

# SPOTLIGHT *on* COMPETENCIES

**The Library Education Committee is committed to helping libraries incorporate competencies into their training and staff development efforts. Each month we will highlight one of the OLC competencies by providing a short definition, a few related skills or behaviors, and resources for more information. As always, we want to know how your library uses competencies. Please send your stories to [cathy.wilkymack@cincinnati.org](mailto:cathy.wilkymack@cincinnati.org).**

## **COMPETENCY: Adult Programming**

### **Definition:**

The ability to objectively assess the success of programming in terms of relevancy and appropriateness and the ability to be creative. The ability to use knowledge, skills, tools and techniques to plan oversee and/or implement necessary tasks. And the ability to use relevant and appropriate techniques to execute interesting and engaging programs.

### **Select Skills and Behaviors:**

- Evaluates all programs and uses those results to improve future presentation style and/or content.
- Designs programs for adults and seniors based on their needs and interests, while considering the goals/missions of the library.
- Actively involves customers in the planning process for their age group through advisory boards, task forces, or by less formal means, such as surveys, one-on-one discussions and focus groups.
- Presents a variety of programs, both within the library and through outreach, commensurate with the community needs and the library's goals and objectives.

### **Training Resources:**

- Ranier, Raymond: *Programming for Adults*—book
- Mates, Barbara T.: *5 Star programming and Services for Your 55+ Library Customers*—book
- Lear, Brett W.: *Adult Programs in the Library*—book

### **Training Opportunities:**

[www.ceohio.org](http://www.ceohio.org)

### **Complete List of Competencies:**

[www.olc.org/CoreCompetencies.asp](http://www.olc.org/CoreCompetencies.asp)

### **More Information:**

Cathy Allen, Worthington Libraries  
[callen@worthingtonlibraries.org](mailto:callen@worthingtonlibraries.org)

## RECENTLY CERTIFIED

Karl Colon, Greene County Public Library  
Lori A. Dragovich, Akron-Summit County Public Library  
Kathryn Feeley, East Cleveland Public Library  
Sandra K. Lang, North Canton Public Library  
Michael D. Limer, Ada Public Library  
Karen Murphy, Warren-Trumbull County Public Library

## RE-CERTIFICATION

Judith Campbell, Akron-Summit County Public Library  
Carol Carlson, Twinsburg Public Library  
Marilyn Jo Derryberry, Auglaize County Public District Library  
Lorraine Halblaub, Danbury Local Schools  
Holly Lynn, Burton Public Library  
Lynn K. Vanca, Akron-Summit County Public Library