



# Montana Certification Program for Library Directors, Staff and Trustees

Program History

Update Timeline

Discussion

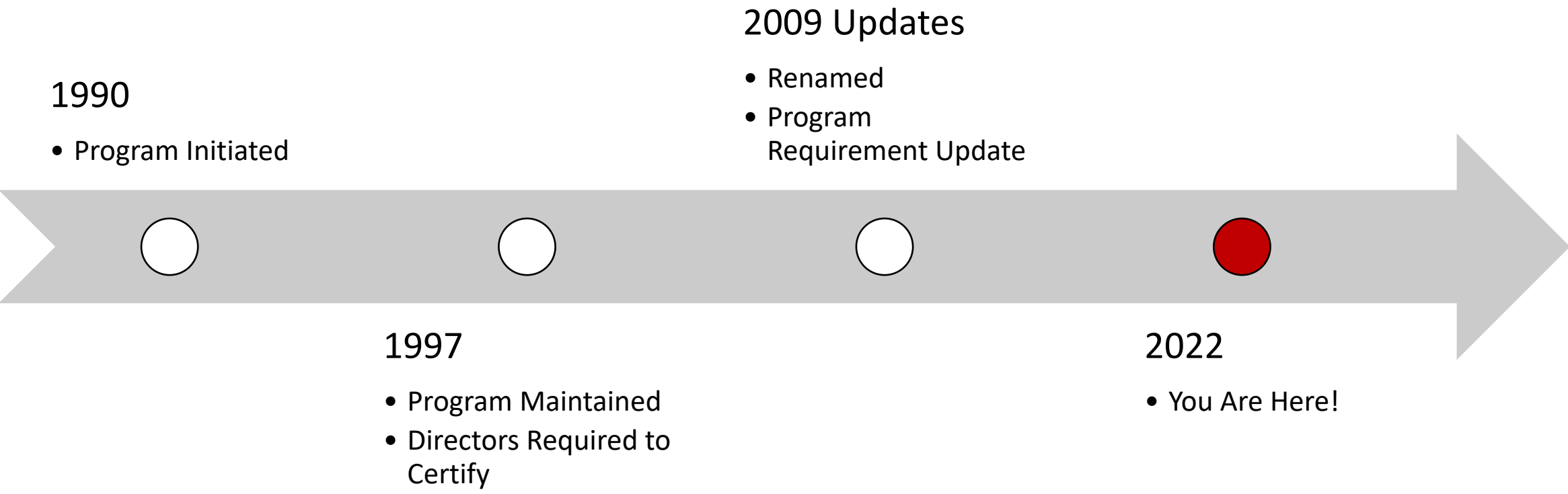
NAC Meeting – May 4, 2022

# A Short History of the CE Program

---

1990 - 2022

# CE Program Timeline



# 1990 Goals

## WHY VOLUNTARY CERTIFICATION?

The goal of the voluntary certification program is to:

1. improve library service throughout the state;
2. motivate public librarians and library staff members to acquire, maintain, and develop their skills through basic and continuing education;
3. recognize public librarians and library staff who, on a continuing basis, update their knowledge and skills in order to provide better library services to their patrons;
4. improve the public image of librarians and libraries;
5. provide guidelines for public library boards to use to select and retain personnel.

The voluntary certification program will assist in providing for increased direction and uniformity in continuing education programs for librarians across the state and in identifying and recruiting qualified librarians for public library positions.

# 1999 Goals

## B. PROGRAM GOALS

The goals of the *Montana Certification Program* are to:

- improve library services throughout the state;
- assist public library directors in meeting the library certification standard adopted by the Montana State Library Commission;
- motivate librarians, library staff members and library trustees to acquire, maintain, and develop their skills through basic and continuing education;
- recognize librarians and library staff members who, on a continuing basis, update their knowledge and skills in order to provide better library services to their patrons;
- improve the public image of librarians and libraries;
- provide guidelines for governing boards to use to select and retain personnel.

The *Montana Certification Program* provides for guidance and uniformity in continuing education programs for librarians, library staff members and library trustees and in identifying and recruiting qualified librarians for library positions.

# 2009 Goals

- Promote continuing education and its impact for quality library services
- Bring the Montana Library Certification Program into line with more recent competencies and certification programs such as Western Council and ALA
- Improve recognition for librarians who participate and libraries that encourage staff to continue learning by:
  - Improving how certified librarians are recognized
  - Differentiating between minimum and extraordinary efforts
  - Making the program certificate a useful tool for hiring and promotion
- Develop a track for public library directors that:
  - Requires continuing education for all public library directors
  - Is more meaningful for what they need to know
- Develop a voluntary track for trustees and/or library boards
- Clarify ambiguous sections of the program

# CE Categories

1990

- Public library administration
- Public library services to the public
- Technical Services
- Collection Management

1997

- Library Administration
- Library Services to the Public
- Collection Management
- Technical Services and Technology

1999

- Library Administration
- Library Services to the Public
- Collection Management and Technical Services
- Technology

2009

- Library Administration
- Library Services to the Public
- Collection Management and Technical Services
- Technology

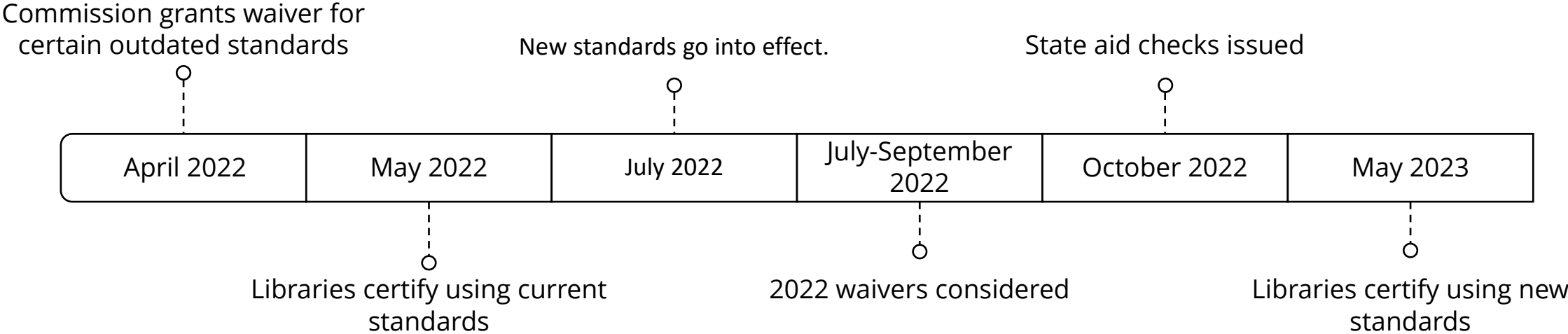
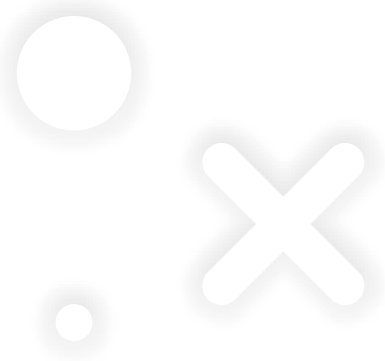


# New Public Library Standards

July 1, 2022



# Standards Implementation Timeline



# Administrative Rules of Montana (ARM)

## 10.102

### TRUSTEES

#### NEW Rule I

The board receives at least three hours of continuing education each year

### PERSONNEL

#### NEW RULE III

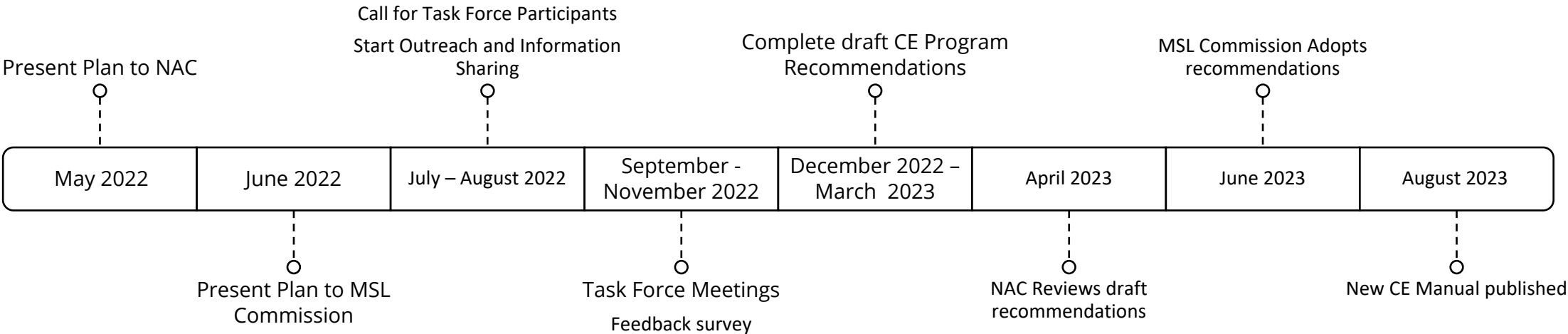
The Director is or will be certified by the Montana State Library within the required timeframe mandated by the certification program adopted by the Montana State Library Commission.

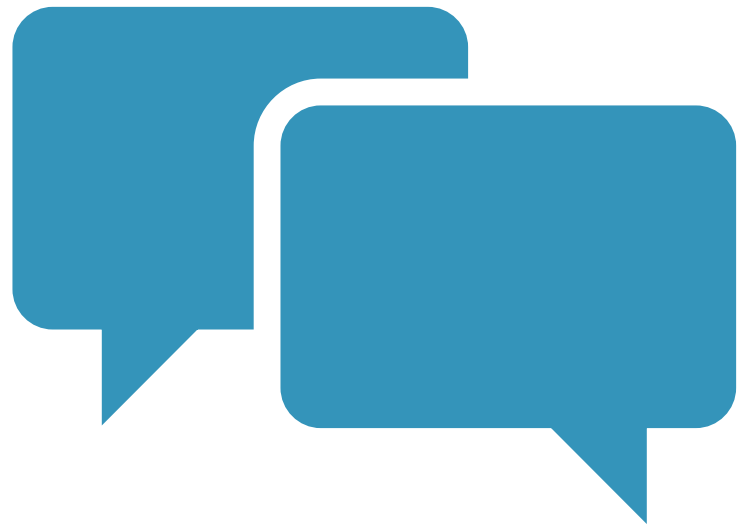
Directors of libraries that serve over 25,000 people have a Master of Library Science or equivalent degree

The board adopts a sufficient budget for continuing education

Staff have the tools and training they need to perform their work

# CE Program Update Timeline





## Questions and Discussion



Are the goals relevant?

What about recognition?

What do trustees need?

What needs to change?

What data do we need?

# Share Your Thoughts

---

Colet Bartow  
Continuing Education Coordinator  
Montana State Library  
colet.bartow@mt.gov  
406-444-3365