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Feedback provided from:
An individual, On behalf of an organisation

Organisation Name (if providing on behalf of an organisation):
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1. Do you think the conceptual design of the Draft Framework works? What would you change?

Yes and no. The Framework has positive points, but I feel we can make it more user-friendly for all people working in libraries. We need to think about all staff, from casual, to part-time, to full-time. Not all library staff might want to advance their professional knowledge to domains such as 'Leadership and Management' or 'Research'. Having worked with so many different staff over the years, have given me insight into staff development, especially professional development. So, thinking, we need to have a few Professional Knowledge domains which can be employed for different library staff members. For example, simplify the domains, i.e. omit 'Research' and 'Leadership and Management" when the staff member is for example a new library officer. We need to think about the level of employment, level of current achievement, and the level of future achievement desired. Also, the level of experience. In my view, you do not want to discourage staff from achieving their professional potential.

2. Are there any elements that you would add, amend, or remove?

Omit the 'Research' and 'Leadership and Management' domains from new library staff's Professional Development and Knowledge.

I would like to see the word 'Mentoring' in the Professional Knowledge domains.

Another word that would be good is 'Outreach' which forms part of 'Community Engagement'. However, you need to be willing to acquire these skills to attract community engagement.

Also, the domain, 'Digital Technologies' can be replaced just with 'Information Technologies'. The library staff member might want to develop knowledge in other areas of technologies, not just digital technologies.

3. Would a Framework along the lines of the draft Framework be useful to you in your career or workplace? How could you see it being used?

Yes, the Framework would be useful in my career and workplace.

It is a good tool for management to employ for library staff development and future development. It gives a good indication as to where the staff member is at, and where the staff member would like to be in the future.

4. Is LIS professional recognition valuable to you? What changes would you like to see to professional recognition?

Yes, 100%. Professional recognition should be valued more, and should be focused on more. For example, when you join ALIA and especially the ALIA PD scheme, recognition should be given yearly, not every trimester, etc. We should make it easier (financially) for people to join ALIA and to be part of the professional development activities.

Also, when it is too hard to achieve the ALIA PD points required, i.e. 120 point, library staff might not want to participate and be discouraged from joining ALIA. Not all library staff have the time to complete professional development activities. Hence, it will take longer for them to achieve professional recognition.

5. Any other comments?

Thank you for hosting these great workshops and seeking our input. It is much appreciated.