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Exploring the relevance of the PDF for Library Professionals.

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Exploring the relevance of the PDF for Library Professionals

Dr Roisin Donnelly

web: http://www.teachingandlearning.ie/priority-themes/professional-development-framework/ | email: roisin.donnelly@teachingandlearning.ie

Abstract

The Professional Development Framework through the lens of Libraries & Librarians

To embed and champion a PDF that addresses the complex nature of all our work and sustains ongoing learning so that we may better serve our students, our institutions and our practice as Librarians.

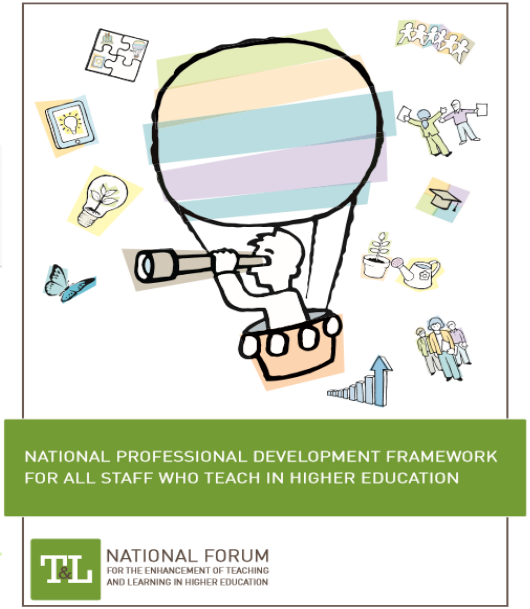
Aims:

- Engage with a PDF that has been researched & represents best practice
- Create tools that help Librarians engage with the PDF
- Propose changes to the PDF so that it works better for Libraries
- Accreditation of PDF
- Sustainability

T&L NATIONAL FORUM FOR THE ENHANCEMENT OF TEACHING AND LEARNING IN HIGHER EDUCATION

A National Approach to Professional Development for those who teach in Higher Education

Overview of Presentation



- The PDF domains: how this framework can be used by all staff in libraries who teach in their role – how can it be transformational?
- Thinking about how the PDF can shape future PD opportunities for all library staff

PDF Pilot Studies

230 Participants in 22 Pilot Groups
from IoTs, Universities and private colleges

22 Pilot Co-ordinators
10 member PD Expert Advisory Group
1 Project Manager

PD Digital Badges

15 Collaborative Teams drawn from 22 HEIs
38 Badge Developers
30 Peer Reviewers

It's about bringing people together!

All these shared conversations, ideas, resources and innovations currently on PD across the sector

Professional development is something we do every day of our lives without even thinking about it – do you agree?

"When we can no longer change a situation, we are challenged to change ourselves."
- Viktor Frankl

…however, as busy library staff, it takes time to think about what we do, and why we do it, and how best to evidence and reflect on PD.

How can we embark on PD and self-manage the process?

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WE ARE ALL AT DIFFERENT STARTING POINTS IN OUR PD;

note down what PD means to you now

New to T&L; Consolidating learning; Mentoring; Leading T&L

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Our Understanding of Professional Development

Conversations with colleagues, water-cooler networking, discussion forums

1. Collaborative Non-Accredited

Reading/writing articles, following social media, self-study, watching video tutorials, keeping reflective journal/blog portfolio

2. Unstructured Non-Accredited

Workshops, Seminars, MOOCs, conferences, summer schools, structured collaborative projects

3. Structured Non-Accredited

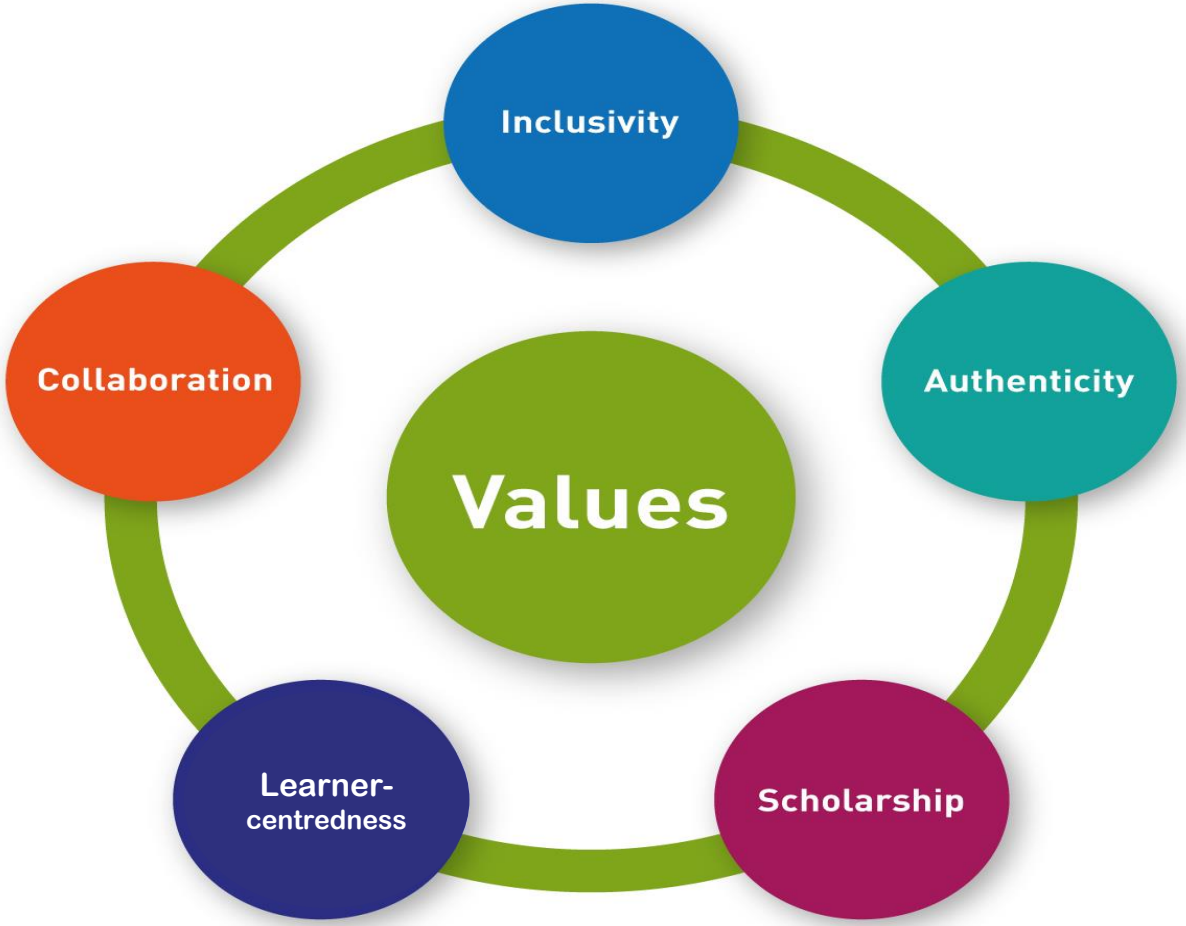
Professional Certificate, Graduate Diploma, Masters, PhD, EdD in: T&L, eLearning, Leadership in Education; Education Policy

4. Accredited

PDF Pilot Studies: Scope and Composition

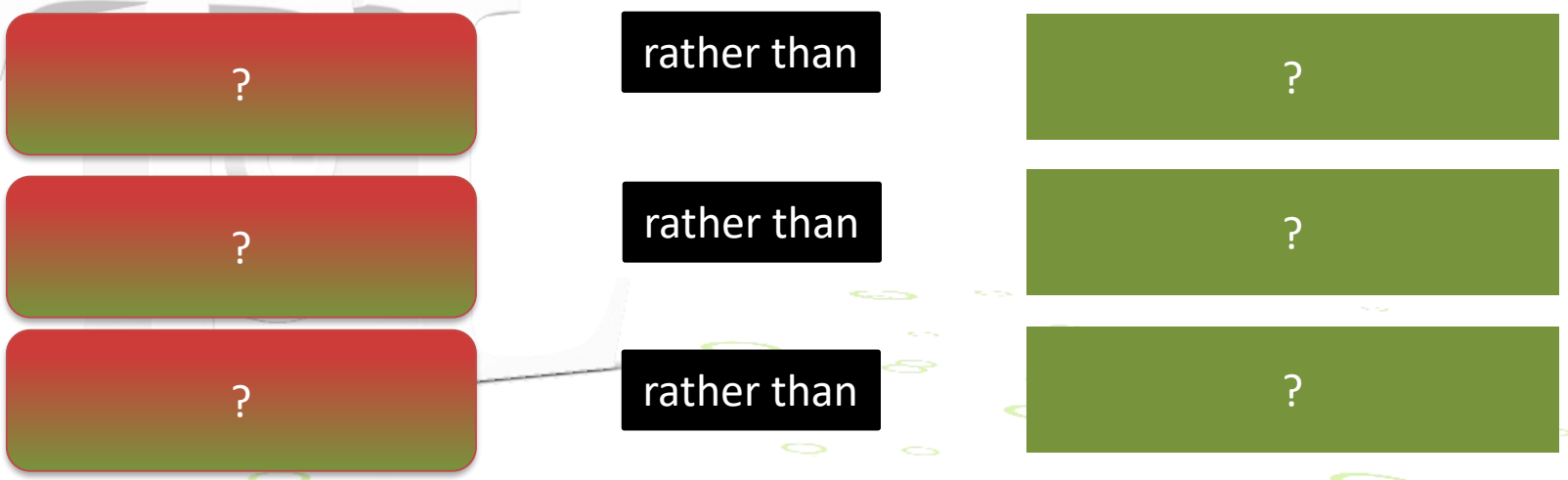
A model for building capacity with key professional identities (implementing the national PD Framework):

‘Kickstarter’ Regional Workshops


Inclusivity
Authenticity
Collaboration
Values
Learner-centredness
Scholarship

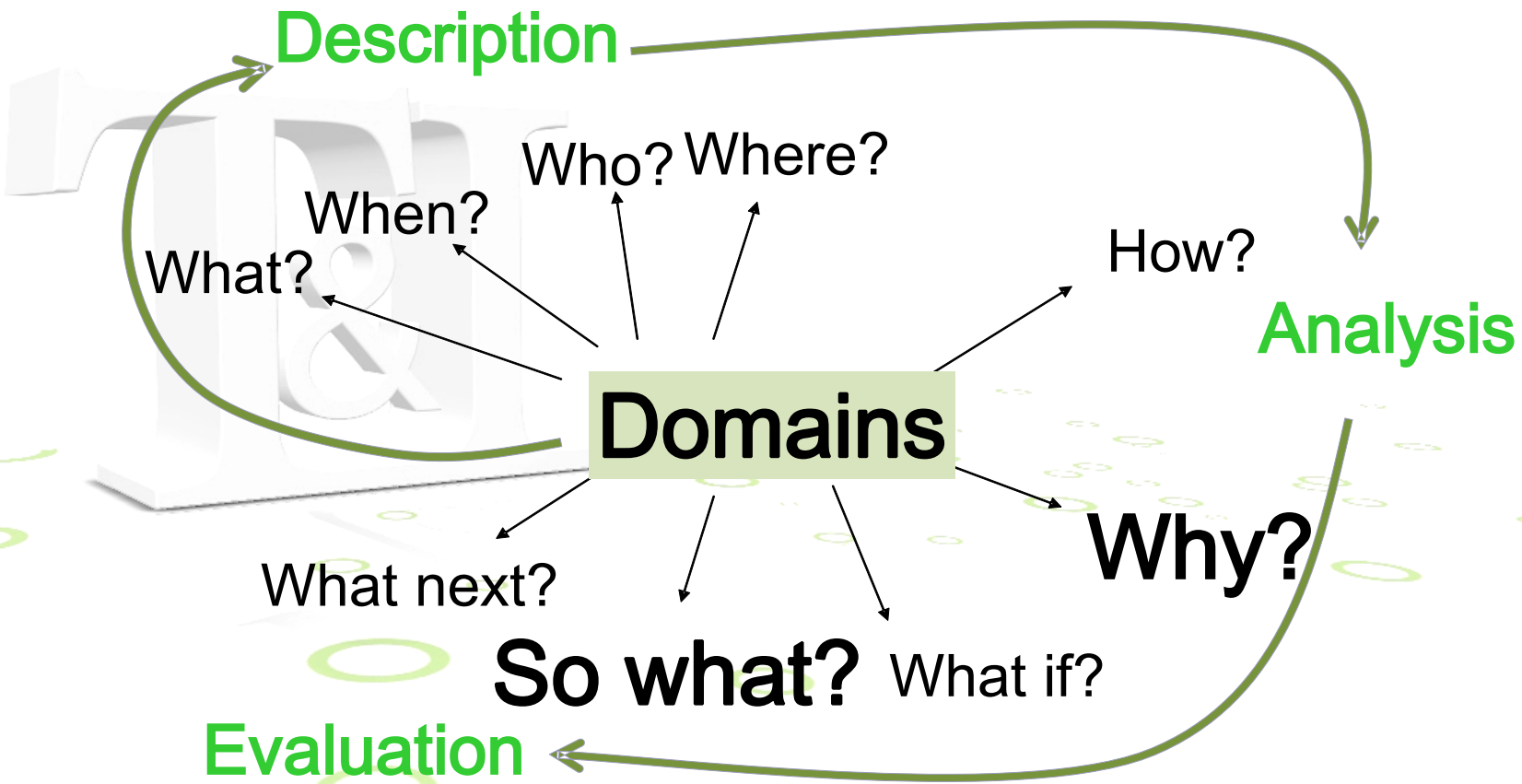
What values are important to you as library staff?

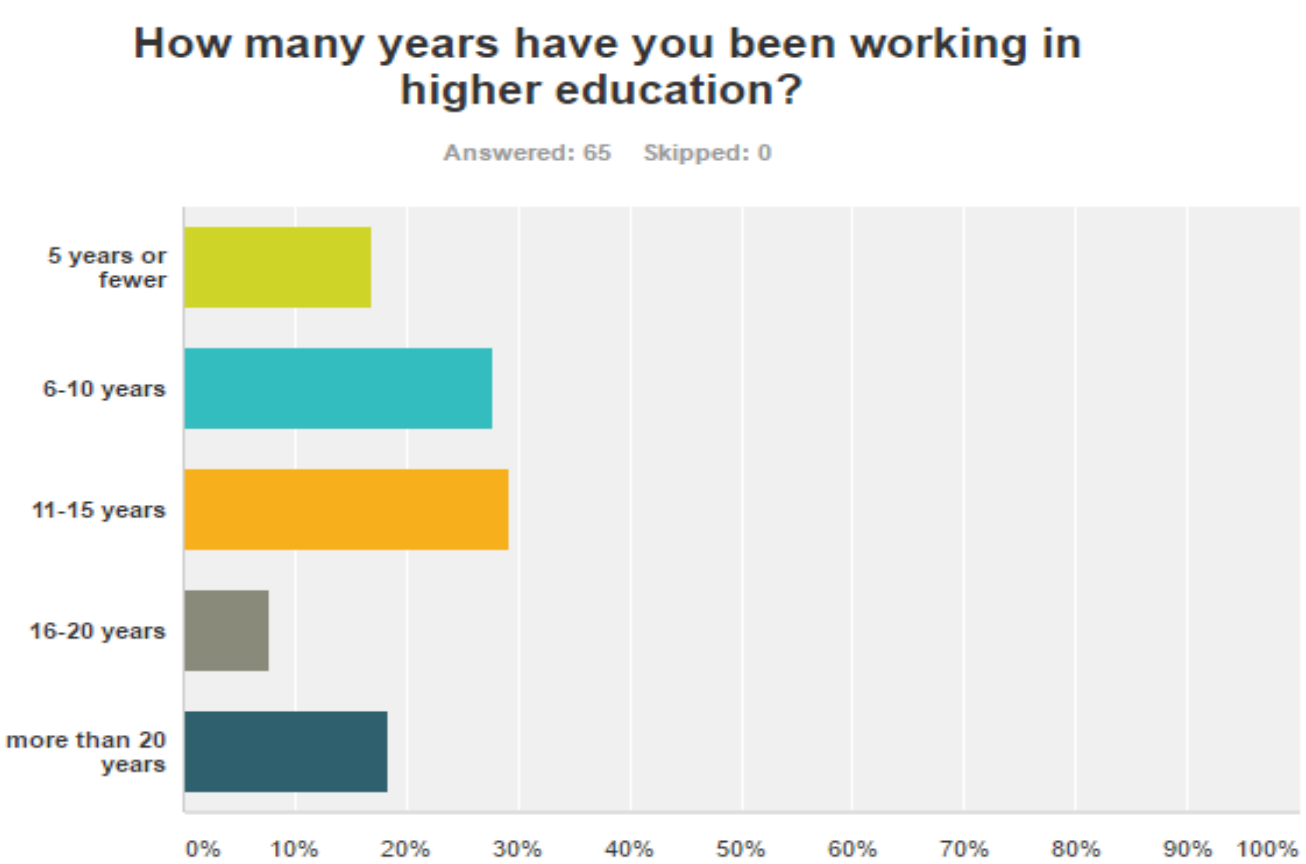
Vs what you spend a lot of your time on?



The domains, underpinned by the framework's values.

Enquiry-based approach to generate engagement in PDF





Interim Findings on PDF Pilot

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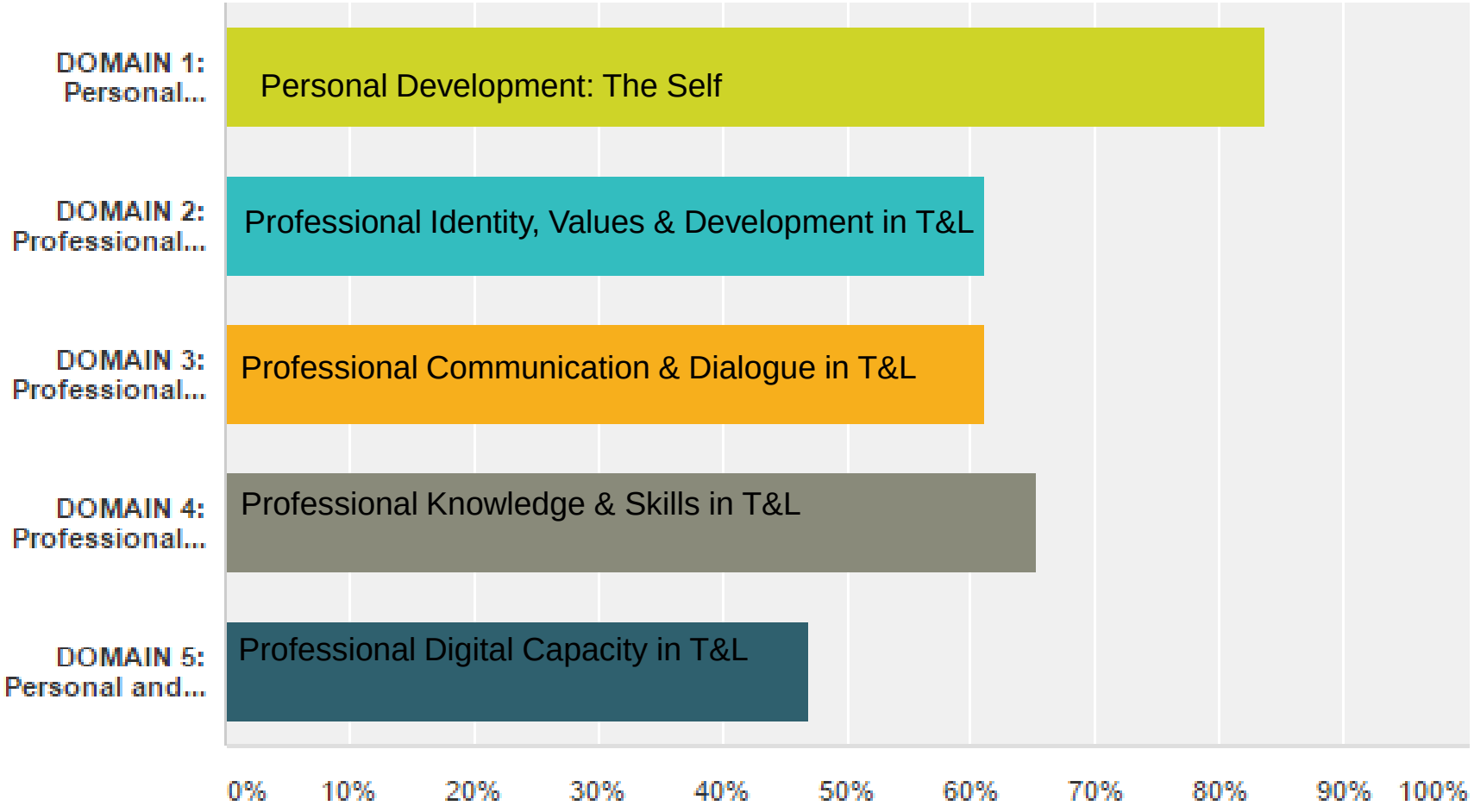
Interim Findings on PDF Domains



Why the PDF MATTERS to me

- What is the nature of the teaching that you do?
- What type of PD would most benefit this?
- How can the PDF support transformation in your practice?

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What motivated you to take part in the Professional Development Framework Pilot Project?

I had recently joined the HECA Librarians group & the Continuing Professional Development aspect of the National Forum's T&L Pilot offered me the dual roles of exploring the CPD nature of Librarianship/Library Assistants & forging links with my Library colleagues from other institutions.

I felt the area of continuing professional development for Librarians as part of the professional framework pilot project was an interesting one to explore/research with other Librarians.

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Which PDF domain(s) did you engage with, and why?

Domain 5 was the one I felt most comfortable with - accessing & using digital materials/resources is one of the aspects of library work that I feel most comfortable & interested in using.

Domain 1: *Gave me the time & space to think about the work that I engage with on a regular basis in my own personal development, which is something I do not normally consider.*

Domain 3: *One of the main aspects of the work of librarians/library staff is communication & as with Domain 1, it was refreshing to consider the professional communication & dialogue used as a library staff on a daily basis.*

Domain 4: *Library Staff use their professional knowledge & skills on a constant basis in their work, it was a different approach for me to try to map this knowledge/skill to a framework & I found it challenging.*

Domain 5: *Digital capacity or skills is one of the cornerstones of the modern librarian/library worker. Skills/Product updating is an essential component of my daily work, this was the domain I was most comfortable with.*

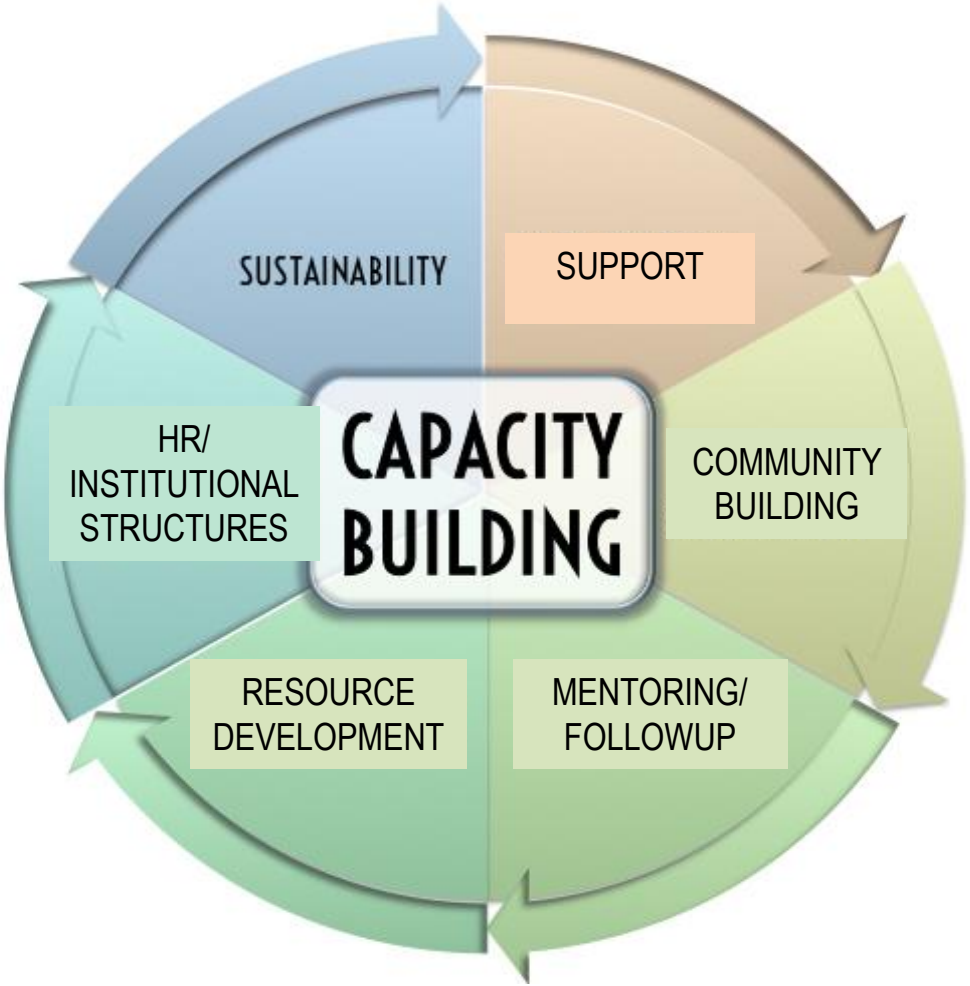
What were your impressions of working with the different descriptors (elements) listed under each of the PDF Domains?

As a Librarian who does do some teaching & I am a qualified secondary school teacher, I had no issues with the descriptors, however not all library staff teach, so whilst the descriptors were clear, in mapping your experience to the PDF Domains & I could in general map some of my activities to the PDF Domains, it was not always a comfortable fit, & I felt as if I was adjusting my activities to fit the PDF Domains sometimes.

What tools did you use?

WordPress *was the tool chosen by the HECA Librarian's Group. We decided to use a blog tool & it was free to use.*

Wordpress, training was necessary.



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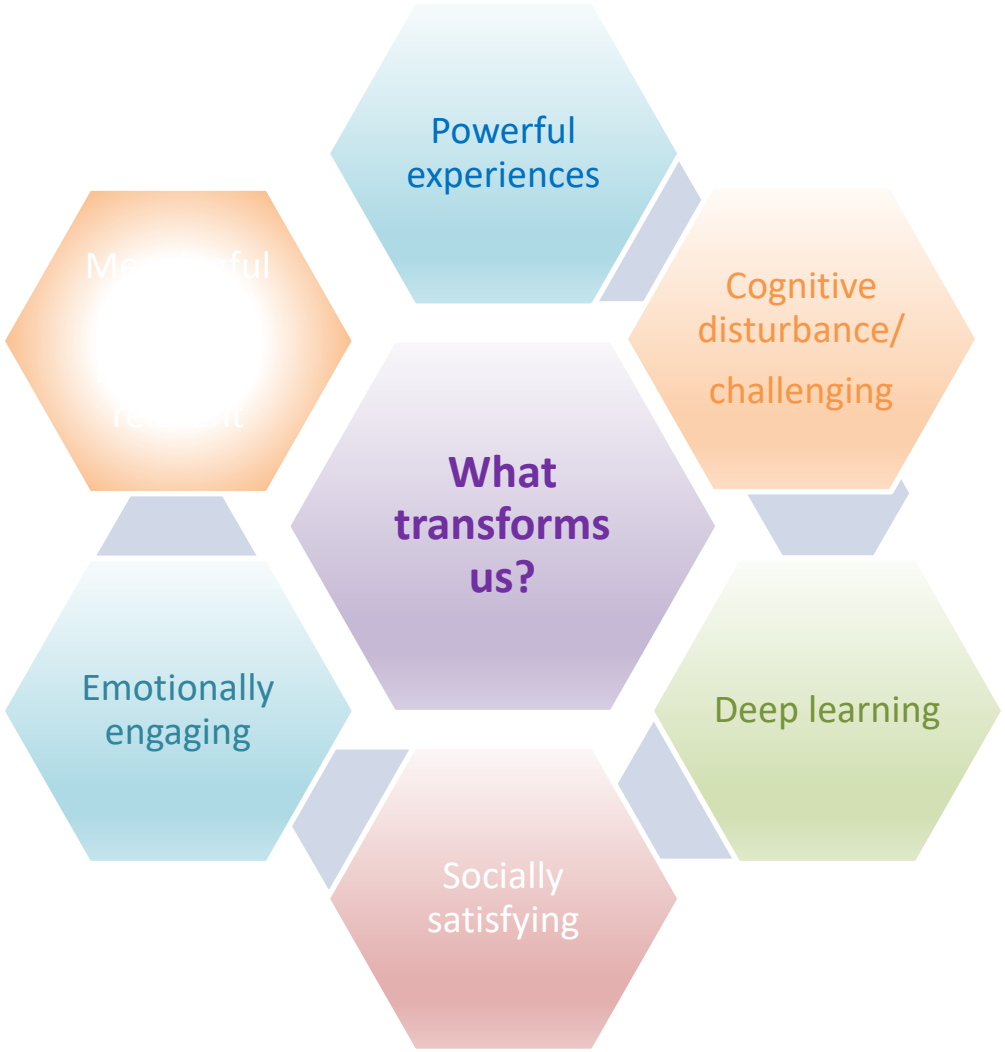
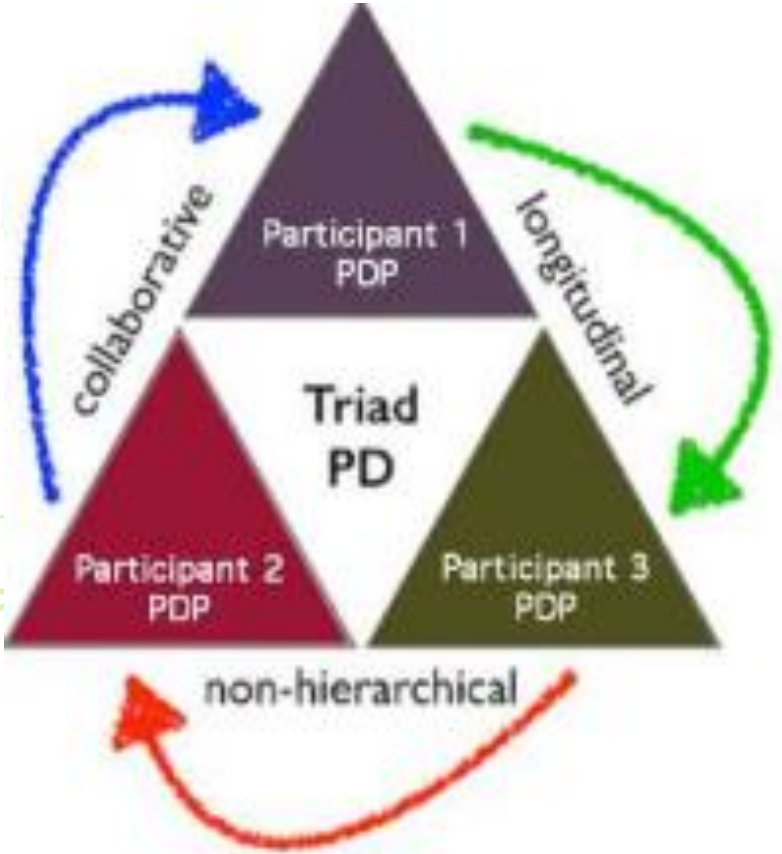


Understanding how PDF can transform practice

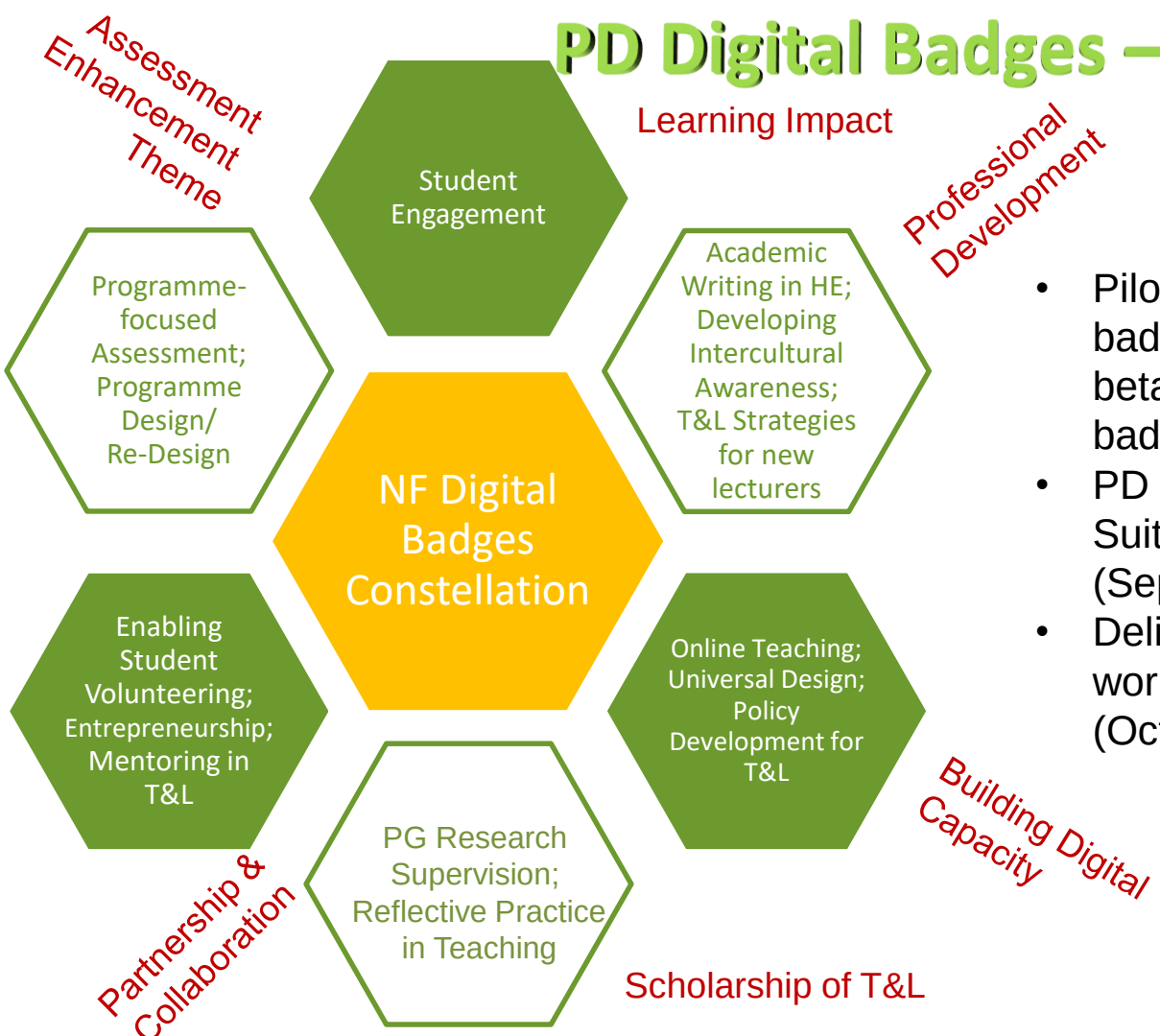
HOW TO SUPPORT STAFF IN PD



Peer Triads

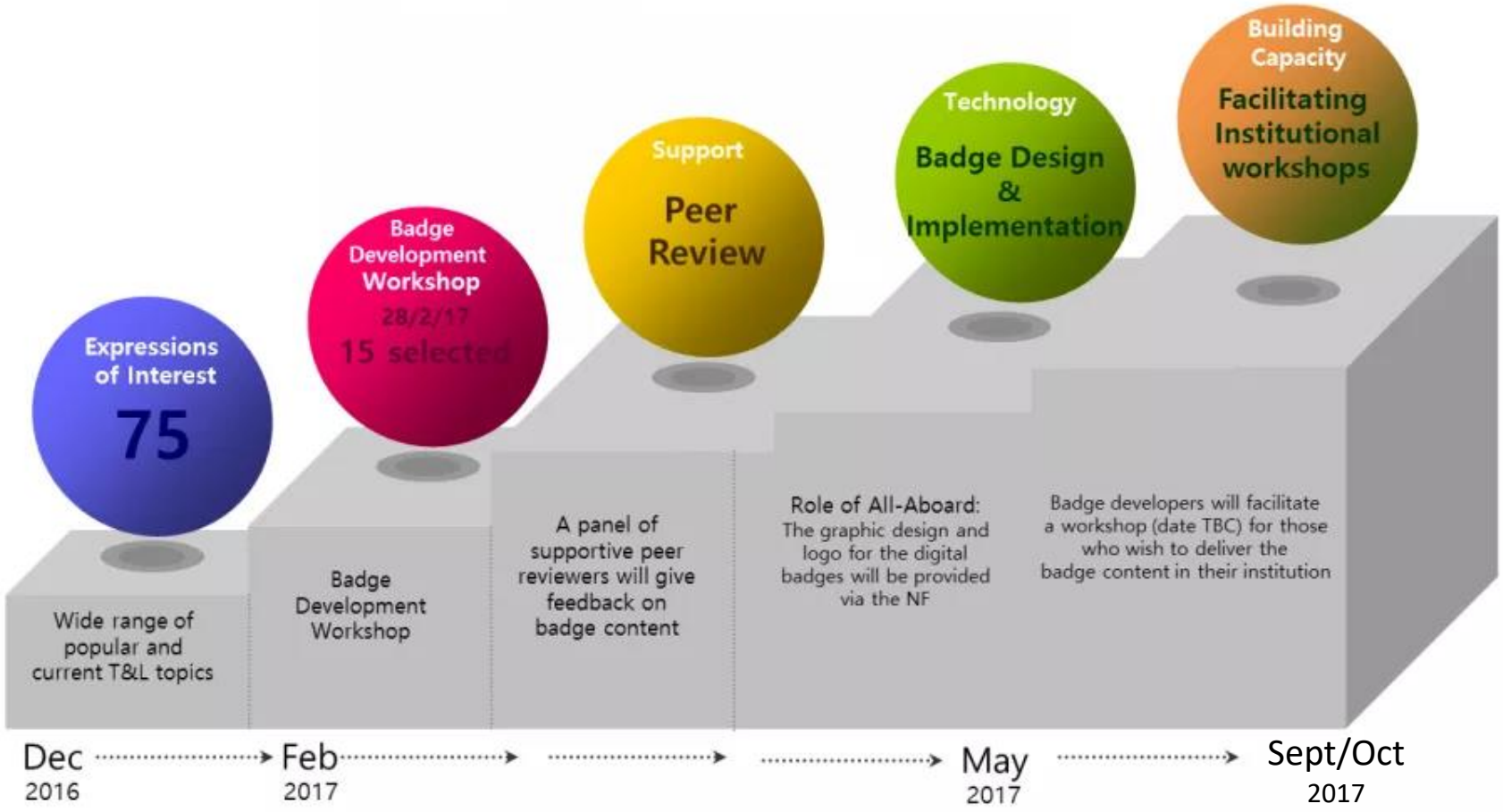
PD Digital Badges – Next Steps

A badge constellation is a master plan that shows all of the badges on offer and how they relate to core themes or to each other; designing badges that work together in context to measure and acknowledge related sets of skills can be better practice than designing badges that measure isolated skills



- Piloting stage for the badge delivery, and beta versions of the badges
- PD Portal / Delivery Suite (Sept 2017)
- Delivery of the 15 PD workshops (Oct 2017)

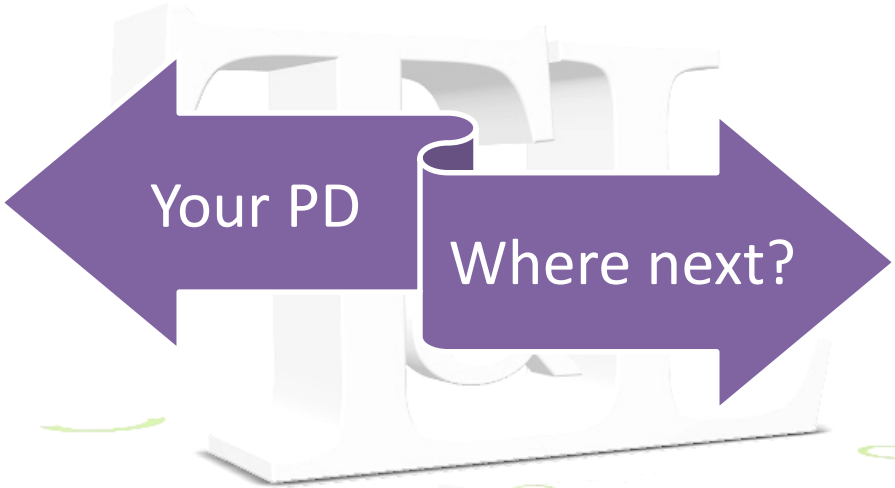
Towards a model of digital badge development



National PD Digital Badges

PACT: ProfessionAl CommiTment [to development in T&L role]: Initial Steps

- To reflect on what is involved in making a commitment to your own Professional Development
- To explore and demonstrate familiarity with the national Professional Development Framework
- To be informed by others who have already used the PD Framework and Identify key actions from these conversations for your own PD practice
- To identify ‘next steps’ – moving from reflecting on PD to undertaking it



What are your impressions of the PDF?

How have you approached the 5 domains in the L2L project?

‘Learning Transformation’ : potential of the PDF for this in your future practice?

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