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| **TEACHING & LEARNING****Accessible Learning Materials**Make instruction available to learners of all types. *Example: Use universal design principles in creating instructional materials them.* |  | **TEACHING & LEARNING****Curriculum Development**Provide equally effective content and delivery for both online and F2F learnings.*Example: Create tutorials that are used in both types of classes.* |
| **TEACHING & LEARNING****LMS integration**Integrate both learning objects and embed librarians for an active presence in online classes.*Example: Develop a discussion board opportunity for students seeking research help in an online class..* |  | **TEACHING & LEARNING****Information Literacy Standards**Know and use national frameworks or standards in information literacy program design.*Example: Use backward design to ensure that the ACRL Frames are used in lesson planning..* |
| **TEACHING & LEARNING****Pedagogy and Andragogy**Understand the practice of teaching.*Example: Incorporate active learning exercises to promote student engagement.*  |  | **TEACHING & LEARNING****Classroom management**Engage students and be able to respond to difficult questions or disruptive behavior.*Example: Use trigger warnings if discussing a highly controversial topic* |
| **TEACHING & LEARNING****Learning Assessment**Understand and apply various methods for authentic assessment of learning.*Example: Use pre and post tests when applicable. ..* |  | **TEACHING & LEARNING****Instructional Design & Technology**Design instruction using basic instructional design models (ADDIE, backwards design, UDL, SAMMIE, etc).*Example: Design an exercise that uses reflection...* |
| **TEACHING & LEARNING****Active learning**Develop instruction that encourages users to take control of their learning experience.*Example: Do a “jigsaw” exercise and have students identify best database for assignment..* |  | **TEACHING & LEARNING****Collaborate**Create instruction that meets both student and faculty needs and share results with other librarians.*Example: Present description and assessment of instructional program at conference.* |