

NJLA Professional Development Committee  
Tuesday, November 29, 2005  
CJRLC

**Members Present:** Peter Bromberg, Sharon Goldschneider, Christine Hill, Joanne Kares, Karen Klepper Lembo, Ilene Lefkowitz, Nancy McConville, Connie Paul, Lina Podles, Rosalind Reisner, Rachel Steiner, Pat Tumulty, Glynis Wray.

**Appointed Note-Taker:** Ilene Lefkowitz

**Call to Order:** Karen Klepper Lembo called the meeting to order at 10:XXam.

**Minutes:** The minutes of the October 11, 2005 meeting were corrected and approved. Motion made by C. Paul. Seconded by L. Podles. A corrected copy of the minutes will be sent to NJLA for archiving and also posted to the website.

**NJLA Updates:**

Wednesday, November 30<sup>th</sup> is the NJLA Fall Business Meeting and Personnel Administration Fall Program. The Program is in the am, then lunch followed by the Business meeting. Pat Wagner will be speaking on "The Challenges and Benefits of a Mixed Generation Workforce". The program will be held at the Monroe Twp. Public Library.

Saturday, December 1<sup>st</sup> is the First Annual Friends Celebration Day to be held at the Princeton Public Library. The program is centered on fostering better communication between Friends Groups throughout the state.

In January, NJLA is teaming up with the George Street Playhouse. They are presenting Glen Berger's play, "Underneath the Lintel." The play centers on a library book that is returned 113 years overdue. NJLA has produced bookmarks that if presented will entitle you to a 30% discount. A "Day at the Theater" is being planned for January 29<sup>th</sup> with a reception for NJLA members.

A Building Fair will be held on February 24, 2006 at Roselle Catholic High School.

NJLA is finalizing the numbers, but a rough estimate is that over \$5,000 will be sent to the Hurricane Katrina Relief effort.

**Subcommittee Reports**

*Conference*

Chairperson Cynthia Czesak is reviewing workshop proposals  
Conference will be held on April 24-26, 2006 at the Ocean Place Resort in Long Branch, NJ

*Exhibits*

This committee met on November XX.

Exhibit information is forthcoming.

There is space for approx. 106 exhibits, with the hallways to be used for One Book NJ, GSTBA, etc.

Over \$8,000 has been promised in sponsorships.

### *Leadership Education*

On target, nothing new to report

### *Mentoring*

This committee will be speaking to SCILS students in either January or February 2006

Drexel has been contacted but no plans have been made yet.

The mentoree application has been cut down to one page

### **Professional Development Web Page**

Glynis and Peter are working on this project

Peter has gained access to the older minutes and has linked them to the "Links of Interest" section.

The next three meeting dates are posted as well.

Peter will contact Burlington County Library to see if Peter and Glynis can have access to the website to make additions and/or changes.

### **Core Competencies – Management and Administration**

Much discussion about the core competencies and when they were last revised.

Results of the discussion were:

Pat Tumulty will take the Core Competencies for Librarians to the NJLA Executive Board with the minor corrections as suggested by the committee for approval at their December meeting

Who uses the Core Competencies and how are they used?

Ocean County Library has their own set of Core Competencies that they use for employee evaluations and job descriptions

Lina Podles said that she uses them for staff training

Christine Hill reported that she uses them for updating job descriptions and evaluations. She suggested that perhaps a Poster session at NJLA on the practical applications of these documents would be helpful

The issue of Standards came up in this discussion as well. These are done by committee (Public Policy). They provide benchmarks for what a "good" library is.

Again, the issue of are these being used came up

### **New Business**

#### *Continuing Education*

Pat Tumulty spoke about a recent meeting trying to coordinate all Continuing Education efforts by the various regions and NJLA.

NJLA does keep a much updated CE calendar on the website.

Karen Novick is working with ALA regarding their new Public Library Administrator Certificate.

This committee is interested in having her come and speak about this Certificate program. Peter will email her.

Peggy Cadigan at the NJ State Library reported that 6 people are going to the Gates Training for Spanish Language training. Each person is then committed to doing 3 programs in the next 6 months. There needs to be much coordination to reduced duplicated efforts.

June Schneider from Ocean County Library will be the representative from the CJRLC.

Peter has submitted a program proposal to the Conference Committee to have Marie Radford speak about Conflict Resolution.

The Gates Foundation is hosting two seminars of Computer Security. One will be held on December 2 in Madison and the other on December 5<sup>th</sup> in Eatontown.

The SJRLC is hosting its annual Membership meeting on December 1<sup>st</sup>. Dr. Betty Sue Flowers, Director of the Lyndon B. Johnson Library in Texas will be the keynote speaker. Her presentation will focus on how myths operate in society and the transformation of leadership.

#### Discussion:

Should NJLA repeat programs offered by the various regions?

- Dan Wiess suggested getting a few libraries together and offering professional development together
- Cheryl O'Conner and Misan ? have been taking their staff development workshops on the road.
- Perhaps this committee can come up with an outline for a Staff Development Day in a box for the NJLA Conference? (Pat and Lina volunteered to work on this)
- Christine Hill suggested that Staff Development programs at your library be open to the region and share the cost with the region. They did that with SJRLC and it was very successful. She also mentioned that they often utilize a group called REPS (local retired persons) to do one on one training and coaching.
- SJRLC offers training To Go. They have a series of workshops that can be offered at your library.
- Karen mentioned that SCORE does free programming and do all the publicity as well as running the show.
- Perhaps this would make a good poster session – Best Practices?
- NJLA has o subsidized CE and are trying to balance the costs with the benefits of programs. That is why the conference has to be the absolute best bang for the buck and time.

#### Technology

- Use of conference calls for meetings (20¢ per person/minute – Connie)
- Use of online meetings (Peter has information on this and will be presenting it at the next meeting)

Next meeting: January 10, 2006

Respectfully submitted: January 3, 2006 – Ilene N. Lefkowitz