by an anonymous private sponsor. Proposed to the IFLA president that IFLA asks library schools around the world to promote the award – with the best paper presented at the conference. IFLA has indicated that it cannot promote this but that the Professional Committee should be asked to support for one year. Could we ask about this in Athens?

## **8. IFLA / ALA Webinars, New Librarians Global Connections: Best Practices, Models and Recommendations**

- **Libraries and the implementation of the 2030 Agenda for Sustainable Development // Las bibliotecas y la implementacion de la Agenda 2030 para el Desarrollo Sostenible.**
  - Date: February 2, 2017
  - Language: Spanish
  - Partners: IFLA Latin America & Caribbean Section
  - Speakers:
    - Sueli Mara Ferreira (welcome and updates from IFLA LAC)
    - Loida Garcia-Febo (Background of work at the UN and recent updates)
    - Maria Violeta Bertolini (Updates from the IAP),
    - Ana Maria Talavera (example of work from Peru)
- **Role of Libraries in a Shared Economy**
  - **Date:** Early March 2017
- **CPDWL's Role:** One member asked what CPDWL's role in the webinars was. She does not require being asked for input on the content or speakers. She attended one but just heard about it a few days ahead of time.

