“Competencies are the abilities, qualities, strengths, and skills required for the success of the employee and the organization” – Sarah Houghton-Jan

“Improving Technology Knowledge and Skills in a Health Science Center Library”

Development Phase
1. Identify functional areas within the library ♥
2. Identify technology knowledge/skills (TKS) required for positions ◀
3. Identify core TKS ◀
   ♥ = accomplished
   ◀ = in progress

Implementation Phase
1. Determine Current Level of TKS of Staff Members (pre-test)
2. Develop Training Program for TKS ◀
3. Develop Training Program for Area-Specific TKS ◀
4. Determine Level of TKS of Staff Members (post-test)

Evaluation Phase
1. Evaluate Training and Modify As Needed
2. Incorporate into New Library Staff Orientation
   “If you’re not helping them learn, you’re helping them leave” – Bruce Massis

Technology Knowledge and Skills List

Project Web site:
www.txmike.com/unthsc/comp

Bibliography: (Major sources)
Core Technology Competencies for Librarians, ed. Thompson
Library Technology Reports, March-April 2007
Texas Teacher Technology Competencies
(See Project site for complete bibliography / full citations)

Training Web Site

“Core competencies not only define the present, they also ensure a future for the profession” – David Hunter