

To: Network Advisory Council

Date: May 4, 2011

Re: Training Update

Needs Analysis- A preliminary internal needs analysis has been completed. Key staff of the MSL have been interviewed and the results reviewed with LIS staff, the State Librarian, and the MSL consultants. The topic list is not yet an exhaustive list. We know we have an exhaustive list when most of the new people to review it fail to add new topics or those asked about training offer ideas that are highly repetitive to what is already on the list. At the Tamarack Federation meeting, the respondents added few new topics. However, among MSL staff, my research achieved broad agreement on the target audiences we serve, namely library staff, volunteers, trustees, patrons, and state employees.

The next steps include sharing the list at upcoming Federation meetings and soliciting feedback from the NAC. A copy of the tabled data is attached to this update. Once an exhaustive list is obtained later in May, the trainer will create a flow chart or curriculum map to capture the range of training activities within the learning ecosystem of the MSL. Topics will then be prioritized based upon criteria established with input from the NAC, Federations, and key MSL staff over the summer. Anyone within the library community served by the MSL will be able to contribute to the establishment of priorities via an online survey which will be available later this year.

This research responds to the question: How can MSL training activities be the most efficient and effective? Ultimately, these are the desired outcomes of this project:

1. List training activities for training across the Montana State Library (MSL).
2. Identify key audiences served by MSL training activities.
3. Describe needs for training which fall within the mission of the MSL.
4. Develop a standard of practice for training activities which establishes priorities, coordinates services and implements effective instructional methodologies to emphasize “deep learning.” (Tagg, 2003, Entwistle, 1988)
5. Evaluate training with broadened emphasis on formative evaluation strategies and tools.

Training Activities –

- Joined Tracy Cook at Lewis & Clark for Technology Petting Zoo – March 11, 2011
- Attended MLA – participated in the Technology Petting Zoo – April 8, 2011
- MSL Webinars:
 - Collaborative Summer Library Program - Cindy Christin, presenting – May 4 and 12
 - MMP –A tour of ContentDM 6.0 – Tina Kirkham May 31, 2011
- User’s manual for the Montana Memory Project flatbed scanner drafted, revised – final revisions with graphics pending