

Core competencies for librarians - ALA

Organization of Knowledge Resource

- Describe the principles and apply the methods of organizing information, such as cataloging, classifying, indexing, abstracting and metadata.
- Develop alternative tools to help users manage their specific information needs.
- Evaluate the effectiveness of the systems of organization used in the information resource setting.

Information and Knowledge

- Connect users with appropriate information.
- Demonstrate understanding of information seeking behavior and appropriate responses.
- Demonstrate knowledge of information sources.
- Evaluate the quality and appropriateness of information.
- Demonstrate understanding of the information creation, dissemination and use cycle.
- Demonstrate understanding of the effects of information and information dissemination on society and organizational structures.
- Demonstrate understanding of the changing information environment, e.g. economics, publishing, media, etc.
- Demonstrate understanding of the effects of the changing information environment on the profession.
- Synthesize disparate information sources to satisfy user needs.
- Demonstrate understanding of information retrieval techniques and their appropriate use.
- Select appropriate information resources and formats:
- To satisfy the information needs of diverse populations.
- To meet user needs most effectively given economic constraints.
- Demonstrate understanding of the issues and techniques associated with the preservation and conservation of information.

Service: Connecting People to Ideas

- Maintain a positive environment and present welcoming behaviors.
- Practice effective interviewing skills to best determine the customer's actual information needs.
- Analyze and evaluate the diverse needs of customers for the purpose of adapting, tailoring, and improving services.
- Demonstrate the ability to collaborate with customers in defining and solving their information needs.
- Use active listening techniques and respond to information requests in a manner that encourages further customer inquiry.
- Act as a user advocate during the development of information products and systems.
- Provide instruction in basic information gathering and research skills, including how to evaluate information sources; and assess if learning outcomes match the instructional objectives.

- Develop and implement an effective public relations program that communicates the value of information literacy.
- Demonstrate proficiency in examining the local and global information environments for societal changes and service opportunities.

Facilitating Learning

- Apply different learning theories and methodologies.
- Assess learning needs.
- Design and develop educational/instruction programs appropriate to the identified needs.
- Select appropriate delivery methods.
- Demonstrate effective presentation skills using appropriate technologies.
- Continuously evaluate learning and revise programs as appropriate.

Management

- Lead effective strategic and operational planning, evaluation, and marketing processes.
- Employ ethical and legal decision-making.
- Develop and implement essential information policies and procedures.
- Practice effective human resource management.
- Inspire, motivate, and guide others toward goal accomplishment.
- Demonstrate proficiency in effective interpersonal communication techniques.
- Operate successfully in a team environment in flexible and creative organization structures.
- Foster collaborative community-based partnerships and networks.
- Promote an environment embracing diversity.

Technology Competencies

- Demonstrate the ability to scan the environment for technological trends relevant to library and information services.
- Describe how and why electronic information technologies have affected library services.
- Demonstrate understanding of the nomenclature, principles and application of electronic information handling hardware and software (including adaptive technologies).
- Demonstrate proficiency in creating accessible web-based information resources using contemporary techniques and following relevant federal and state guidelines.
- Demonstrate knowledge of relevant technical standards and standard-setting bodies.
- Demonstrate proficiency in evaluating technology products for their appropriate application.
- Read with comprehension functional and evaluative descriptions of advanced technologies.
- Assess the economic and service benefits derived from the application of technology to library and information services.

Research

- Evaluate the validity of research studies and methodologies.

- Design appropriate research studies.
- Use data-based decision-making and problem solving.
- Maintain a current awareness of applicable LIS research.