

PROFESSIONAL DEVELOPMENT ROADMAP

A 4-Step Plan for Avon Public Library Workers

Empowering Our Staff | Engaging Our Community | Enriching Our Lives



STEP 1: INDIVIDUAL NEEDS ASSESSMENT

Self-Reflection & Planning

- Identify Strengths & Weaknesses: Assess current skills and areas for improvement.
- Skill Gap Analysis: Pinpoint the specific skills needed for current or future roles.
- Set Personal Goals: Create a customized professional learning plan.
- Manager Discussion: Discuss your goals with your supervisor for alignment.

STEP 2: DIVERSE LEARNING EXPERIENCES

Broadening Knowledge

- Online Courses & Webinars: Explore self-paced library science courses (e.g., tech, programming).
- Peer-to-Peer Learning: Shadow colleagues, share expertise, or mentor others.
- Workshops & Seminars: Attend training on customer service, reference services, or grant writing.
- Reading Industry Material: Stay current with professional journals, blogs, and books.



STEP 3: REFLECTION & APPLICATION

Integration & Action

- Learning Log/Blog: Keep a personal reflection journal or professional blog.
- Show and Tell: Present a summary of new concepts at staff meetings.
- Pilot New Ideas: Test a small-scale library program or technology.
- Strategic Skepticism: Assess new tools with a critical eye.

STEP 4: COLLABORATION & GROWTH

Impact & Sustainability

- Community Engagement: Partner with local organizations on joint projects.
- Supervise Volunteers: Gain experience leading and coordinating volunteers.
- Advocacy & Outreach: Represent and promote the library in the community.
- Continuous Re-evaluation: Update goals and create an innovation strategy.

