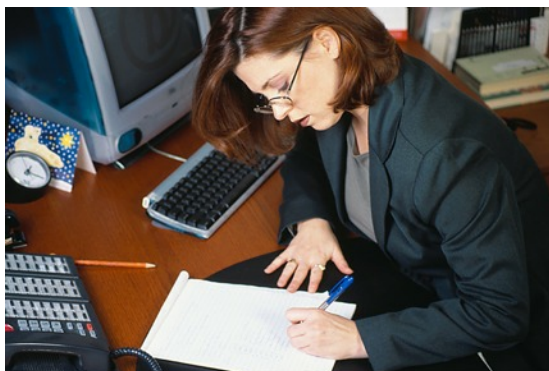


SURVEY ON STAFF DEVELOPMENT POLICIES

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It is no secret that technology, associated institutional changes, and tight budgets have made staff training and development a major library issue in recent years. The importance of keeping library staff skills current in light of technology change is an obvious reality to most law librarians. This reality is recognized by AALL's Core Competencies, which were designed to be used as a framework for staff development programs. The purpose of this brief is to give law librarians a quick overview of the status (or lack thereof) of staff development programs in libraries similar to their own, as well as some starting points for updating or developing a staff development program.

The survey divided respondents by how they participate in staff development policies: Those that participate in their own staff development programs; those that participate in their governing organization's staff development program; librarians that participate in both their own as well as their governing organization's staff development program; and finally, those that have no staff development program at all.

Follow-up questions dealt with a multitude of matters, including types of employees covered (professional, paraprofessional, clerical); topics and number of hours offered on library and non-library related matters; Instructors and Instructor formats; budgets; and evaluation procedures. Finally, respondents were asked to comment on the impact of the program in relation to employee morale and job performance, as well as provide advice for those considering the implementation of such a program in their organization. In addition to the survey itself, a useful bibliography has been included to provide additional resources available to those seeking to develop or enhance their own programs.

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