



PROFESSIONAL PATHWAYS

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Consultation paper submission template

Organisation or group: Mareeba Shire Library Service

Are you responding on behalf of your organisation? Y/N Yes

Do you give permission to make this submission public? Y/N Yes

The Professional Pathways [Consultation Paper](#) invites you to respond to a number of questions about the draft framework and future career pathways in the LIS sector. To aid your response to the Paper, the questions are reproduced below. You do not have to answer every question. If you prefer to write a submission in a different format that is also fine but please include the information above in your submission.

Submissions should be emailed to professionalpathways@alia.org.au with the word “submission” in the subject line. Submissions are due by 31 October 2022.

Further information is available from the Professional Pathways website or by emailing professionalpathways@alia.org.au

Section	No	Question
2.2	Q1	<p>Do you believe that the 10 core values remain relevant for the LIS sector today? Please explain your reasons.</p> <p>I attended a workshop at JCU in Cairns and we spoke about Community Engagement being remodelled to promote Civic Involvement and planning for community cohesion.</p> <p>I would also propose that Event Management and Marketing play a large role in modern librarianship.</p> <p>Is library research still a viable option? Or will research in the future be driven by complementary fields such as information management, literacy, knowledge acquisition. Does pure library research still happen at a Doctorate level? What pathways are open to support research given that Library Managers now seem to be a thing of the past.</p>
2.2	Q2	<p>Do you agree with the range and scope of the proposed Foundation Knowledge domains? Please explain the reasons for your responses.</p> <p>I am unsure how First Nations knowledges will be incorporated - is this achievable practically- I hope so! Is there a plan, or a vision to support this domain? I feel that small rural and remote libraries may need more support in this domain than can be easily offered. I would like to see advocacy to support Libraries (and Council's) to honour Welcome to Country protocols at the very least.</p>
2.2	Q3	<p>Are there any elements that you would add, amend, or remove from the Foundation Knowledge domains? Please explain the reasons for your responses.</p> <p><u>Ethics and values OR employ moral competencies in decision making</u> Competencies acknowledges:</p> <ol style="list-style-type: none"> 1. the moral competency of the person or organisation in question 2. the normative framework on which ethical behaviour is based, and 3. the situational constraints that influence decision-making. <p>Behaving ethically should be a given. It seems a little old fashioned to name libraries as the exemplary ethical organisation with the implication that commercial organisations are less ethical. Readings in libraries and ethics suggest that the ability to exercise moral agency may be limited and librarians (who more frequently do not hold managerial positions) are less likely to be solely responsible for policy or decisions and may have limited ability to create policy in a reflective autonomous manner. I would like ethical to be expressed as Accountable- which acknowledges that "library ethics" may be affected or influenced by competing workplace expectations- and that the expectation is for library staff to negotiate competing needs to the best of their ability.</p>

Section	No	Question
2.3	Q4	<p>Do you agree with the range and scope of the proposed Professional Knowledge domains? Please explain the reasons for your responses.</p> <p>Yes I agree with the range and scope- I would suggest that all libraries need to do more than <i>accommodate</i> innovation (Consultation report page 6: Professional Knowledge Domains) they need to explore innovation and apply scalable/ manageable innovations to their library practise.</p>
2.3	Q5	<p>Are there any elements that you would add, amend, or remove from the Professional Knowledge domains? Please explain the reasons for your responses</p> <p>Event Management.</p>
2.4	Q6	<p>Do you agree with the range and scope of the proposed Active Professional domains? Please explain the reasons for your responses.</p> <p>Yes, as an ideal model- it maybe difficult to stimulate continuing growth and mastering new skills if the career pathway for librarians is rapidly diminishing.</p>
2.4	Q7	<p>Are there any elements that you would add, amend, or remove from the Active Professional domains? Please explain the reasons for your responses</p> <p>I have attempted to engage with the CPD scheme but found the membership and recording process time consuming and discouraging.</p>
2.5	Q8	<p>Are there any ways you feel the conceptual design of the draft Framework could be enhanced or changed to articulate the knowledge, skills and values for the LIS sector?</p>
3.2	Q9	<p>How could the draft Framework support LIS courses at the higher education and/or the VET level, for example in course development or ALIA accreditation?</p> <p>If the "core" initiatives of libraries in general where articulated this would support the higher educational framework. However articulating core and non-core tasks provides both a bargaining tool and a restraint for Public Library Services.</p>
3.2	Q10	<p>To what extent do you feel that the draft Framework could serve as a resource to guide quality assurance in accrediting LIS courses? Please explain the reasons for your response.</p> <p>The draft framework gives a usable overview of guiding principles - I'm not sure that it is not too general to assist and guide education providers interpretation</p>
3.3	Q11	<p>What opportunities for micro-credentials do you see in the LIS sector?</p>

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		This was a very significant area of debate in our consultation session- there was very strong agreement that it is important to recognise micro-credentials and related areas of training initiated by individuals which enhances their professional work.
3.4	Q12	<p>In what way is LIS professional recognition important to you, as an individual or as an employer? What might make professional recognition have more value and/or use in the LIS sector?</p> <p>It is important in terms of applying for work and also recruitment - as I would look favourably on prospective employees with a proven interest in wider learning or consolidating a specific area of interest.</p>
3.4	Q13	<p>What should professional recognition be based upon? For example, the attainment of ALIA-accredited academic qualifications, experience in the LIS sector, demonstrated skills and/or knowledge gained from other training or other sectors, or other career opportunities?</p> <p>It continues to be important to have accredited courses as a benchmark to demonstrate expected levels of knowledge associated with specific course levels. Specific experience is also important- but maybe in a narrow area of specialisation or very general.</p>
3.4	Q14	<p>What distinctions do you think are important for professional recognition? Should there be distinctions between:</p> <ol style="list-style-type: none"> people with accredited qualifications in LIS and people with other qualifications or experience? librarians and teacher librarians? people at the beginning of their careers and people with more professional expertise? people who invest in ongoing CPD and those who don't? <p>Accreditation is of primary importance / secondary importance is people who continue to invest in CDP. I think the other areas mentioned play a part in professional recognition and should be evaluated individually.</p>
3.4	Q15	<p>Would you support a program of professional recognition for those working in the LIS sector? Please explain the reasons for your responses.</p> <p>If this process was successfully linked to job advancement</p>
3.4	Q16	<p>Would the draft Framework be suitable to underpin a professional recognition program? Please explain the reasons for your response.</p> <p>Unsure</p>

Section	No	Question
3.4	Q17	<p>Would you support a system where those working in the LIS sector can demonstrate their career progression? Please explain the reason for your choice.</p> <p>Yes this would be very advantageous to a career which combines and encompasses many skill sets and a variety of appropriate training options</p>
3.5	Q18	<p>Are there ways for the draft Framework to provide a new structure for the ALIA CPD scheme? Please explain the reasons for your responses.</p> <p>I believe that CPD should be evaluated on individual application- I would like to see the classification of responsibilities and tasks correlated to position levels be updated as this is a good guide if library positions are subject to formal evaluation processes within Council.</p>
4.6	Q19	<p>How do you see the draft Framework being applied in either your personal career or in your organisation?</p> <p>I would hope that there will be more opportunities to demonstrate the breadth of library staff knowledge to employees and peers. I would aim to be actively involved in a process to recognise and appreciate Aboriginal and Torres Strait Islander knowledges- but would need direction in this area. A discussion around modernising library classification systems.</p>

Q20 Any other comments or feedback

This is an exciting project with the possibility of stimulating the production of library research and recognising the importance and centrality of Aboriginal and Torres Strait Islander knowledge systems