

Competences		Program Learning Outcomes (PLOs)						
2022 ALA Core Competencies of Librarianship	Foundational Skills and Understanding	Locate and evaluate information for targeted users and applications.	Create programs, collections, and services for meaningful impact across literacies and in information communities.	Lead with values that reflect professional and community aspirations.	Make data-driven decisions in information organizations using appropriate research and evaluation methods.	Deploy digital tools and technologies for the responsible use of information systems.	Implement futurist strategies for information science systems and services.	Integrate ethics, equity, inclusivity, accessibility, and anti-racism into library and information science practices.
1. Gateway Knowledge	1A. Employ the ethics, values, and foundational principles of the library profession.	x	x	x	x	x	x	x
	1B. Promote democratic principles and intellectual freedom (including freedom of expression, thought, and conscience).	x	x	x		x	x	x
	1C. Consider the history of libraries and librarianship and their role within the context of society.	x	x	x	x	x	x	x
	1D. Recognize the history, preservation, and dissemination of information in all its forms, and its impact on libraries.	x	x		x	x	x	x
	1E. Identify current types of libraries (school, public, academic, special, etc.) and closely related information agencies, such as museums, archives, and galleries.	x	x	x	x	x	x	x
	1F. Identify social, public, information, economic, and cultural policies and trends of significance to the library and information profession on the local, regional, national, and international levels.	x	x	x	x	x	x	x
	1G. Understand the legal framework in which libraries operate, including laws relating to copyright and fair use, privacy, freedom of expression, equal rights (e.g., the Americans with Disabilities Act), open access, and intellectual property.	x	x	x	x	x	x	x
	1H. Effectively advocate for libraries, librarians, other library workers, patrons, and services, especially in terms of marketing, fundraising, and outreach.		x	x			x	x
	1I. Use techniques to identify, codify, and analyze complex problems and create appropriate and collaborative solutions within library environments.	x	x	x	x	x	x	x
	1J. Demonstrate effective verbal and written communication techniques, including electronically via video, live chat, and email.	x	x	x	x	x	x	x
	1K. Hold current certification, degree, and/or licensure requirements of specialized areas of the library profession.			x				x
2. Information Resources	2A. Consider the issues related to the lifecycle of recorded knowledge and information, from creation through various stages of use, in relationship to material format and genre.	x	x			x	x	x
	2B. Apply the concepts, issues, and methods of collection management, which entails the lifecycle of materials from evaluation to long-term preservation and other curative practices (including but not limited to acquisitions, selection, purchasing, processing, storage, and de-selection).	x	x		x	x	x	x
	2C. Include emerging formats and genres of information resources and understand how these may intersect with and reflect the diverse and cultural needs of the information communities through the management of collections.	x	x	x	x	x	x	x
3. Lifelong Learning and Continuing Education	3A. Participate in and lead on-going professional development to better serve their communities.			x				x
	3B. Recognize the role of the library in continuing education and lifelong learning initiatives.		x	x	x	x	x	x
	3C. Employ multiple techniques to accommodate diverse learning preferences to promote lifelong learning.		x	x	x	x	x	x
	3D. Understand established and new learning theories, principles of critical and inclusive pedagogy, instructional methods, and learning outcomes assessment; and apply them to educational initiatives in information settings.		x	x	x	x	x	x
	4A. Apply the principles of responsible fiduciary planning and oversight.		x	x	x	x	x	
	4B. Apply the principles of effective and just supervisory practices and human resource management, training, and development.			x	x		x	x

Competences		Program Learning Outcomes (PLOs)						
2022 ALA Core Competencies of Librarianship	Foundational Skills and Understanding	Locate and evaluate information for targeted users and applications.	Create programs, collections, and services for meaningful impact across literacies and in information communities.	Lead with values that reflect professional and community aspirations.	Make data-driven decisions in information organizations using appropriate research and evaluation methods.	Deploy digital tools and technologies for the responsible use of information systems.	Implement futurist strategies for information science systems and services.	Integrate ethics, equity, inclusivity, accessibility, and anti-racism into library and information science practices.
4. Management and Administration	4C. Implement the concepts behind, and methods for, assessment and evaluation of library services and their outcomes.	x	x	x	x	x	x	x
	4D. Develop and support diverse and equitable partnerships, collaborations, networks, and other structures with all stakeholders, consortia, and within communities served.	x	x	x	x	x	x	x
	4E. Employ the concepts behind, issues relating to, and methods of principled, transformational, and change management leadership, in addition to other leadership philosophies.		x	x	x		x	x
	4F. Effectively plan, manage, implement, and close projects using the concepts of leadership methods.		x	x	x	x	x	x
	4G. Participate in strategic communication with colleagues throughout the organization and the community.	x	x	x	x	x	x	x
5. Organization of Recorded Knowledge and Information	5A. Understand the principles, systems, trends and goals involved in the organization and representation of recorded knowledge and information.	x	x			x		x
	5B. Implement the developmental, descriptive, analytical, and evaluative skills needed to organize recorded knowledge and information.	x	x			x	x	x
	5C. Maintain the systems of cataloguing, collection, metadata, indexing, and classification standards and structures, and implement methods used to apply, create, and discover recorded knowledge and information, and the weaknesses and strengths of these systems.	x	x	x	x	x	x	x
	5D. Recognize the ways that cultural biases impact and influence the collection and description of recorded knowledge and information.	x	x	x	x	x	x	x
6. Reference and User Services	6A. Employ techniques used to discover, retrieve, evaluate, and synthesize information from diverse sources for use by varying user populations and information environments.	x	x	x	x		x	x
	6B. Understand and apply methods and practices necessary to provide consultation, mediation, instruction, and guidance in using recorded knowledge and information for all user populations and information environments. Emphasize problem-solving skills to determine informational needs during the reference interview process.	x	x	x			x	x
	6C. Apply the RUSA Behavioral Competencies in the ethical practice of reference and user services.	x	x	x	x	x	x	x
	6D. Implement principles, concepts, and techniques for understanding and assessing the information needs of a community, and understand the ways the library can assist and collaborate in meeting those needs.	x	x	x	x	x	x	x
	6E. Engage in evaluation and assessment of programs, services, and partnerships, with input from the community being served.	x	x	x	x	x	x	x
	6F. Practice cultural humility while planning, offering, and evaluating library reference and user services.	x	x	x	x	x	x	x
7. Research and Evidence-Based	7A. Discover, engage with, and synthesize existing research from the field using multidisciplinary approaches to various information issues to align relevant findings to one's own professional development and/or institutional needs.			x	x		x	x
	7B. Recognize the ethical and appropriate application of key research methods, techniques, and designs in the field, including the generation, analysis, evaluation, and presentation of data, and the utilization of research tools.		x	x	x		x	x

Competences		Program Learning Outcomes (PLOs)						
2022 ALA Core Competences of Librarianship	Foundational Skills and Understanding	Locate and evaluate information for targeted users and applications.	Create programs, collections, and services for meaningful impact across literacies and in information communities.	Lead with values that reflect professional and community aspirations.	Make data-driven decisions in information organizations using appropriate research and evaluation methods.	Deploy digital tools and technologies for the responsible use of information systems.	Implement futurist strategies for information science systems and services.	Integrate ethics, equity, inclusivity, accessibility, and anti-racism into library and information science practices.
Practice	7C. Understand principles and issues evolving with research, including an awareness of how professional and cultural values may influence each stage of the research lifecycle, the barriers related to access to research, and the tension between research and its application to professional practice.	x	x	x	x	x	x	x
	7D. Understand the importance of engaging in the research foundations and scholarly communications that will enable continued professional growth, knowledge, and sharing.	x	x	x	x	x	x	x
8. Social Justice	8A. Understand one's own cultural identity, including positionality related to power, privilege, and oppression and how that influences the ways they interact with the community and among decision makers.	x	x	x	x	x	x	x
	8B. Recognize, challenge, and change practices, services, and programs that have traditionally replicated dominant systems and marginalized others.	x	x	x	x	x	x	x
	8C. Contribute to an organizational climate that encourages, supports, assesses, and rewards work that promotes social justice, equity, diversity, and inclusion.	x	x	x	x	x	x	x
	8D. Incorporate social justice and inclusion into professional practice through outreach and partnership with diverse groups and communities in order to expand inclusive collections (purchasing, classification, and description), staff, programs, and services.	x	x	x	x	x	x	x
	8E. Equitably distribute library staff, collections, and facility resources among all user communities.	x	x	x	x	x	x	x
	8F. Seek ongoing professional development to raise awareness and develop strategies to address issues of power, privilege, and oppression.			x				x
9. Technological Knowledge and Skills	9A. Identify appropriate technologies and uses that support access to and delivery of library services and resources.	x	x	x	x	x	x	x
	9B. Understand and navigate ethical and cultural considerations and impacts on library practices and community members when applying technology to library services and resources.	x	x	x	x	x	x	x
	9C. Conduct regular evaluation of existing and emerging technologies and their impact on library services and resources in terms of accessibility, practicality, sustainability, and effectiveness.		x	x	x	x	x	x

Last updated: 1/10/2024