



Enhancing the staff's ability to provide effective reader advisory services to students and faculty is crucial in providing a culture of reading and literacy learning within the school community.

9. Information Literacy Instruction

The library staff needs to develop their skills in developing and enhancing information literacy instruction to empower students to find, evaluate, and use information effectively.

10. Collection Development and Management

Continuous improvement in collection development and management practices ensures that the library remains a relevant and valuable resource that fits the school community.

11. Diversity, Equity, and Inclusion

Establishing a library environment that embraces diversity, equity, and inclusion requires staff training to create a welcoming space for all students and to create diverse and relevant resources.

12. Professional Development Strategies

To address the identified needs and foster the professional growth of the library staff, a range of strategies will be implemented. The table below provides an overview of the proposed professional development strategies, including the format, duration, and target staff members.

Strategy	Format	Duration	Target Audience
Technology and Digital Literacy	Workshops	2 days	All Library Staff
	Online Courses	Ongoing	
Reader Advisory Services	In-house Training Sessions	1 day	Library Assistants
	Seminars	2 hours	

Information Literacy Instruction	Conferences	2 days	Librarians
	Guest Lectures	Ongoing	
Collection Development and Management	Guest Lectures	2 hours	Library Managers
	Seminars	1 day	
Diversity, Equity, and Inclusion	Diversity Workshops	1 day	All Library Staff
	Cultural Competency Training	2 hours	

The professional development strategies listed in Table 1 aim to address the gaps/needs identified during the needs assessment. The proposed workshops, online courses, lecture/seminars, and seminars will empower the library staff with new skills and knowledge, enabling them to adapt to the evolving library landscape effectively. Emphasizing technology and digital literacy will ensure that the library staff can leverage digital resources and digital platforms to enhance learning opportunities. Focusing on reader advisory services and information literacy instruction will foster stronger connections between the library staff and students, promoting a culture of reading and information literacy within the school. Additionally, the development of collection management and diversity, equity, and inclusion skills will ensure that the library remains a relevant and inclusive resource for all members of the school community.

13. Budget and Resources

The successful implementation of the School Library Staff Development Plan relies on appropriate budget allocation and resource management. The table below outlines the estimated budget for each proposed professional development strategy.



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Staff Development In Libraries

Paul M. Gherman, Frances O. Painter



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