



# BULLETIN

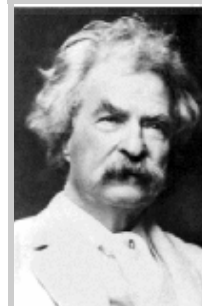
## Congratulations to our Students of the Delaware Library Associate Training Institute!



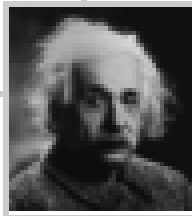
Live as if you were to die tomorrow. Learn as if you were to live forever.  
*-Gandhi*



I have never let my schooling get in the way of my education.  
*-Mark Twain*



I never teach my pupils; I only attempt to provide the conditions in which they can learn.  
*-Albert Einstein*



When you know something, say what you know. When you don't know something, say that you don't know. That is knowledge.  
*-Kung Fu Tzu (Confucius)*



Creative thinking may mean simply the realization that there's no particular virtue in doing things the way they have always been done.  
*-Rudolph Flesch*



Don't just learn the tricks of the trade. Learn the trade.  
*-James Bennis*

## **“Continuing” Education at its Best!**

No discussion of the **Library Associate Training Institute (LATI)** can be thoroughly understood without a snapshot of its place in the Delaware Division of Libraries (DDL) professional development sphere.

However, as I read over my first draft of this article, even I was bored. So instead of a long diatribe on the essentiality of lifelong learning for library staff and the library as a learning institution, blah, blah, blah, I turn to D. Blocher who tells us:

**“Learning is not a spectator sport.”**

At the DDL, we have been exploring, creating, building and aligning our training and education in support of Blocher’s statement. We continually asked how best to connect our dedicated and talented staff with the tools and information they would need in a 21<sup>st</sup> Century library.

What evolved was the idea of a **library education continuum**. Accepting that our staff members are our greatest resource and the cornerstone of library excellence, we developed a library education continuum that hands them control of their own learning. Just when and how to expand a training and education “toolkit” rests with the individual.

Our role?

- To investigate, evaluate, and provide a web of learning opportunities for all library staff
- To pursue funding, scholarships, and grants to finance these learning opportunities
- To promote basic skill acquisition for consistent, exemplary service from one Delaware library to another
- To encourage and mentor our staff to accomplish their short and long term educational goals

The following graphic of the professional development sphere illustrates the interrelated learning opportunities. I will explain each in more depth in the coming issues of our DLA Newsletter.

Today, we focus on the LATI!

*-Kathy Graybeal, Administrative Librarian at DDL & LATI Manager*



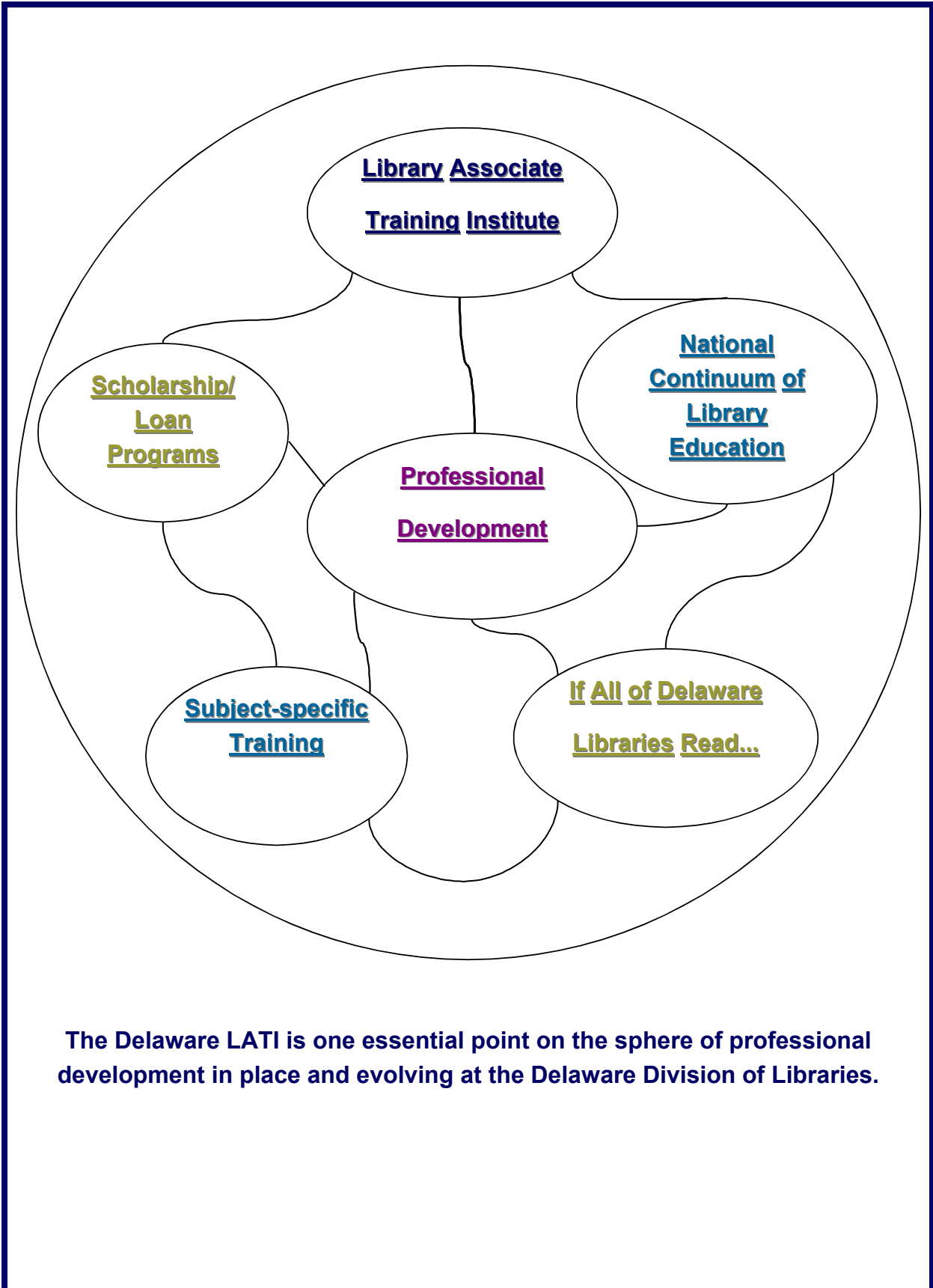
***First LATI Graduating Class: Spring 2002***



***First Combined Delaware/Maryland LATI Showcase held in Bowie, MD, June 12, 2003***

**The ability to think straight,  
some knowledge of the past,  
some vision of the future,  
some skill to do useful service,  
some urge to fit that service into the  
well-being of the community—  
these are the most vital things  
education must try to produce.**

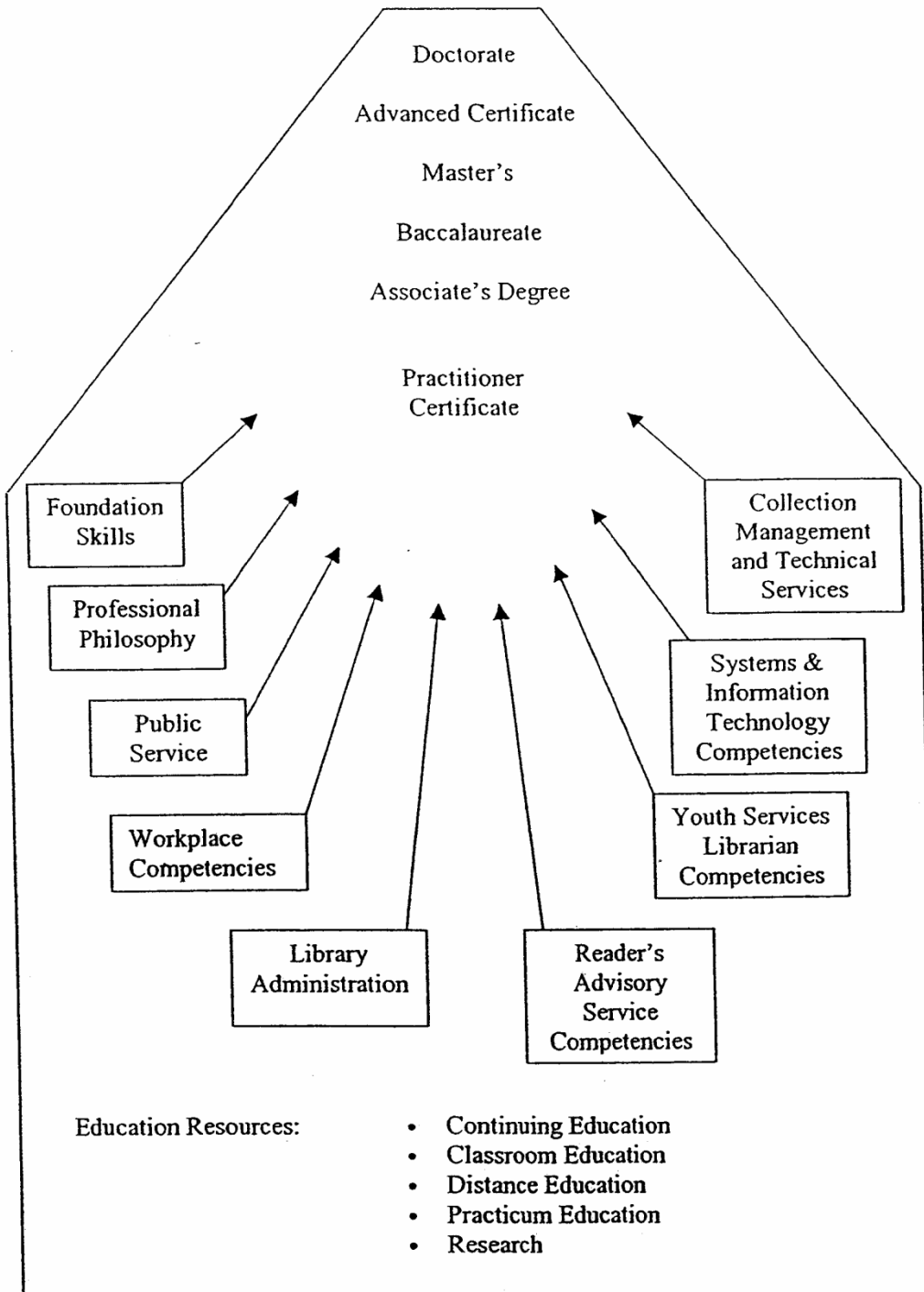
***-Virginia Gildersleeve***



The Delaware LATI is one essential point on the sphere of professional development in place and evolving at the Delaware Division of Libraries.

### A CONTINUUM OF LIBRARY EDUCATION

For the Western Council of State Libraries Education Task Force  
Karl Madden, Duane Johnson



**“The illiterate of the 21<sup>st</sup> century will not be those who cannot read and write,  
but rather those who cannot learn, unlearn, and relearn.”**

**-Alvin Toffler, social scientist and author**

### **What IS the LATI?**

“The LATI provides tools, techniques, information and ideas, and practice opportunities for Library Associates (LA’s) to enhance and grow their professional competencies in providing information, readers’ advisory, programs and other services to individuals who represent the diversity of our library customers.

Using a ‘blended, holistic, accelerated learning’ approach, LATI begins and ends with face-to-face sessions, each held over consecutive days. In between these sessions, Las participate in learning activities—fieldwork—conducted ‘on-the-job’ and via the Internet, in synchronous and asynchronous online sessions, individually and with teammates.

Activities, presentations by subject-area specialists, and practices focus on the following content areas:

- Communication behaviors used in providing customer service
  - Coaching as a learning tool
  - Public library service in the 21<sup>st</sup> Century
  - Techniques and strategies for:
    - Analyzing and evaluating information resources—print, electronic, audio/video, and human
    - Providing readers’ advisory
    - Planning and presenting intergenerational programs...”
- (<http://www.latimd.org>)

When you visit the LATI website, click on the Project Showcase option found on the right side menu. Student projects are posted there for your perusal.



## Subject Specialists

Central to the LATI is the belief that each person has a gift or talent. As participants broaden their training in learning research, information searches and readers' advisory, their self-confidence grows. They are often inspired to pursue an interest, question or topic, which adds even more depth to their personal "learning journey."

Where does this lead? It leads to a wealth of library community expertise. The students regularly become the teachers. "Growing" our own library experts, while building common Delaware library skills, language and philosophy, is an essential benefit of the program.

Currently, the online Subject Resource Modules of LATI are developed and managed by our peers in public library service and focus on specific areas such as Basic Reference, Community Information and Science and Technology.

During our face-to-face sessions, we present a variety of **Subject Specialists** to the students. Our living examples of "growing expertise" include:



is

**Sheila Anderson**, Director, Dover Public Library,  
YALSA Board Member, ALA Executive Board member-at-large.  
Sheila gives a talk/readers' advisory performance on Teen Services that  
not to be missed!

**Michael Gannon**, Director, Maryland City at Russett Branch Library, 2003 Winner of the: ["ALLIE BETH MARTIN AWARD"](#) which honors a librarian who, in a public library setting, has demonstrated extraordinary range and depth of knowledge about books or other library materials and has distinguished ability to share that knowledge. A plaque and a \$3,000 honorarium are presented annually at the ALA Annual Conference. Established in 1977 in honor of Allie Beth Martin. Sponsored by Baker & Taylor," (courtesy ALA website). Michael's wit adds to his outstanding "You Can Tell a Book by Its Cover" presentation and his readers' advisory expertise in Adventure/Suspense and Mystery. He offered us "Detectives with No Pants" this Spring which centered on women and animal detective novels.

**John Philos**, Administrative Librarian at DDL,  
directs the Delaware Library for the Blind and Physically Handicapped (LBPH)  
and helps the students understand the many layers/facets to serving  
disabled populations.



**Terry Plummer**, Administrative Librarian at DDL, manages our electronic resources and is the guiding force behind DeIAWARE. Her in-depth knowledge of each database not only makes her a favorite instructor of the Finding Information Module but a worthy opponent in contract negotiations!



**Honore Francois**, LATI Coordinator, throughout her more than 27 years as a professional librarian, has created, designed and implemented library services and programs for people of all ages. Her efforts included outreach programs for special populations, bookmobile services, proposal writing for grant-funded projects, and management of materials collections and services for children, young adults, adult new readers and other specific populations. She also served in the capacity of a public library branch manager. Honore specifically instructs on Search Engines, Better Communication = Better Customer Service and emerging technologies (i.e., e-books).

**Kathy Graybeal**, Administrative Librarian at DDL and LATI Manager, has been dedicated to Delaware public libraries for 17 years. Kathy has expertise in collection development and maintenance; readers' advisory; and operations management. Her frontline experience runs from managing the circulation desk, children's department, and staff training to creating, designing, and implementing outreach and partnership efforts and programming for adult, child, and special needs populations. Kathy specifically instructs on the Library as Place/Customer Service, library history and readers' advisory.



**Untapped Resources**—We hope to convince you to offer instruction on genealogy, Christian fiction, and infant/toddler book selection/services.

You know who you are...





Irene Padilla



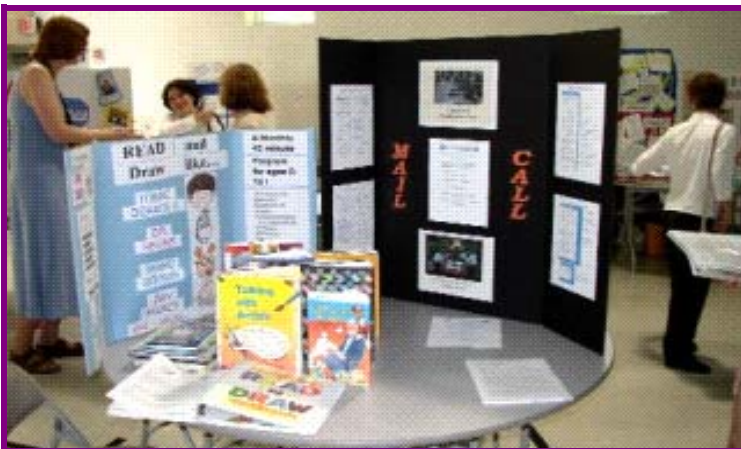
LATI Graduates Signing In



Anne Norman, State Librarian

Annie's Mother

These terrific photos are courtesy of Sherrie Stanley

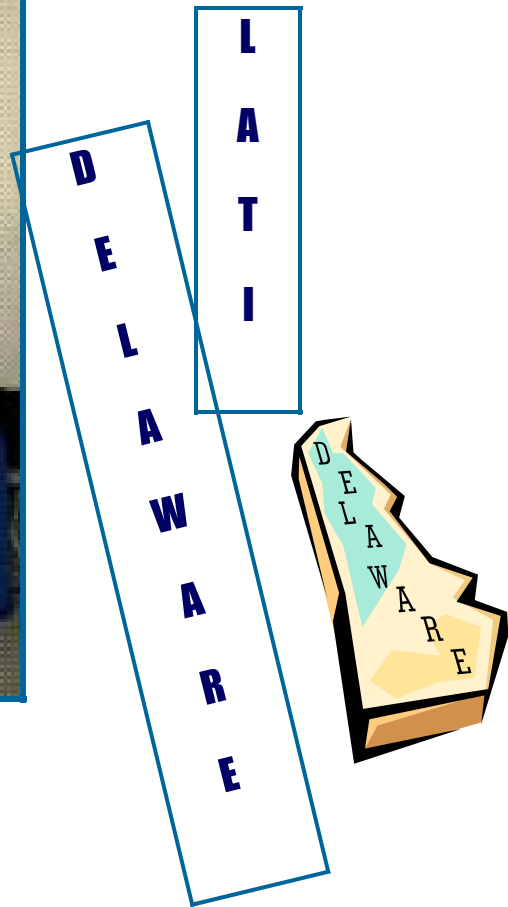


LATI Display Project





Frankford Public Library's LATI Display  
Sussex County, DE



Honore Francois

What results follow LATI? In an anonymous survey (100% return rate—questions & results available for review), participants cite more confidence in providing reference and readers' advisory service, a better understanding of the value of continuing education and a clearer picture of their own learning styles and preferences—certainly fulfilling our goals for them as instructors and facilitators.

But, one cannot stress enough the steady building of relationships, even friendships, that occurs throughout the program. By Institute's end, the Library Associates appreciate that library staff members have common problems and can devise mutual solutions to achieve shared goals and objectives!

Participants have written booklets and poems describing their "learning journey." They have even created scrapbooks—print and electronic—of their fellow students in action to chronicle the experience. Many meet for lunch or spend time together when returning to the DDL for additional training.

My eyes first opened to this "result" when I found Library Associates chatting and eating together at the 2002 Delaware Library Association Conference. Our annual event affords so little time to make those connections with colleagues within our own library, system, or county. Yet, these folks chose to connect with someone who may not work anywhere near their library, system, or county.

Most recently, I was reminded of that relationship building when former LATI students traveled all the way to Bowie, Maryland to attend the Graduation Ceremony of co-workers!

Personally and professionally, what a heartwarming reward for me and for Honore!

*Kathy Graybeal, Administrative Librarian at DDL and LATI Manager*



Go!  
 DELAWARE  
 LATI!  
 STUDENTS  
 &  
 TEACHERS



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