IOWA

SLIS Practicum Goals Guide (Updated 11.12.2024)
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Goals are important. Goals plan for what will be accomplished and work with SMART Objectives (Specific, Measurable, Attainable, Relevant, and Timebound) for measurement and evaluation. Goals should be considered in the bigger context of Outcomes, Objectives, and Tasks:

> **Outcome:** What change in behavior happened because of an intervention?
> **Goal:** What do you want to accomplish in the big picture?
> **Objective:** The W's of how to achieve your goal. Make the objective SMART.
> **Task:** Your "to do" list for accomplishing your goal.

Practicum Students set two Practicum Placement Goals and two goals related to the ALA Core Competences, being mindful of measurement and evaluation. ***The instructor prefers goals written for accomplishments and SMART Objectives. It is OK if the student prefers to write SMART Goals.*** Although not required, students should consider developing Outcomes, Objectives, and Tasks.

Practicum Placement Goals:
For the Practicum, a general work goal identifies knowledge, skills, or abilities (KSA) students will develop during the Practicum related to specific job responsibilities. Example:

- Goal: Feel confident to work on a reference desk.
  - Objective 1: Within 14 days, complete reference desk training.
  - Objective 2: Within 30 days, complete 10 hours of shadowing staff.
  - Objective 3: By November 1, be able to work on a reference desk with minimal help.

American Library Association (ALA) Core Competences Goals:
According to the American Library Association: *The ALA Core Competences (ALACCs) reflect basic knowledge gained through LIS education, job on-boarding, and ongoing professional development early in a library career. It is essential that library professionals working throughout their careers in school, academic, public, special, and governmental libraries be life-long learners to acquire specialized and advanced knowledge beyond those specified in this Core Competences document.*

Students will review the ALA Core Competences and assess their personal knowledge, skills, and abilities (KSAs) related to the ALACCs. Then, they will select a minimum of two sub-competence statements from the content areas that reflect the KSAs the student wishes to gain during their practicum.

Example: ALA Core Competence 2B: *Apply the concepts, issues, and methods of collection management, which entails the lifecycle of materials from evaluation to long-term preservation and other curative practices (including but not limited to acquisitions, selection, purchasing, processing, storage, and de-selection).*

- Goal: Learn how to select materials for the [Children's Fiction] [Art History] collection.
  - Objective 1: Within 30 days, review the collection plan and complete training.
  - Objective 2: Within 45 days, identify selection resources.
  - Objective 3: By November 1, identify $1,000 of materials to purchase.