Introduction

Library Support Staff Certification

LSSC
LIBRARY SUPPORT STAFF
CERTIFICATION PROGRAM
ALA-APA

INSTITUTE of Museum and Library SERVICES

Sponsored by the American Library Association

and the ALA-Allied Professional Association

Funded by IMLS

Lorelle Swader   Karen Strege   Nancy Bolt   Ian Lashbrook

LSSC

Today's Agenda

- Who are Library Support Staff?

- Why does LSSC matter?

- Enrollment and requirements

- Assessment

- New projects

LSSC

Library Support Staff Certification (LSSC)

A national, voluntary ALA- sponsored, certification program
for library support staff

LSSC

4

How Many LSS?

163,913

69%

LSSC

5

What's in a Name?

Paraprofessional

Para-Pro

Library assistant

Circulation assistant

Library Aide

Library technical assistant

Media aide

Library media assistant

Library technician

LSSC

How diverse are LSS?

MLS 13%

LSS   29%

diversity

LSSC

7

LSSC

8

Why Certification?

4 top reasons (2008)

Recognition

Learn new things

Provide better service

Contribute to library improvement

LSSC

9

Certification Benefits
Minnesota & Maryland

Users better served

LSS better understand library service

LSS more confident

Improved contribution to operations & success

LSSC

10

Not a Job but a Career

LSSC

11

LSSC

12

Current Candidates

About 188

27 States (CO, CA, LA)

Diversity

American Indian	1%
Asian	1%
Black American	11%
Declined to Answer	11%
Hispanic	5%
White	71%

LSSC

13

Questions?

LSSC

14

LSSC Nuts and Bolts

LSSC

15

Eligibility

High school diploma or a GED

One year library experience, paid or unpaid

LSSC

16

Enrollment

Application http://ala-apa.org/lssc/

Cost $350 ($325 if ALA member)

188 candidate applications

Six certification holders!

LSSC

17

Certification Requirement

Demonstrate achievement of
six competency sets by . . .

Completing approved courses
and/or submit portfolios
within **four** years

LSSC

18

LSSC Competency Sets

Required
- Foundations of Library Service
- Technology
- Communication and Teamwork

Electives
- Access Services
- Adult Readers' Advisory

Electives
- Cataloging and Classification
- Collection Management
- Reference and Information Services
- Supervision and Management
- Youth Services

LSSC

19

Competency Example
Collection Management

LSS will know:

1. The functionality of integrated library systems.

2. The general purpose of collection management in libraries.

3. The basic principles of selecting and discarding of all types of library materials.

LSSC

Competency Achievement Options

Approved Courses

No experience or education?
No interest in self-directed learning?
Additional costs

Portfolios

Significant experience or education?
Like independent learning?
No additional costs

LSSC

21

LSSC-Approved Courses

- Meet LSSC requirements

- Providers set costs, NOT LSSC

- Online; In-person; or Combination

- Course fees average $400

22

LSSC Course Providers

- InfoPeople

- Community Colleges & Universities
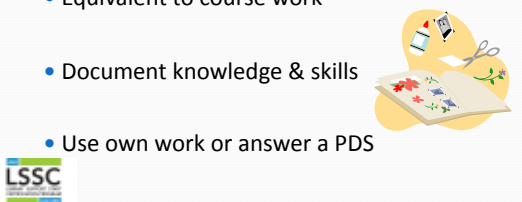
- Consultants

- Library Service Network (Amigos)

23

Portfolios

"A selective collection of work that shows knowledge and skills in a competency set"

- Equivalent to course work

- Document knowledge & skills

- Use own work or answer a PDS

24

Portfolio Development Suggestions

- Activity or an assignment for each competency

- 2 to 4 PDS each competency

- Complete at least one

LSSC

25

Sample PDS

Competency: The general purpose of collection management in libraries.

2.2 Collect sample policies on collection management from at least three different libraries of varying type and size. Compare and contrast these policies; which ones do you think are best and why?

LSSC

26

Portfolio Evaluation

Two evaluators

- Met (Hooray)

- Partially Met (Provide more info)

- Not Met (suggest a course)

LSSC

27

Library Managers can help!

- Recognition

- Help with registration fee

- Help with course fees

- Time off

LSSC

_____
_____
_____
_____
_____
_____
_____
_____

More Support Ideas

- Help with assignments

- Inform "higher-ups"

- Recognize accomplishments

- Add responsibility as skills and knowledge increase

LSSC

_____
_____
_____
_____
_____
_____
_____
_____

LTA Recognition Agreements

Waubonsee CC, IL
Ivy Tech College, IN
Palomar College, CA
College of DuPage, IL
Illinois Central College

In process
Pasadena City College
Cuesta College, CA
Spokane Falls CC
Highline CC, WA
Belmont Technical College, OH

LSSC   30

_____
_____
_____
_____
_____
_____
_____
_____

Next Steps
Candidate Support

Online training

Portfolio readers

Cohort groups

LSSC

31

Next Steps – Evaluation

Does LSSC make a difference in user services, in individuals, in libraries?

LSSC

32

WHY LSS Certification?

Library Support Staff have . . .

"A great passion for libraries, for what they are and what they stand for. I feel my participation in LSSC will allow me to learn new methods, procedures, and techniques to share my love for the library with others and keep a library current and a needed part of the community as a whole."

Michael Stanaland, LSS

LSSC

33

Questions?

34

More information

Website:	http://ala-apa.org/lssc
Program e-mail	lssc@ala.org
Karen Strege	kstrege@msn.com
Nancy Bolt	nancybolt@earthlink.net
Ian Lashbrook	ilashbrook@ala.org

35