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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.* |