



## **POLICY: Professional Development and Education**

### **Purpose**

To encourage all staff members to continue their educations and to pursue professional development.

### **Statement of Policy**

In order to fulfill the Library's mission and improve its services, Ilsley encourages all staff members to continue their education through coursework, professional meetings, workshops, and other educational offerings or experiences. The library director shall decide whether the staff member may pursue the offering during working hours and whether the library will pay for any portion of the direct or indirect cost of the educational opportunity. Additional education does not automatically result in job advancement or an increase in pay.

### **Sources of Support**

- The annual library operating budget usually includes a modest appropriation to offset the cost of professional development.
- The Friends of Ilsley Public Library sometimes awards stipends for staff education.
- Union Employees are eligible to apply for an educational allowance. Information can be found in Section 621 of the Union Contract.
- The Vermont Department of Libraries provides free continuing education for librarians with a variety of workshops throughout the year, as well as its Certificate of Public Librarianship program.

### **Definitions**

Adopted by the Ilsley Public Library Board of Trustees on January 15, 2008

Amended on December 10, 2018; January 11, 2021.

Reviewed on December 12, 2022