

ATTACHMENT 2

Subject: Training/Continuing Education of Librarians as a Goal in an SLAA's Five-Year Plan

TO: Chief Officers

LSTA Coordinators

Heads of Library Development

RE: Training/Continuing Education of Librarians as a Goal in an SLAA's Five-Year Plan

The Program Officers have completed a first reading of most of the Five-Year Plans and have found that a number of these plans have, as one of the goals, training of librarians. IMLS has noted in the past that we recognize CE as being a common area of LSTA expenditure. However to have the training of librarians (as the target group) listed as a primary goal of the plan is problematic as none of the six priorities of the LSTA legislation include training or education of librarians. The priorities are all directed at expanding, developing, delivering, or promoting library services to the end user, not to librarians. The use of LSTA funds for training librarians is allowable only in so far as the training is integral to preparing librarians to develop, expand, deliver, or promote services and programs that are included in the six priorities.

If your state is facing this issue, we have two suggestions for ways to resolve this problem. The first (and preferable) approach is to acknowledge training as an activity and thus include specific training initiatives under the goal to which it is related. Training would then simply disappear as a goal. The second (and probably easier) approach is to rewrite the Training goal so that it specifically addresses the CE needs of librarians and library staff in areas related specifically to those services and programs that are allowable under the six priorities and draw the connection to being able to better meet the needs of the end users by building the staff capacity in these areas. While training in other areas of librarianship are important to the improvement of the profession, LSTA funds can not be used to support such efforts.

Program Officers will soon be contacting SLAAs to discuss any areas that need revision, but I am sending this note to all of you now so that you can begin revising the training component, if necessary.

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