



Introduction

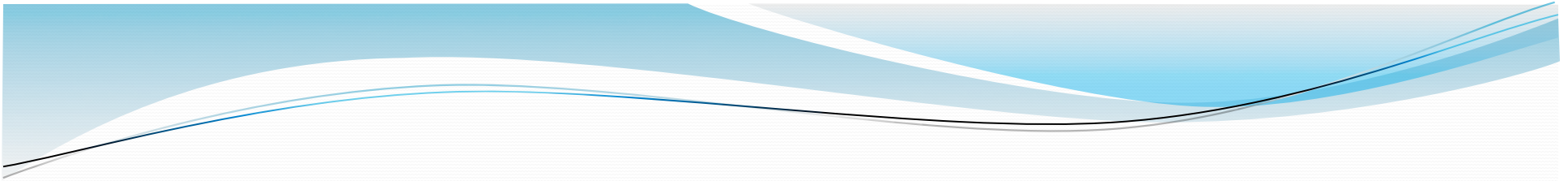
Library Support Staff Certification



Sponsored by the
American Library Association
and the ALA-Allied Professional
Association

Funded by IMLS





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Today's Agenda

- Who are Library Support Staff?
- Why does LSSC matter?
- Enrollment and requirements
- Assessment
- New projects



Library Support Staff Certification (LSSC)

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



How Many LSS?



163,913

69%

What's in a Name?

Paraprofessional

Para-Pro

Library assistant

Circulation assistant

Library Aide

Library technical assistant

Media aide

Library media assistant

Library technician



How diverse are LSS?



MLS 13%

LSS 29%



Why Certification?

4 top reasons (2008)

Recognition

Learn new things

Provide better service

Contribute to library improvement



Certification Benefits

Minnesota & Maryland

Users better served

LSS better understand library service

LSS more confident

Improved contribution to operations & success



Not a Job but a Career





Current Candidates

About 188

27 States (CO, CA, LA)

Diversity

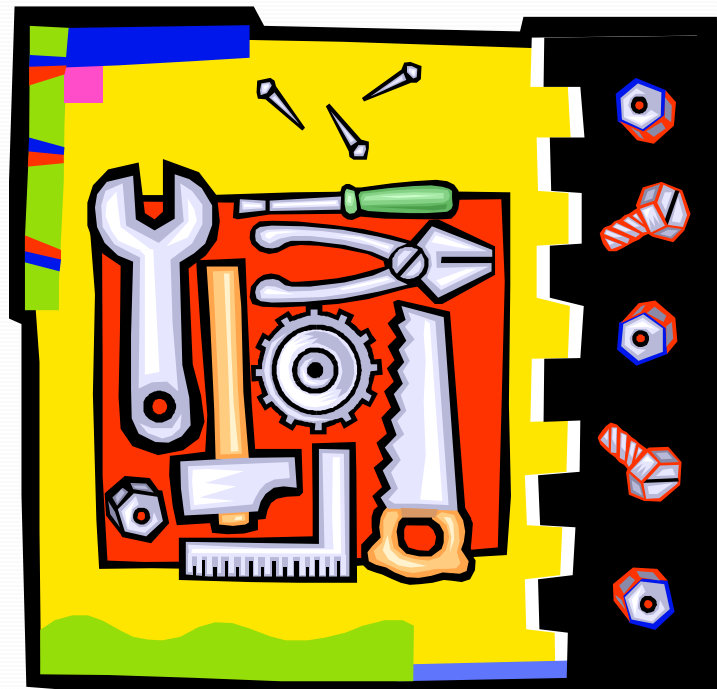
American Indian	1%
Asian	1%
Black American	11%
Declined to Answer	11%
Hispanic	5%
White	71%



Questions?



LSSC Nuts and Bolts





Eligibility

High school diploma or a GED

One year library experience, paid or unpaid

Enrollment

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

Cost \$350 (\$325 if ALA member)

188 candidate applications

Six certification holders!



Certification Requirement

Demonstrate achievement of
six competency sets by . . .

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

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



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.

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-Approved Courses

- Meet LSSC requirements
- Providers set costs, NOT LSSC
- Online; In-person; or Combination
- Course fees average \$400



LSSC Course Providers

- InfoPeople
- Community Colleges & Universities
- Consultants
- Library Service Network (Amigos)



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



Portfolio Development Suggestions

- Activity or an assignment for each competency
- 2 to 4 PDS each competency
- Complete at least one

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?

Portfolio Evaluation

Two evaluators

- Met (Hooray)
- Partially Met (Provide more info)
- Not Met (suggest a course)



Library Managers can help!

- Recognition
- Help with registration fee
- Help with course fees
- Time off



More Support Ideas

- Help with assignments
- Inform “higher-ups”
- Recognize accomplishments
- Add responsibility as skills and knowledge increase



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



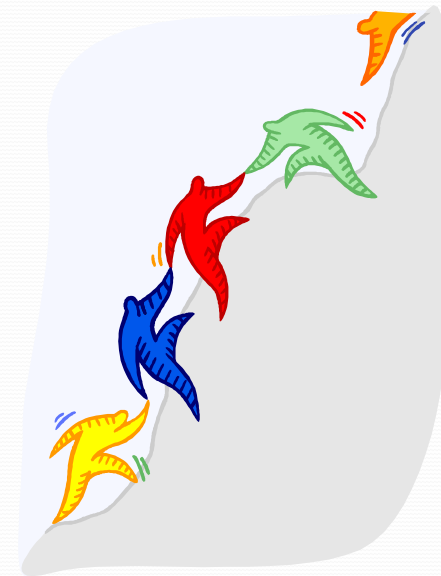
Next Steps

Candidate Support

Online training

Portfolio readers

Cohort groups



Next Steps – Evaluation



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

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



Questions?



More information

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