

Public Mandates and Priorities

PMAP – 2: Complying with Certification Requirements for Public Library Professionals

The Indiana State Library adopted new certification rules for Indiana library professionals in 2008 that add validity and credibility to the profession in compliance with Indiana law. The certification requirements include:

- 1) Library Education Units (LEUs) will be required to maintain certification;
- 2) certification will have to be renewed in five year increments;
- 3) library directors, branch heads, department heads and professional assistants must be certified to meet state standards;
- 4) staff members that were certified in 2008 were grandfathered for five years at their 2008 level, at their 2008 job title and 2008 library;
- 5) state officials will begin auditing compliance in 2013.

In the third quarter of 2013 all certified staff members must apply for re-certification based on the position they currently hold within the JCPL system. Staff members will then once again need to work on continuing education credits to maintain their level of certification. National and local demographics of library professionals show an aging senior staff. Mandated continuing education keeps senior staff members current and prepares younger staff members for future leadership roles.

Implications for JCPL

- JCPL will continue hiring appropriately certified people for JCPL positions in order to maintain compliance with state standards.
- JCPL should consider renaming the positions on the organizational chart to fit the state's classification requirements.
- JCPL will continue to provide cost-effective training and workshops that meet state requirements for earning LEUs.
- JCPL will explore the option of certifying internal trainers to deliver LEU-approved programs to staff.
- Requiring LEUs will ensure JCPL library professionals stay abreast of industry trends and keep their skills sharp
- Human Resources at JCPL will continue to monitor staff certification compliance.
- In addition to leadership training, there needs to be a focus on succession planning to ensure the secure future of the library. Effective succession planning includes on-the-job coaching and mentoring of emerging leaders.