



**CPDWL - Continuing Professional Development and Workplace Learning Section  
ANNUAL REPORT  
September 2016- August 2017**

**Introduction**

CPDWL has prepared this Annual Report as part of the requirements from IFLA. According to this the Annual report covers the period from September to August. The purpose is to inform the Professional Committee, the Section's Standing Committee, members of the Section and the profession around the world about achievements over the year. The Annual Report refers to the activities identified in the Unit's Action Plan and reports on the progress of these activities, the activities that have been completed and their impact.

The Annual Reports of all IFLA Sections provide important input to the fulfilment of IFLA's Professional Programme, Strategic Plan and Key Initiatives, and also contribute to IFLA's Annual Report.

## Report on progress and activities

| Objectives<br><i>Identified in the Unit's Action Plan</i>  | Project or activity<br><i>Identified in the Unit's Action Plan</i>   | Progress<br><i>Please give brief details, including status (not started, in progress, near completion, completed)</i>   | Risks<br><i>Please identify any problems or concerns (e.g. missed deadlines, lack of resource) and how you would propose to address them</i>  |
|--|--|---|---|
| 1. Develop a robust and varied selection of continuing professional development opportunities to better prepare IFLA and the global library workforce to support 21st century users. | 1.1 Develop and deliver 3 open sessions for WLIC 2017 (tentative topics: CPDWL guidelines and Assessment in collaboration with other sections. | 4 sessions were completed during the WLIC 2017.   | Many different sections contacted CPDWL to cooperate on joint sessions. It is felt that four sessions are too many to handle during one WLIC. Something to consider for the future. |
|  | 1.2 CPDWL coaching/consultative role for IFLA WLIC participants - Explore idea of providing this during the WLIC                               | In progress; discussions held with IFLA HQ during the WLIC 2017. Proposal for a pilot is to be made for 2018.<br>Working group identified: Catharina Isberg (taking the lead), Ewa Stenberg, Almuth Gastinger, Ulrike Lang, Susan Schnuer | Important to establish a smaller pilot and let this project grow in an agile way.<br>Get enough people who are willing to be coaches.   |
|  | 1.3 Update the conference /satellite planning manual   | Update suggested by working group: Ewa Stenberg, Susan Schnuer  | Future satellite organizers do not make use of the manual.<br><br>How to get sponsors in order to keep costs down.  |

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|   | 1.4 Offer at least three webinars a year on topics of interest to new professionals. | Completed. Two series of webinars 2016 and 2017, in English and Spanish. The webinars are presented together with NPSIG and in partnership with ALA.<br><br>A new coordinator, Mary Ellen Davis, to take over after Loida Garcia Febo, has been appointed. A CPDWL working group is also in place. |  |
| 2. Promote the importance of continuing professional development within IFLA and libraries as a means of advancing both libraries and the societies they serve. | 2. 1 Explore concept of CPD award  | Explored briefly and decided not to go ahead with this.  |  |
|   | 2.2 Publications – papers from the Milnerton satellite 2015                          | In progress. Information from HQ states that this will be done during the end of 2017.   | Further delays from HQ                             |
|   | 2.3 Help librarians transfer learning back to work place                             | No progress. Will be done during 2018. A working group has been established.   |  |
| 3. Establish clear standards for use by libraries and library workers to shape continuing professional development programs.                                    | 3.1 Continue the implementation of the IFLA CPD Guidelines.                          | Translations ongoing. English, Swedish and German full versions are available on the web page.   | Finding translators for all of the IFLA languages. |

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|   |  | <p>Spanish, Italian, Russian, Chinese and Arabic are available as executive summaries.</p> <p>National/regional activities and promotions have been done in for example Germany, Sweden and USA.</p> <p>Session to promote the guidelines on WLIC 2017 is completed.</p> <p>Poster session promoting the guidelines during WLIC 2017 completed, with translations into 11 languages. 2 further translations underway.</p> |   |
| <p>4. Create a more open and engaging environment for the CPDWL section activities to increase knowledge sharing and advance the work of the section as well as to model best practices for the workplace</p> | <p>4.1 Adopt more participatory practices in standing committee meetings</p> | <p>Workshops have been part of the SC meeting during WLIC 2017.</p> <p>Virtual meeting through Google docs, has been done for the Global Vision report.</p>   |   |
|   | <p>4.2 Implement midyear virtual SC meeting</p>                              | <p>Done through Google docs, and a large part of the SC participated actively while the meeting was open during 10 days.</p>  | <p>Having virtual meetings during a specific time period when not everyone has the possibility to attend.</p> |

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| 5. Improve the communication work of the CPDWL section | 5.1 Develop the CPDWL communication | <p>In progress.</p> <p>Facebook group with 2147 members on August 21 2017.</p> <p>Web page continuously updated, blog occasionally updated.</p> <p>Newsletter published with great success in January and June.</p> <p>Web page updated and in use.</p> <p>CPDWL-SC list has been created.</p> | Getting everyone to contribute to all different channels. |
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## Results

| <p>Completed project or activity</p> <p><i>Please list those projects/activities identified as completed in the table above</i></p> | <p>Output</p> <p><i>Please state what the output of the project/activity was (e.g. Report, Standard, Workshop etc.) and provide a URL to it</i></p> | <p>Communications</p> <p><i>Please state how the output and outcomes of the project/activity have been communicated to the Unit, IFLA members and the wider profession</i></p> | <p>Impact of the completed project or activity</p> <p><i>Through the Measures of Success identified in your Action Plan, describe what difference the project or activity has made to the Unit, IFLA members, the wider profession or society at large</i></p> |
|---|---|--|--|
| <p><b>1.1 Develop and deliver 3 open sessions for WLIC 2017</b></p>   | <p>Four sessions were given during WLIC 2017. With many participants. CPDWL continued to use participative methods during the sessions.</p>         | <p>Outcomes and evaluation at the CPDWL SC-meetings.</p>   | <ul style="list-style-type: none"> <li>● Many and active participants. Collaborations worked well with:</li> <li>● Section for Education and Training and School library section</li> </ul>  |

- Monday, 21 August 2017  
Congress Programme 13:45 - 15:45 IASE 1st floor Session 117, Bridging the Gap from School to Library: Best Practices for Planning, Participation and Assessment of Internships, Practicums, Field Experiences and Mentorships in LIS Education - School Libraries Section, Education and Training Section, Continuing Professional Development and Workplace Learning Section
- Tuesday, 22 August 2017  
Congress Programme 13:45 - 14:45 IASE 1st floor Session 164, Staff Development & CPDWL Guidelines: Rapid Fire Cases & Discussion - Continuing Professional Development and Workplace Learning Building on the recently updated Continuing Professional Development & Workplace Learning (CPDWL) Guidelines
- Wednesday, 23 August 2017
  - Statistics and Evaluation
  - Knowledge Management section and the Section on Library and Research Services for Parliaments
  - Many CPDWL SC members/corr. members and consultants active in planning and conducting the sessions.

Congress Programme 11:45 -  
12:45 IASE 1st floor Session 200,  
Knowledge Cafe: New Librarians  
for New Times: Continuous  
Learning to Become Change  
Agents in a Changing World -  
Knowledge Management,  
CPDWL and Library and  
Research Services for  
Parliaments

- Thursday, 24 August 2017  
Congress Programme 10:45 -  
12:45 IASE 1st floor Session 234,  
The Accidental Assessment  
Librarian: Building Data Analysis  
and Evaluation Skills in  
Academic and Public Libraries -  
Continuing Professional  
Development and Workplace  
Learning together with Statistics  
and Evaluation.

3. CPDWL Publication *Continuing Professional Development: Principles and Best Practices*.

The IFLA guideline: *IFLA Guidelines for Continuing Professional Development: Principles and Best Practices*.  
<http://www.ifla.org/publications/node/10532?og=82>

- Discussed at SC meetings 2017.
- Workshop session at WLIC 2017.
- National initiatives has been made during the year, for example a session at the German Library Association conference, a poster session

Published as IFLA guidelines document with translations available.

Posters available in different languages.

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|                            | <p>Translations are completed in the following languages: English, Swedish and German full versions. Spanish, Italian, Russian, Chinese and Arabic are available as executive summaries.<br/>Available on the CPDWL web page</p> <p>Further translations in progress.</p>  | <p>during the ALA conference, workshops and presentations at the Swedish Library Association conference and at the Swedish Library Union.</p> |   |
| CPDWL Global Vision Report | <p>CPDWL officers – chair Catharina Isberg and secretary Vivian Lewis attended the kick off workshop in Athens.<br/>All of the SC was involved in the continuing work and a report was compiled after a web meeting.</p>   | <p>Continuing communication via the CPDWL SC mailing list as well as with the CPDWL community on Facebook.</p>                                | Sent to HQ  |
| Election of new officers   | <p>During SC meeting 1 in Wroclaw, new officers were elected.</p> <ul style="list-style-type: none"> <li>● Co-chair Gillian Hallam (official chair)</li> <li>● Co-chair Sandy Hirsh</li> <li>● Secretary: Catharina Isberg</li> <li>● Information Coordinator: Mary Laskowski</li> <li>● Outgoing officers: Catharina Isberg (co-chair, official chair), Ewa Stenberg (co-chair), Vivian Lewis (secretary).</li> </ul> | <p>Communication via email during May-Aug. Election at the SC 1. Report of this in the meeting minutes.</p>                                   | Ensures the continuing work of the CPDWL section. |
| Collaboration with others  | <p>CPDWL is collaborating with many different groups and units.</p>  |   |   |



During the WLIC 2017 4 different sessions were done in collaboration with Statistics and Evaluation, KM, School library section, Parliament section and SET.

The Webinar series is done in a collaboration with NPSIG and ALA and the Spanish series is done by LAC.

The CPD guidelines are implemented and translated in collaboration with several different interests, for example the Swedish library association and the German library association.

### Standing Committee membership

| Standing Committee members' names  | Role on the Standing Committee (if any) and contribution made to the work of the Professional Unit over the year<br><i>For example, Chair, Information Coordinator, Project Leader</i> | Comments on position<br><i>For example, resigned, co-opted to fill a casual vacancy, etc.</i> |
|------------------------------------|--|---|
| 1. Catharina Isberg, Sweden        | Co-Chair (official chair), in election Aug 2017 incoming secretary   | Second term 2015-2019   |
| 2. Ewa Stenberg, Sweden            | Co-Chair, in election 2017 outgoing cochair  | First term 2013-2017, Second term 2017-2021   |
| 3. Vivian Lewis, Canada            | Secretary, in election 2017 outgoing secretary   | First term 2013-2017, Second term 2017-2021   |
| 4. Mary S Laskowski, United States | Information Coordinator  | First term 2015-2019  |
| 5. Juanita Jara de Sumar, Canada   | SC Member, Newsletter Editor   | First term 2013-2017, Second term 2017-2021   |

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| 6. Gillian Hallam, Australia            | SC Member, incoming co-chair (official chair) in election 2017 | First term 2015-2019                        |
| 7. Sandra Hirsh, United States          | SC Member, incoming co-chair in election 2017                  | First term 2013-2017, Second term 2017-2021 |
| 8. Eileen Breen, United Kingdom         | SC Member  | First term 2013-2017, resigned              |
| 9. Matilde Fontanin                     | SC Member  | Second term 2013-2017, resigned             |
| 10. Loida Garcia-Febo, United States    | SC Member  | Second term 2015-2019                       |
| 11. Almuth Gastinger, Norway            | SC Member  | First term 2015-2019                        |
| 12. Holly Hubenschmidt, United States   | SC Member  | First term 2015-2019, resigned              |
| 13. Anne Lehto, Finland                 | SC Member  | Second term 2013-2017, resigned             |
| 14. Cindy Lombardo, United States       | SC Member  | First term 2013-2017, resigned              |
| 15. Nadia Temmar, Algeria               | SC Member  | First term 2015-2019                        |
| 16. Jane Dysart, Canada                 | SC Member  | First term 2015-2019                        |
| 17. Mary Ellen K. Davis, United States  | SC Member  | Co-opted First term 2015-2019               |
| 18. Svetlana Gorokhova, Russia          | SC Member  | First term 2017-2021                        |
| 19. Ivana Todorovic, Republic of Serbia | SC Member  | First term 2017-2021                        |
| 20. Mary Jo Romaniuk, Canada            | SC Member  | Second term 2013-2017, resigned             |

| Names of any other reporting persons | Role<br><i>For example, Corresponding Members</i> | Comments on position<br><i>For example, resigned, co-opted to fill a casual vacancy, etc.</i> |
|--------------------------------------|---|---|
| 1. Lydia Namugera, Uganda            | Corresponding Member                              | Second term 2015-2017, resigned   |
| 2. Susan Schnuer, United States      | Corresponding Member                              | Second term 2015-2017, resigned   |
| 3. Ulrike Lang, Germany              | Corresponding Member                              | First term 2015-2017, resigned  |
| 4. Svetlana Gorokhova, Russia        | Corresponding Member                              | First term 2015-2017, SC Member from 2017   |
| 5. Lawrence Abraham Gojeh, Ethiopia  | Corresponding Member                              | First term 2015-2017, resigned  |
| 6. Ray Pun, United States            | Corresponding Member                              | First term 2017-2019  |

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| 7. Rebecca Miller, United States      | Corresponding Member | First term 2017-2019                        |
| 8. Marianne Ingold, Switzerland       | Corresponding Member | First term 2017-2019                        |
| 9. Roseline Echezona, Nigeria         | Corresponding Member | First term 2017-2019                        |
| 10. Chinwe Anunobi, Nigeria           | Corresponding Member | First term 2017-2019                        |
| 1. Mary L. Chute, United States       | CPDWL Consultant     | First term 2015-2017; Second term 2017-2019 |
| 2. Monica Mooney Ertel, United States | CPDWL Consultant     | First term 2015-2017; Second term 2017-2019 |
| 3. Jana Varlejs, United States        | CPDWL Consultant     | First term 2015-2017; Second term 2017-2019 |
| 4. Susan Schnuer, United States       | CPDWL Consultant     | First term 2017-2019                        |
| 5. Ulrike Lang, Germany               | CPDWL Consultant     | First term 2017-2019                        |
| 6. Matilde Fontanin                   | CPDWL Consultant     | First term 2017-2019                        |
| 7. Anne Lehto, Finland                | CPDWL Consultant     | First term 2017-2019                        |
| 8. Mary Jo Romaniuk, Canada           | CDPWL Consultant     | First term 2017-2019                        |

### Professional Unit meetings or conference calls

| Date<br><i>When the meeting was held</i> | Location or type of meeting<br><i>Physical or virtual meeting (telephone, skype etc.)</i> | Main outcomes<br><i>Briefly summarise the main outcomes of the meeting and how these were communicated to the membership of the Professional Unit</i>                      |
|--|---|--|
| 1. Jan-Feb, mid-year meeting             | Virtual   | Most SC members were able to participate since the meeting was held asynchronously via Google docs and open for participation for 10 days. Meeting minutes were collected. |
| 2. 2017 during WLIC                      | SC meeting I and II during WLIC in Wroclaw  | Reporting and planning   |
| 3. Global vision kick-off                | Meeting in Athens   | CPDWL officers – Co-chair Catharina Isberg and secretary Vivian Lewis attended. Reporting back to SC via FB and mails.   |

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| 4. Global vision SC work | Virtual meeting | Most SC members were able to participate and give their input on the CPDWL report for the Global Vision. Report was sent to HQ on time. |
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