Library Programming Competencies

9 Core Library Programming Competencies

ORGANIZATIONAL SKILLS

KNOWLEDGE OF THE COMMUNITY

INTERPERSONAL SKILLS

EVENT PLANNING

CREATIVITY

OUTREACH & MARKETING

FINANCIAL SKILLS

EVALUATION

CONTENT KNOWLEDGE

ORGANIZATIONAL SKILLS
Works toward managing time and projects efficiently and effectively at multiple levels: individually, institutionally, and in collaboration with outside organizations and agencies.

KNOWLEDGE OF THE COMMUNITY
Works toward understanding the communities for which programs are developed, including their particular needs and interests; building respectful, reciprocal relationships with community members and organizations; and ensuring access to a wide variety of programs for all community members, especially those who have historically been underserved or face other challenges to access.

INTERPERSONAL SKILLS
Works toward communicating effectively and appropriately with all stakeholders and audiences to provide consultation, mediation, and guidance during programs and in other contexts relating to programs.

EVENT PLANNING
Works toward planning, managing, and implementing events that are both developmentally and culturally appropriate for their intended audiences.

CREATIVITY
Responds to challenges and problems with inventiveness, flexibility, and creativity to resolve them.

CONTENT KNOWLEDGE
Works toward sufficient knowledge of program content to deliver, manage, or evaluate programs, according to role.

OUTREACH & MARKETING
Works toward communicating information about programs to all community members who could potentially attend or benefit, using a variety of digital and analog channels in ways that are culturally and developmentally appropriate.

FINANCIAL SKILLS
Works toward budgeting, seeking funding for, and managing the finances of a program or suite of programs, often in collaboration with external partners.

EVALUATION
Works toward using statistical and qualitative tools to measure program effectiveness and impact on all community audiences, including those that have historically been un- and underserved; and using this information to iteratively improve the development and delivery of programs.