**Self-Directed Achievement: if you give library staff an hour**

**Event Description:** "Set one training goal each week achievable in one hour." This simple directive was given to every staff member of one Utah library in September 2011. The result just one year later? A sustainable, positive culture transformation. Self-Directed Achievement (SDA) is a consistent, agile, individualized approach to staff development in a climate of constant change. The basic library principle of lifelong learning is achievable for every individual with any level of expertise throughout your organization. This webinar presents the model, mechanics, individual accountability, and supervisory responsibility involved in this remarkable method. You’ll want to do it too.

**Presented by:** **Jami Carter**, Director; **Steve Peay**, Library Supervisor; and **Rachel Gull**, Library Supervisor, from the [Tooele City Library](http://www.tooelecity.org/tcl/library.html) (UT)

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| **What are your goals for viewing this webinar?** | |
| **Personal Goals** |  |
| **Team Goals** |  |

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| **Discussion question** |
| Jamie asked, “We live in exponential times. What does that mean for our library?”  How would you describe the current culture of learning at your library?  How would you make a case for change in the learning culture? |
| **Activity 1** |
| An SDA learning goal must be: 1) achievable in one hour; 2) centered on [21st century skills](http://www.imls.gov/about/21st_century_skills_home.aspx); and 3) knowledge-based, not task-based.  Using the formula “**I will use (tool) to (goal statement)**,” identify 3 learning goals for yourself:  1.  2.  3. |
| **Discussion question** |
| What three questions does a supervisor ask each staff member at their weekly SDA meeting?  1.  2.  3.  How do you think this process helps to change people’s beliefs about their abilities? |

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| **Action Plan** (include next steps, who, when, etc.) |
| Think about how you could implement a Self-Directed Achievement program at your library. (Jami would say, “It’s not a program; it is a *culture*.”) If you are not able to implement a plan for the entire library, what could you do to get started with your department, work group, or colleagues?  Who do you need to approach to make the case for culture change?  What do you think some of your initial organization barriers might be?  Which of your staff/colleagues do you think will be early adopters and champions?  Where do you expect to meet resistance? What is Jami’s recommendation for working with these “showstoppers”?  When can you put a plan into action? |

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| **NOTES** |
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