

ALIA Framework for CPD released

The Board of Education has produced the *Framework for continuing professional development* because it believes that a structured approach to continuing professional development (CPD) is a strategy that will assist members to maintain their professional standards and remain competitive in the job market. Change in the work place is something that is universal, and library and information workers need to maintain their competitive edge to ensure that the service they offer to their organisation remain relevant and timely.

In order for members to have a tool to assist them in undertaking their own career planning and influencing their professional future, the Board developed the Framework as a working, practical document that takes a structured approach to planning and recording CPD activities.

The Framework will take you through a planning cycle of six stages:

- analysis of your present job, future roles and personal priorities;

- identification of development needs and aims for your personal and professional growth;
- proposed development actions, for example courses to undertake, conferences to attend, and professional reading;
- agreeing priorities for professional development with your employer, which includes discussing your employer's plans for you. This will enable you to get your employer's support for your plan of action and perhaps some assistance in training courses or development programs;
- agreed development plan; and
- record of achievements and review priorities — this section of the document enables you to record all activities, evaluate them and revisit your priorities after undertaking a development program.

The Framework will be supplied free to personal members of the Association and will be personally printed with your name.

It could be a very useful document if your employer undertakes

annual performance assessment, as it enables you to keep a record of activities and show how you have achieved the goals that you have set for yourself during that period.

The Framework can also assist in the recording and evaluating of CPD activities, assisting you in making decisions about what works best for you.

The Board hopes that many institutions will encourage staff to use the Framework and base their performance assessments and staff development programs on the guidelines of the Framework.

The Framework offers members of the Association a unique tool for planning and progressing through a CPD program. The outcome for professionals who use this has to be an increase in job satisfaction and in the standards of the library and information sector because people are committed to raising their level of expertise and keeping abreast with the changes in their work places.

*Kay Poustie, Chair,
Board of Education*

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