

Implementing CALL/ACBD Professional Development Pathways

Adopted by the Board August 12 2015¹

Rationale

Having a wide-range of knowledge, skills and competencies is key to professional success for librarians in today's world.

This was acknowledged by CALL/ACBD members, 77 percent of whom, in our 2014 member needs survey, agreed that CALL/ACBD should “develop a core competencies document, around which we could create future programming and professional development opportunities”.²

As a national association whose mandate includes professional development, it is incumbent upon the Association to offer a broad array of educational offerings to its members throughout the year.

For this reason, the Board recommends adoption of the following report and plan of action.

Professional Development Pathways

The Canadian Association of Law Libraries, through the Professional Development Committee, will make best efforts to provide a broad array of professional development opportunities that are designed to build members' knowledge and skill in the following areas:

- Collection Development, Cataloguing, Metadata and Information Organization
- Information Technology
- Instruction
- Knowledge Management
- Leadership, Management and Professionalism
- Reference and Research Services
- Substantive Law

¹ Special thanks to the following people for their work on these competencies: Andrea Belanger, Julie Lavigne, Jennifer Walker and Yasmin Khan. This document now includes feedback provided by CALL members at the President's Roundtable which took place in May of 2015.

² CALL/ACBD Member Needs Survey 2014.

The pathways are provided in further detail as an Appendix to this document.

Implementation

The Board recommends that the following steps be taken to ensure that the professional development pathways are fully adopted for use by CALL/ACBD.

1. Distribution to members and solicitation of feedback. Complete, May 2015.
2. Review of feedback and revision of the report by the Executive Board. Complete, Aug 2015.
3. Adoption of this report and the recommendation by the Board and incorporated in the Board Minutes. Complete, Aug 2015.
4. The pathways should be sent to members via the newsletter, the website and by email. Complete, Aug 2015.
5. The Professional Development Committee, and its future Chairs, should ensure that:
 - a) future conference submission forms and guidelines include the pathways;
 - b) individual programs are tagged on all advertising as associated with a particular pathway;
 - c) that all educational programming (regardless of format) be reviewed against the pathways so as to ensure balanced educational offerings throughout the year.
 - d) future Education Committee reports to the Board use the pathways to demonstrate how they have been used over the previous year.
6. Future CALL programming should be tracked so as to provide historical context for future programming development.
7. The Pathways could also be shared with library schools.

Future Directions

These pathways are intended to be flexible and changeable so as to ensure that the Association continues to meet members' professional development needs over time.

Primary Responsibility for review of the Pillars lies with the Professional Development Committee. It is recommended that the Pillars be reviewed at least every two years.