



# **REACHING OUT/ REACHING IN**

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## **STAFF DEVELOPMENT IN A TAFE LIBRARY**

**Cathy Smith**



# OUR ANTICIPATED FUTURE

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*"Our lives are structured less by the past  
than by our anticipated future"*

*Anthony  
Giddens*



# OUR ANTICIPATED FUTURE

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- Wider forces
- New VET professional
- Staff development



# THE NEW ECONOMY

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- Changes in TAFE
- Changes in libraries
- Changing role of TAFE librarians
- Training needs



# THE NEW ECONOMY

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- Need for “strategic planning for workforce change”
- “We will continue to need teachers and support staff who are themselves well educated in industry-specific knowledge and skills, pedagogy and assessment, and in technology management interpreted in the broadest and most flexible way”

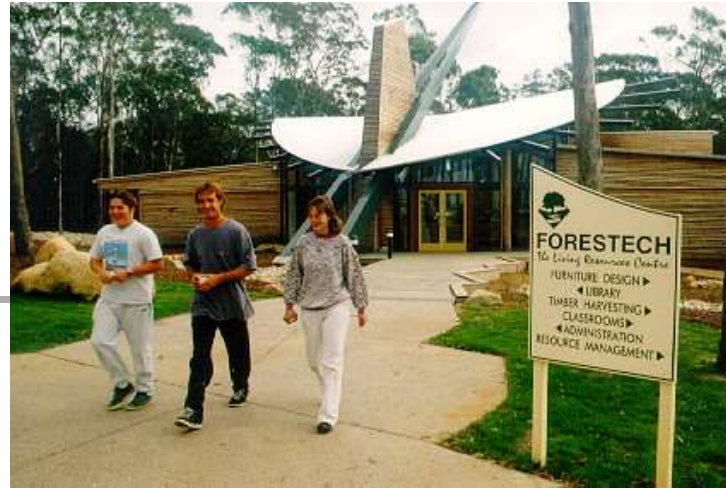
***OTTE***

# THE NEW ECONOMY

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## East Gippsland Institute of TAFE Library Services







# DIALOGIC DEMOCRACY

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- Research by project
- Focus group
- Interview
- Reflection





# DIALOGIC DEMOCRACY

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## 1. FOCUS GROUP

The goals

The Competencies

Identifying training needs

A team development plan

## 2. INTERVIEW

Challenges

Staff development

Comparisons



# A REFLEXIVE PROJECT

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- Learning in the workplace
- Learning network
- Action learning
- Generic skills



# UTOPIAN REALISM

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- Professional Expertise
- “an important role for practitioner developed, richly described standards of professional expertise, particularly in regard to teaching practice ...the use of such standards for professional learning and development purposes, rather than performance management and accountability...”

***The TAFE Centre: a proposal***



# UTOPIAN REALISM

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- An Organisational Culture
  - Blueprint for action
  - Reflection/Action
  - Align training change
  - Holistic



# UTOPIAN REALISM

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- Supporting learning
- Learning environment



# UTOPIAN REALISM

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“the future model of a leader is one of a coach, facilitator, helper, nurturer and partner”

***Goldrick***



# UTOPIAN REALISM

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*"survivors of the infotech battles of this century will emerge into the new millennium as New renaissance Librarians: well-educated professionals with a facility for creating and learning new systems rapidly, always open to new possibilities"*

***LaGuardia***