

Goals, Activities and Intended Outcomes

Goal 1: Nebraska library personnel will have the knowledge, skills, and abilities necessary to provide quality library and information services for all Nebraskans.

Need: *Library Personnel* – Nebraska currently ranks 33rd of fifty states and the District of Columbia, in the number of ALA-MLS librarians per 25,000 population.¹ Nebraska public libraries reported spending 52.1% of their operating expenditures on personnel, while the national average is 64.1%.² The majority of public libraries in Nebraska serve communities of less than 5,000, and in most cases, library personnel are employed part-time, do not receive benefits, and are poorly paid. These conditions contribute to a high turnover rate in library personnel. Recruitment and retention of qualified library personnel are issues throughout Nebraska, due to demographic conditions and inadequate local funding. The Library Commission assumes responsibility for the full range of training and education needs for library personnel since there are no resident ALA-accredited library programs in the state.

Activities:

1A. Provide library personnel with targeted continuing education, training, and grants to meet the needs identified through the Making a Difference @ your library™ project, and other needs assessments.

Intended Outcomes:

1. Library personnel will be better able to meet the changing needs of their customers.
2. Library personnel will have multiple options for access to continuing education and training.
3. Library personnel will be able to use online data tools to analyze income, expenditure and service information, and to evaluate and compare local data with that of regional, state and national peers.
4. Personnel in NEBASE³ member libraries will use existing and new OCLC products to improve customer service.
5. Library personnel will provide better reference service locally.
6. Library personnel will have the ability to play a more integral role in community and economic development by providing strategic information.
7. Libraries will receive increased support as a result of the strategic use of information.

1B. Create a task force to develop recommendations that address Nebraska library personnel

¹ National Center for Education Statistics, E.D. Tabs, *Public Libraries in the United States, Fiscal Year 2000*, July 2002, p. 126.

² Ibid.

³ Nebraska's statewide OCLC network that facilitates access to OCLC Web-based products, and cooperative purchase arrangements for 153 member libraries.

recruitment and retention needs.

Intended Outcomes:

1. A meeting of statewide and regional library organization representatives (Nebraska Library Association, Nebraska Educational Media Association, State Advisory Council on Libraries, Regional Library Systems, and the Nebraska Library Commission) will be convened to develop a charge for the task force on library personnel recruitment and retention.
2. A task force of five to seven members will be identified and recruited to assess library personnel and recruitment and retention issues.
3. A task force report with action recommendations will be developed.

1C. Participate in the Western Council of State Libraries Education initiative to provide alternative methods for delivery of library and information science education.

Intended Outcomes:

1. A grant funding request to finance implementation of a multi-state collaborative educational initiative will be developed by the member states of the Western Council of State Libraries and library schools within the Western Council multi-state region.
2. Educational programs will be collaboratively developed among the Western state library agencies and library schools to address educational needs for library personnel, ranging from basic competencies through professional degree programs.
3. Educational programs designed to meet a range of identified competencies for all levels of library operations will be provided to reach library personnel throughout Nebraska.
4. Library personnel will have the necessary competencies to provide effective library and information services.

1D. Promote and improve the Public Librarian and Public Library Board Certification programs.

Intended Outcomes:

1. A redesigned continuing education database will track participation in the Certification programs and facilitate participant access to CE records.
2. The number of library boards participating in the Public Library Board Certification program will increase.
3. The quality and relevance of content delivered through the Public Librarian Certification program will meet the ongoing needs of library personnel.

1E. Provide education and consultation on strategic planning and outcome based evaluation.

Intended Outcomes:

1. Library personnel will have the skills to write successful grant applications that employ the techniques of strategic planning and outcome based evaluation.
2. Library personnel and trustees will be better able to assess community needs, and to conduct strategic planning and evaluation.
3. Libraries will have access to increased funding through both traditional and alternate sources.

1F. Provide support and scholarships for Nebraskans pursuing graduate library degree programs.

Intended Outcomes:

1. Nebraska citizens will have increased awareness of available graduate library programs.
2. Nebraska citizens will have greater awareness of financial aid for graduate library programs.
3. Enrollment of Nebraskans in graduate library programs will increase.
4. Graduate library course offerings throughout Nebraska will be more accessible.
5. An increased number of library personnel with graduate library degrees will be employed in Nebraska libraries.