MSL Certification Policy

Drop-In Session #1 - January 23, 2026

Contents

Meeting Recording

- Recorded on January 23, 2026
- Watch the Video
- ASPeN Event

Agenda

- Introductions and welcome

- Purpose of the meeting

    - to gather feedback about changes, answer questions, and capture any ideas or suggestions from the library community.

- Brief description of the changes with a walk through the documents and how they relate to one another.

    - Review adopted rule changes

    - DRAFT Policy – guiding document

    - DRAFT Course of Study – reviewed annually. Covers what competencies are important and any required courses.

- o Draft Course Catalog – reviewed annually but able to be updated regularly through a pre-approval process.

- Discussion - attendees and subcommittee members

  - o Any questions about the proposed changes, documents, or process?

  - o Any feedback about the proposed changes, documents, or process?

  - o Any suggestions or things you would like us to consider?

Discussion Drafts

- [2026 Certification Policy Draft - For Discussion](#)

- [2026 Certification Course of Study Draft for Discussion](#)

- [2026 Certification Catalog Draft for Discussion](#)

- [2026 Certification Preliminary FAQ](#)

Feedback Forms

- [2026 Certification Policy Draft](#)

- [2026 Certification Course of Study Draft](#)

- [2026 Certification Catalog Draft](#)

- [2026 Certification Preliminary FAQ Draft](#)

MSL Certification Policy

Drop-In Session #1 - January 23, 2026

Summary

📄 Key Changes Discussed

- **New Administrative Rules** adopted Dec 2025; now moving into **policy and implementation phase**.

- Draft documents:

  o **Policy** – guiding principles for certification.

  o **Course of Study** – initial required courses for certification (20 credits in 2 years).

  o **Course Catalog** – dynamic list of approved courses; updated via **pre-approval process**.

- Certification renewal requires **60 credits in 5 years**, with flexibility for specialization.

💬 Major Feedback Themes

1. **Relevance and Flexibility**

   o Concern that the **initial course of study feels static** and heavily geared toward new directors.

   o Experienced directors and small libraries fear **redundant or irrelevant courses**.

   o Need for **options tailored to small libraries and paraprofessionals**.

   o Suggestion to **add topics like cataloging, AI, cybersecurity, and collection development**.

2. **Pre-Approval Process**

   o Widespread concern about **timeliness and practicality**:

   ▪ Many trainings are announced last minute; pre-approval could cause missed opportunities.

   ▪ Fear that "**credits will not be applied retroactively**" is discouraging.

   o Suggestions:

   ▪ Allow **post-completion approval** for relevant courses.

   ▪ Provide **clear criteria** for approval to avoid wasted effort.

   ▪ Consider **quick approval mechanisms** or emergency meetings for time-sensitive courses.

3. **Impact on Staff and Trustees**

- o Loss of **staff certification track** and **trustee track** raised concerns:

    - Staff need **professional growth opportunities** and recognition.

    - Libraries that tie certification to **pay incentives** will need policy adjustments.

  - o Desire for a **separate track for staff** with courses relevant to their roles.

4. **Course Catalog and Updates**

  - o Worry about **limited options** for renewal if catalog doesn't expand quickly.

  - o Request for **regular updates** and inclusion of **face-to-face training** for collaboration.

5. **Equity and Cost**

  - o Concern about **training costs** and need for **funding support**.

  - o Library school courses are expensive (\$600–\$700 per credit).

🔍 Notable Suggestions

- **Retroactive credit approval** for completed courses.

- **Annual review** of course of study and continuous updates to catalog.

- **Separate staff track** for certification.

- Include **criteria for course approval** in documentation.

- Add **small library-focused courses** and **technology updates**.

- Maintain **face-to-face training opportunities** for networking and collaboration.

🗣 Tone of Discussion

- Participants expressed **appreciation for clarity and effort** by MSL staff.

- Strong emphasis on **collaboration and flexibility** to make the new system practical and inclusive.

- Commissioner Hall acknowledged challenges and committed to **listening and adapting**.

Summary generated by Microsoft Copilot from meeting recording transcript and chat log.

MSL Certification Policy

Drop-In Session #1 - January 23, 2026

Next steps

- Committee will hold another drop-in session February 4 at 3pm.
- Committee will review all feedback from forms and sessions and will discuss whether to make changes.
- Committee will give a report at the February 11, 2026, Commission meeting.

Questions?

- Tracy Cook, Lead Learning and Consulting Librarian
- Colet Bartow, Continuing Education Coordinator