



Librarian Certification

Looking Forward
and
Looking Back



Welcome

As the State Library held its seven town hall meetings across Indiana in early 2007, certification was one of the areas of discussion. Participants overwhelmingly wanted a meaningful librarian certification program.

- Summary of the previous requirements under Indiana Statute for librarian certification
- Outline the new certification proposal which complies with the law, provides continuing education, and provides a professional certification program.



Indiana Law

IC 36-12-11-6 - Certification requirements

Sec. 6. All library directors, library department or branch heads, and professional assistants, except those who are employed at school libraries or libraries of educational institutions, must hold a certificate under section 7 of this chapter.



Compliance with Existing Law

- Only Public Library Directors (defined as the head of a library district) have been required by the State Library to be certified.
- The law also requires branch heads, department heads, and professional assistants to be certified.

Why Is Certification An Issue?

- Office of Management and Budget (Program Results—Outcome Based Evaluation)
- PROBE Findings
 - Lack of continuing education
 - Length of Certification
 - Revenue and cost
 - Failure to comply with the existing law
 - What compelling State need to license?



Cost and Term

- The State Library was charging \$1 for lifetime certification



Annual Revenue and Expense

- The certification program cost about \$12,000 and in 2006 and had revenues of \$83.



Continuing Education

- There was no continuing education requirement in place for Indiana librarian certification.



PROBE Recommendation

- Eliminate Librarian Certification



Certification Taskforce

- State Library formed a taskforce in the Spring of 2007
- The taskforce was open to all and over 60 people served from all types of libraries





Certification Taskforce

- The taskforce first met on June 18th and met five times
- Minutes and a list of members who served on the taskforce is available on WebJunction Indiana

(<http://in.webjunction.org>)



Who Should Be Certified?

- Public library directors, branch heads, department heads, and professional assistants
- Other staff in the library have an option to be certified through the specialist program.



Professional Assistant

- Includes positions in which the person devotes more than half his or her time to work that requires:
 - knowledge of professional library practice, development and management of collections and of technical library processes
 - the ability to deal with people in a professional capacity as distinguished from clerical
 - Includes but not limited to staff classified as librarians, paraprofessionals, catalogers, reference assistants, and program coordinators



Who will not be required to be certified

- Pages
- Clerks
- Marketing staff
- Business office staff
- Computer staff
- Maintenance workers
- Volunteers

How Is It Structured?

- A three-tiered certification process, structured in this way:
 - Libraries serving a population of 40,000 or more (A)
 - Libraries serving a population between 10,000 to 39,999 (B)
 - Libraries serving a population of less than 10,000 (C)



Librarian Certification Levels

- **Librarian Certificate 1 (LC1)** - ALA-accredited MLS degree (or equivalent) with 10 years professional library experience (or 6 years professional experience including 3 years supervisory experience)
- **Librarian Certificate 2 (LC2)** - ALA-accredited MLS degree (or equivalent) with 3 years professional library experience
- **Librarian Certificate 3 (LC3)** - ALA-accredited MLS degree (or equivalent)
- **Librarian Certificate 4 (LC4)** - Bachelor's degree from an accredited college or university, including 15 semester hours of required library science courses
- **Librarian Certificate 5 (LC5)** - 60 hours of college or associate's degree plus 9 semester hours of required library science courses
- **Librarian Certificate 6 (LC6)** - High school diploma or GED with 5 years of library experience or 9 semester hours of required library science courses.





Terms

- Certification would be renewed every five years.
- Existing library staff would be grandfathered while remaining at their present job level and library district.
- Part-time employees in positions requiring certification will need to be certified.

Certification Fees

- Replace the \$1 lifetime fee with a \$50 fee per 5 year certificate
- Temporary certificate of a one year term are \$10. (Limit of 3)





New Staff

- Newly hired staff that require certification will have six months to become certified
- Individuals unable to meet the certification requirements for their new position may apply for a one year temporary certification.
- Individuals may apply for up to 3 one year temporary certifications as they work towards becoming certified



Continuing Education

- Renewal for a director will require the completion of one hundred (100) library education hours in 5 (five) years. Ten (10) hours of LEUs will be computer or technology related. (One hour of class time = 1 LEU)
- Renewal for a department or branch head will require seventy-five (75) library education units in five (5) years. Ten (10) hours of LEUs will be computer or technology related.

Continuing Education

- Renewal for a professional assistant who is not a department or branch head will require fifty (50) library education units in five (5) years. Ten (10) hours of LEUs will be computer or technology related.





Continuing Education

- Existing conferences, workshops, and academic work will all qualify.
- ILF, INCOLSA, Indiana State Library, WebJunction Indiana, Ivy Tech, SLIS, approved trainings, etc.



Next Steps

- Economic impact review completed and published the new rule in the Indiana Register
- Public hearing (5/7/08) and adoption by the Indiana Library & Historical Board (5/16/08)
- Approval by Attorney General and Governor



Certification

Questions?

- Jim Corridan jcorridan@library.in.gov
- Edie Huffman
ehuffman@library.in.gov
- Jacob Speer jspeer@library.in.gov
- (800) 451-6028