

Hannah Hough

'Information Literacy training for ALL staff: a strategic approach.'

Theme: Staff development and Information Literacy

'In the UK, it is becoming widely accepted that Information Literacy (IL) support in higher education should no longer be focussed solely upon student skills. Projects such as JISC 'I-Skills' (JISC, 2005) and 'Big Blue Connect' (MMU, 2004) illustrate that staff in these academic institutions can also benefit from IL training; enhancing both their research practices and student tutoring.

This paper discusses the issues encountered during the development of the St. Martin's Library Research Support Strategy (St. Martin's Library Services, 2005) and looks at the considerations involved in the transformation of this policy into a comprehensive framework of IL training sessions for staff, in the hope that the experience gained in this project can inform the work of other institutions embarking on similar activities in the future.

The training framework is currently implemented via two methods: a survey of institutional perceptions of IL has informed the planning and design of a series of central staff IL sessions, ensuring that relevant training can be accessed, by all, throughout the year, and strong links with academic faculties have resulted in the provision of tailored, departmental IL training sessions, effectively engaging staff and research students from many schools and divisions across the College.

Specific examples of reflective exercises and skills auditing applied within these sessions are described in this paper to demonstrate the range of interactive tasks that are currently used to support staff IL skills at St. Martin's. Strengths and weaknesses of these approaches are also summarised, based upon data collected from workshop evaluation forms and informal feedback from participants, allowing the validity of these techniques to be reviewed.

Ongoing evaluation of the IL training in the academic year 2005/6 shows that the IL sessions are currently meeting the needs of staff in the institution. However, training priorities at St. Martin's are likely to change; therefore, this paper concludes by considering the flexible strategies that may be required to take this work forward in the future.

JISC. (2005). CPDResources [Online]. London; Bristol; Nottingham: Joint Information Systems Committee. Available at: [http://www.jisc.ac.uk/index.cfm?name=staff\\_development](http://www.jisc.ac.uk/index.cfm?name=staff_development) [Accessed 4 November 2005].

MMU. (2004). The Big Blue Connect [Online]. Manchester: Manchester Metropolitan University. Available at: <http://www.library.mmu.ac.uk/bbconnect/> [Accessed 16 September 2005].

St. Martin's Library Services. (2005). Research, Scholarly Activity and Knowledge Transfer Support Policy and Action Plan. Lancaster: St. Martin's College.