

Performance Measures for Law Librarians on AALLNET

The Report of the [Special Committee to Develop Performance Measurements for Law Librarians](#) “Professional Competence for Law Librarians: Core Attributes and Their Measurement” is now available to AALL members on [AALLNET](#).

The special committee was formed in 2001 to examine and formulate a set of performance measures that could be adapted for use by law librarians and their employers in a variety of law library settings. The committee used the [Competencies of Law Librarianship](#) as the basis for defining the skill sets law librarians must bring to the profession. The performance measures will help librarians who evaluate others do so in the context of a workplace learning continuum. The committee devised beginning, intermediate, and advanced levels for each competency and used the following definitions for the continuum.

Basic: Describes the level at which someone new to a skill or attribute should perform. Often this law librarian will occupy an entry-level position in the organization. However, it may also describe a seasoned professional with limited exposure to this performance area.

Intermediate: Describes the level at which someone with detailed knowledge in an area should perform. It is expected that this law librarian is capable of taking operational responsibility for an area. Often, this law librarian occupies a mid-level position within the organization and has supervisory responsibilities.

Advanced: Describes the level at which someone with mastery of a skill should perform. Often this person is the highest-ranking law librarian in the organization. However, it may also describe a department head with specialized knowledge in a subject area. Additionally, because some competencies are so complex, they can only be performed by a senior law library staff member.

This committee’s work is only a starting point for an organization that is developing evaluation tools and defining mastery of the AALL competencies. We believe that it will be useful to all members and encourage you to look at it carefully and use the parts that may be relevant to your workplace.