



SENIOR LIBRARIAN, CORRECTIONAL FACILITY (CF) Qualifications Assessment

Department of Corrections and Rehabilitation

Departmental Open Examination
Final Filing Date: Continuous

EXAMINATION INFORMATION

This examination will provide you with an opportunity to demonstrate significant aspects of your qualifications for the **Senior Librarian, CF** classification with the California Department of Corrections and Rehabilitation (CDCR). The information you provide will be rated based on objective criteria created by Subject Matter Experts. The rating will be used to determine your final score in this examination. If successful, your name will be placed on an eligible list for the classification listed above. The list will be used to fill positions statewide with CDCR. A "Conditions of Employment" section is included in this examination which will allow you to select the time bases and location(s) you are interested in working. Please print out, **personally complete**, and sign this examination form.

Read the instructions below carefully before completing the assessment. Failure to do so may result in an inability to process your assessment and disqualification from this examination.

AFFIRMATION STATEMENT

I hereby certify that the information provided on this **Qualifications Assessment** is true and correct to the best of my knowledge and contains no willful misrepresentations or falsifications. I also understand that if it is later discovered that I have made any false representations, I may be removed from the examination and/or the eligible list resulting from this examination, have adverse action taken against me which could result in loss of state employment, and/or suffer loss of right to compete in any future state examinations.

Name (Printed): _____

Address: _____

City/State/Zip Code: _____

Home Telephone Number: _____

Work Telephone Number: _____

Signature: _____

Date: _____

FILING INSTRUCTIONS

All applicants must complete and submit the following examination materials:

- [Examination Application \(STD. 678\)](#)
- Qualifications Assessment

By mail to:

**Department of Corrections and Rehabilitation
Office of Workforce Planning
P.O. Box 942883
Sacramento, CA 94283-0001**

Or in person at:

**Department of Corrections and Rehabilitation
1515 S Street
Sacramento, CA 95811-7243
Attn: Office of Workforce Planning, 101N**

If you are personally delivering your application and Qualifications Assessment, you must do so between the hours of **8:00 a.m.** and **5:00 p.m.**, Monday through Friday, to the street address listed above.

NOTE:

- All examination materials must have original signatures.
- Be sure your envelope has adequate postage if submitting via mail.
- Faxed or emailed copies will **NOT** be accepted under any circumstances.
- Make and keep a photocopy of the completed Qualifications Assessment for your records.

GENERAL INSTRUCTIONS

This Qualifications Assessment is the sole component of the examination. To obtain a position on the eligible list, a minimum score of 70% must be achieved. Therefore, please be sure to review and follow all instructions carefully as missing or incomplete information may result in disqualification or a lower score.

This examination is comprised of the following areas:

- Affirmation Statement (page 1)
- Filing Instructions / General Instructions (page 2)
- Montoya Act / Prior State Employment / Conditions of Employment (pages 3 - 4)
- Address or Employment Changes (page 5)
- Knowledge, Skill, or Ability Assessment (pages 6 - 13)
- Work Experience Assessment (pages 14 - 18)
- Recruitment Questionnaire (pages 19 - 20)

YOUR RESPONSES ARE SUBJECT TO VERIFICATION

Please keep in mind that all information provided on this Qualifications Assessment will be subject to verification at any time during the examination process, hiring process, and even after gaining employment. Anyone who misrepresents his/her experience will be subject to adverse consequences, which could include the following action(s):

- Removal from the examination process
- Removal from the eligible list / certification list
- Loss of State employment
- Loss of rights to compete in any future state examinations

MONTOYA ACT / FELONY CONVICTION DISCLOSURE

Pursuant to the Montoya School Safety Act of 1997, all persons offered employment with the CDCR's Division of Juvenile Justice, Education Services Branch, shall undergo a thorough background investigation prior to appointment. Pursuant to the Education Code Section 45122 and Penal Code Sections 667 and 1192, **"No person who has been convicted of a violent or serious felony shall be employed by a school district."**

To review the Education Code Section 45122.1 you can go to the following website:
[California Code, Education Code 45122.1](https://codes.findlaw.com/ca/education-code/edc-sect-45122-1.html) (https://codes.findlaw.com/ca/education-code/edc-sect-45122-1.html)

To review the Penal Code Section 667.5, subsection (c) for a listing of violent felony offenses, you can go to the following website:
[California Code, Penal Code 667.5](https://codes.findlaw.com/ca/penal-code/pen-sect-667-5.html) (https://codes.findlaw.com/ca/penal-code/pen-sect-667-5.html)

To review the Penal Code Section 1192.7, subsection (c) for a listing of serious felony offenses, you can go to the following website:
[California Code, Penal Code 1192.7](https://codes.findlaw.com/ca/penal-code/pen-sect-1192-7.html) (https://codes.findlaw.com/ca/penal-code/pen-sect-1192-7.html)

Have you ever been convicted of a violent or serious felony?

YES

NO

PRIOR STATE EMPLOYMENT INFORMATION

Complete this next section ONLY if you have been previously dismissed from California State Civil Service employment by punitive action or as a result of disciplinary proceedings. IF THIS DOES NOT APPLY TO YOU, please skip this question.

Do you have written permission from the California Department of Human Resources (CalHR) to take this examination?

YES

NO

State Personnel Board, Rule 211 provides that a dismissed state employee may only participate in State Civil Service examinations if he/she has obtained prior consent from the State Personnel Board.

CONDITIONS OF EMPLOYMENT

PLEASE MARK THE APPROPRIATE BOX(ES) OF YOUR CHOICE.

If you are successful in this examination, your name will be placed on an active employment list and referred to fill vacancies Statewide according to the conditions you specify on this form.

TYPE OF APPOINTMENT YOU WILL ACCEPT

Please mark the appropriate box(es) - you may check "(A) Any" if you are willing to accept any type of employment.

(D) Permanent Full-Time **(R) Permanent Part-Time** **(K) Limited-Term Full-Time** **(A) Any**

If all are marked and you receive an appointment other than permanent full-time, your name will continue to be considered for permanent full-time positions.

LOCATION(S) YOU ARE WILLING TO WORK

Note: Positions are not available at all locations. Please refer to the official examination bulletin for information regarding the location of current positions.

5 ANYWHERE IN THE STATE – If this box is marked, no further selection is necessary

NORTHERN REGION

- | | | |
|---|---|--|
| <input type="checkbox"/> 0100 – Alameda County | <input type="checkbox"/> 2100 – Marin County <ul style="list-style-type: none">• CSP, San Quentin | <input type="checkbox"/> 4100 – San Mateo County |
| <input type="checkbox"/> 0200 – Alpine County | <input type="checkbox"/> 2300 – Mendocino County | <input type="checkbox"/> 4500 – Shasta County |
| <input type="checkbox"/> 0300 – Amador County <ul style="list-style-type: none">• Mule Creek State Prison• Pine Grove Youth Conservation Camp | <input type="checkbox"/> 2500 – Modoc County | <input type="checkbox"/> 4600 – Sierra County |
| <input type="checkbox"/> 0400 – Butte County | <input type="checkbox"/> 2800 – Napa County | <input type="checkbox"/> 4700 – Siskiyou County |
| <input type="checkbox"/> 0500 – Calaveras County | <input type="checkbox"/> 2900 – Nevada County | <input type="checkbox"/> 4800 – Solano County <ul style="list-style-type: none">• California Medical Facility• CSP, Solano |
| <input type="checkbox"/> 0600 – Colusa County | <input type="checkbox"/> 3100 – Placer County | <input type="checkbox"/> 4900 – Sonoma County |
| <input type="checkbox"/> 0700 – Contra Costa County | <input type="checkbox"/> 3200 – Plumas County | <input type="checkbox"/> 5100 – Sutter County |
| <input type="checkbox"/> 0800 – Del Norte County <ul style="list-style-type: none">• Pelican Bay State Prison | <input type="checkbox"/> 3400 – Sacramento County <ul style="list-style-type: none">• CSP, Sacramento• Folsom State Prison• Richard A. McGee Correctional Training Center | <input type="checkbox"/> 5200 – Tehama County |
| <input type="checkbox"/> 0900 – El Dorado County | <input type="checkbox"/> 3800 – San Francisco County | <input type="checkbox"/> 5300 – Trinity County |
| <input type="checkbox"/> 1100 – Glenn County | <input type="checkbox"/> 3900 – San Joaquin County <ul style="list-style-type: none">• Deuel Vocational Institute• California Health Care Facility• O.H. Close YCF• N.A. Chaderjian YCF• Northern California YCC | <input type="checkbox"/> 5500 – Tuolumne County <ul style="list-style-type: none">• Sierra Conservation Center |
| <input type="checkbox"/> 1200 – Humboldt County | | <input type="checkbox"/> 5700 – Yolo County |
| <input type="checkbox"/> 1700 – Lake County | | <input type="checkbox"/> 5800 – Yuba County |
| <input type="checkbox"/> 1800 – Lassen County <ul style="list-style-type: none">• California Correctional Center• High Desert State Prison | | |

CENTRAL REGION

- | | | |
|--|---|---|
| <input type="checkbox"/> 1000 – Fresno County <ul style="list-style-type: none">• Pleasant Valley State Prison | <input type="checkbox"/> 1600 – Kings County <ul style="list-style-type: none">• Avenal State Prison• CSP, Corcoran• CA Substance Abuse Treatment Facility | <input type="checkbox"/> 2700 – Monterey County <ul style="list-style-type: none">• Correctional Training Facility• Salinas Valley State Prison |
| <input type="checkbox"/> 1400 – Inyo County | <input type="checkbox"/> 2000 – Madera County <ul style="list-style-type: none">• Central California Women's Facility• Valley State Prison | <input type="checkbox"/> 3500 – San Benito County |
| <input type="checkbox"/> 1500 – Kern County <ul style="list-style-type: none">• California City Correctional Facility• California Correctional Institution• Kern Valley State Prison• North Kern State Prison• Wasco State Prison | <input type="checkbox"/> 2200 – Mariposa County | <input type="checkbox"/> 4000 – San Luis Obispo County <ul style="list-style-type: none">• California Men's Colony |
| | <input type="checkbox"/> 2400 – Merced County | <input type="checkbox"/> 4300 – Santa Clara County |
| | <input type="checkbox"/> 2600 – Mono County | <input type="checkbox"/> 4400 – Santa Cruz County |
| | | <input type="checkbox"/> 5000 – Stanislaus County |
| | | <input type="checkbox"/> 5400 – Tulare County |

SOUTHERN REGION

- | | | |
|---|--|--|
| <input type="checkbox"/> 1300 – Imperial County <ul style="list-style-type: none">• Calipatria State Prison• CSP, Centinela | <input type="checkbox"/> 3300 – Riverside County <ul style="list-style-type: none">• California Rehabilitation Center• Chuckawalla Valley State Prison• Ironwood State Prison | <input type="checkbox"/> 3700 – San Diego County <ul style="list-style-type: none">• RJ Donovan Correctional Facility |
| <input type="checkbox"/> 1900 – Los Angeles County <ul style="list-style-type: none">• CSP, Los Angeles County | <input type="checkbox"/> 3600 – San Bernardino County <ul style="list-style-type: none">• California Institution for Men• California Institution for Women | <input type="checkbox"/> 4200 – Santa Barbara County |
| <input type="checkbox"/> 3000 – Orange County | | <input type="checkbox"/> 5600 – Ventura County <ul style="list-style-type: none">• Ventura YCF |

ADDRESS OR EMPLOYMENT CHANGES

After list release, successful candidates may update any address and/or availability for employment preference information by accessing their [CalCareer Account](http://www.jobs.ca.gov) (www.jobs.ca.gov) on the California Department of Human Resources (CalHR) website or by notifying CDCR at the following address:

California Department of Corrections and Rehabilitation
Office of Workforce Planning
P.O. Box 942883
Sacramento, CA 94283-0001
Attn: Certification Unit

KNOWLEDGE, SKILL, OR ABILITY (KSA) ASSESSMENT

Rate your knowledge, skill, or ability performing specific job-related actions, using the rating scale below.

Respond to each of the following statements by indicating how the statement applies to you. You are required to respond to every statement by marking one option for the scale provided. Responses may not be changed or added once submitted to the Office of Workforce Planning. Missing responses will result in a lower score.

In responding to each statement, you may refer to your FORMAL EDUCATION, FORMAL TRAINING COURSES, and/or WORK EXPERIENCE whether paid or not paid.

SCALE - KNOWLEDGE, SKILL, OR ABILITY RELATED TO THIS STATEMENT

Extensive Knowledge, Skill, or Ability

I have applied this KSA in an actual setting while performing a job.

Limited Knowledge, Skill, or Ability

I have education or training relevant to this KSA, but have not applied it to an actual job.

No Knowledge, Skill, or Ability

I have no experience, education, or training relevant to this KSA.

1. Developing a recreation/leisure library collection: Identifying budget needs

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

2. Developing a recreation/leisure library collection: Identifying space needs

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

3. Developing a recreation/leisure library collection: Identifying timeframe for completion

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

4. Developing a recreation/leisure library collection: Reviewing current library collection

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

5. Developing a recreation/leisure library collection: Evaluating library patron needs

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

6. Developing a recreation/leisure library collection: Soliciting information/suggestions from various resources

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

7. Developing a recreation/leisure library collection: Evaluating recreation/leisure catalogs

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

8. Developing a recreation/leisure library collection: Soliciting vendor recommendations

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

9. Developing a recreation/leisure library collection: Ordering and receiving materials

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

10. Developing a recreation/leisure library collection: Cataloging for circulation

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

11. Developing a recreation/leisure library collection: Assigning/delegating various related tasks to lower level staff

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

12. Handling an overly demanding library patron who is upset and disruptive: Evaluating the disruptive situation

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

13. Handling an overly demanding library patron who is upset and disruptive: Remaining calm during the situation

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

14. Handling an overly demanding library patron who is upset and disruptive: Evaluating the level of safety (e.g., be aware of your surroundings, notify staff if necessary, etc.)

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

15. Handling an overly demanding library patron who is upset and disruptive: Listening to patron's issue(s)

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

16. Handling an overly demanding library patron who is upset and disruptive: Suggesting alternatives (e.g., redirect the conversation, etc.)

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

17. Handling an overly demanding library patron who is upset and disruptive: Monitoring the individual's behavior

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

18. Handling an overly demanding library patron who is upset and disruptive: Calling for help if the situation escalates

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

19. Library technologies used in circulation, cataloging, research, etc., that could be used to modernize an outdated library: Circulation tracking programs (e.g., Follett, Alexandria, etc.)

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

20. Library technologies used in circulation, cataloging, research, etc., that could be used to modernize an outdated library: Touch screen monitors

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

21. Library technologies used in circulation, cataloging, research, etc., that could be used to modernize an outdated library: Computers

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

22. Library technologies used in circulation, cataloging, research, etc., that could be used to modernize an outdated library: Software

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

23. Library technologies used in circulation, cataloging, research, etc., that could be used to modernize an outdated library: Printers

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

24. Library technologies used in circulation, cataloging, research, etc., that could be used to modernize an outdated library: Separate systems for staff vs. patrons

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

25. Library technologies used in circulation, cataloging, research, etc., that could be used to modernize an outdated library: Networking equipment (e.g., servers, hubs, etc.)

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

26. Library technologies used in circulation, cataloging, research, etc., that could be used to modernize an outdated library: Bar coding equipment

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

27. Library technologies used in circulation, cataloging, research, etc., that could be used to modernize an outdated library: Internet access

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

28. Library technologies used in circulation, cataloging, research, etc., that could be used to modernize an outdated library: Audio/Visual equipment

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

29. Library technologies used in circulation, cataloging, research, etc., that could be used to modernize an outdated library: Large print readers

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

30. Setting up, implementing and monitoring a school-wide/institution-wide Literacy Program for up to 1,500 library patrons: Designing the program

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

31. Setting up, implementing and monitoring a school-wide/institution-wide Literacy Program for up to 1,500 library patrons: Coordinating with other programs

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

32. Setting up, implementing and monitoring a school-wide/institution-wide Literacy Program for up to 1,500 library patrons: Identifying the target population/needs (e.g., test scores, teacher/staff referrals, self referrals, etc.)

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

33. Setting up, implementing and monitoring a school-wide/institution-wide Literacy Program for up to 1,500 library patrons: Identifying the literacy levels of the individuals in the literacy program

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

34. Setting up, implementing and monitoring a school-wide/institution-wide Literacy Program for up to 1,500 library patrons: Identifying current library resources to be utilized (e.g., academic curriculum, publishers, catalogs, etc.)

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

35. Setting up, implementing and monitoring a school-wide/institution-wide Literacy Program for up to 1,500 library patrons: Identifying instructional technologies (e.g., Computer Assisted Instruction, audio-visual materials, etc.)

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

36. Setting up, implementing and monitoring a school-wide/institution-wide Literacy Program for up to 1,500 library patrons: Identifying specific literacy programs

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

37. Setting up, implementing and monitoring a school-wide/institution-wide Literacy Program for up to 1,500 library patrons: Identifying community resources (e.g., volunteers, tutors, etc.)

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

38. Setting up, implementing and monitoring a school-wide/institution-wide Literacy Program for up to 1,500 library patrons: Advertising the program (e.g., post announcements, send mail, organize staff meetings, etc.)

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

39. Setting up, implementing and monitoring a school-wide/institution-wide Literacy Program for up to 1,500 library patrons: Evaluating the program (e.g., implement tracking devices, etc.)

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

40. Setting up, implementing and monitoring a school-wide/institution-wide Literacy Program for up to 1,500 library patrons: Monitoring program growth (e.g., implement sign in/out sheet, track total participants, track participant increases, etc.)

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

41. Setting up, implementing and monitoring a school-wide/institution-wide Literacy Program for up to 1,500 library patrons: Literacy measurement (e.g., test scores increases, tutoring increases, increased calendar of events, etc.)

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

42. As a working level supervisor in a library; ensuring new staff are properly prepared to work in the library: Introducing staff to library personnel

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

43. As a working level supervisor in a library; ensuring new staff are properly prepared to work in the library: Explaining the chain of command within the library

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

44. As a working level supervisor in a library; ensuring new staff are properly prepared to work in the library:
Providing library policies, procedures, etc.

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

45. As a working level supervisor in a library; ensuring new staff are properly prepared to work in the library:
Providing library orientation (explain duties, library layout, etc.)

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

46. As a working level supervisor in a library; ensuring new staff are properly prepared to work in the library:
Providing initial training

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

47. As a working level supervisor in a library; ensuring new staff are properly prepared to work in the library:
Coordinating ongoing training (on-the-job, etc.)

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

48. As a working level supervisor in a library; ensuring new staff are properly prepared to work in the library:
Monitoring progress to identify gaps in training

Knowledge, Skill, or Ability related to performing this action

- Extensive Knowledge, Skill, or Ability
- Limited Knowledge, Skill, or Ability
- No Knowledge, Skill, or Ability

CONTINUE TO THE WORK EXPERIENCE ASSESSMENT

WORK EXPERIENCE ASSESSMENT

Rate your experience performing specific job-related actions, using the rating scale below.

Respond to each of the following statements by indicating how the statement applies to you. You are required to respond to every statement by marking one option for each of the three scales provided. Responses may not be changed or added once submitted to the Office of Workforce Planning. Missing responses will result in a lower score.

In responding to each statement, you may refer to your FORMAL EDUCATION, FORMAL TRAINING COURSES, and/or WORK EXPERIENCE whether paid or not paid.

SCALES - EXPERIENCE RELATED TO PERFORMING THIS ACTION

FREQUENCY

1 - Performed this action within the last 36 months

Check "yes" if you have performed this action within the last 36 months and check "no" if you have not

2 - How often you performed this action

Weekly, Monthly, Annually, Never

LEVEL OF SKILL

3 - What level of skill you have performing this action

Performed independently without assistance, Performed with direction/assistance, Never performed

NOTE: There should be three (3) checkmarks for each question.

1. Evaluating leisure materials (e.g., books, periodicals, books on tape, specialized multimedia reading/listening equipment, etc.)

1 - Performed this action within the last 36 months

- Yes
- No

2 - How often you performed this action

- Weekly
- Monthly
- Annually
- Never

3 - Level of skill performing this action

- Performed independently, without assistance
- Performed with direction/assistance
- Never performed

2. Evaluating resources that promote literacy (e.g., low reading level/high interest books, weekly readers, books on tape, etc.)

1 - Performed this action within the last 36 months

- Yes
- No

2 - How often you performed this action

- Weekly
- Monthly
- Annually
- Never

3 - Level of skill performing this action

- Performed independently, without assistance
- Performed with direction/assistance
- Never performed

3. Evaluating requests from library patrons related to law library services (e.g., court access, electronic delivery systems, legal software, etc.)

1 - Performed this action within the last 36 months

- Yes
- No

2 - How often you performed this action

- Weekly
- Monthly
- Annually
- Never

3 - Level of skill performing this action

- Performed independently, without assistance
- Performed with direction/assistance
- Never performed

4. Analyzing/resolving collection development needs for the purchasing of materials and/or services

1 - Performed this action within the last 36 months

- Yes
- No

2 - How often you performed this action

- Weekly
- Monthly
- Annually
- Never

3 - Level of skill performing this action

- Performed independently, without assistance
- Performed with direction/assistance
- Never performed

5. Responsibility for the purchasing process

1 - Performed this action within the last 36 months

- Yes
- No

2 - How often you performed this action

- Weekly
- Monthly
- Annually
- Never

3 - Level of skill performing this action

- Performed independently, without assistance
- Performed with direction/assistance
- Never performed

6. Participating in training to keep informed of new developments in library science

1 - Performed this action within the last 36 months

- Yes
- No

2 - How often you performed this action

- Weekly
- Monthly
- Annually
- Never

3 - Level of skill performing this action

- Performed independently, without assistance
- Performed with direction/assistance
- Never performed

7. Supervising library staff to provide delivery of library assistance and technical services

1 - Performed this action within the last 36 months

- Yes
- No

2 - How often you performed this action

- Weekly
- Monthly
- Annually
- Never

3 - Level of skill performing this action

- Performed independently, without assistance
- Performed with direction/assistance
- Never performed

8. Coordinating training of library staff

1 - Performed this action within the last 36 months

- Yes
- No

2 - How often you performed this action

- Weekly
- Monthly
- Annually
- Never

3 - Level of skill performing this action

- Performed independently, without assistance
- Performed with direction/assistance
- Never performed

9. Conducting ongoing law library training of library staff

1 - Performed this action within the last 36 months

- Yes
- No

2 - How often you performed this action

- Weekly
- Monthly
- Annually
- Never

3 - Level of skill performing this action

- Performed independently, without assistance
- Performed with direction/assistance
- Never performed

10. Maintaining order/security of working areas and work materials

1 - Performed this action within the last 36 months

- Yes
- No

2 - How often you performed this action

- Weekly
- Monthly
- Annually
- Never

3 - Level of skill performing this action

- Performed independently, without assistance
- Performed with direction/assistance
- Never performed

11. Performing complex professional level library work (e.g., funding requests, budget analysis for collection development, space requirements, etc.)

1 - Performed this action within the last 36 months

- Yes
- No

2 - How often you performed this action

- Weekly
- Monthly
- Annually
- Never

3 - Level of skill performing this action

- Performed independently, without assistance
- Performed with direction/assistance
- Never performed

12. Answering complex and/or difficult reference questions from library patrons

1 - Performed this action within the last 36 months

- Yes
- No

2 - How often you performed this action

- Weekly
- Monthly
- Annually
- Never

3 - Level of skill performing this action

- Performed independently, without assistance
- Performed with direction/assistance
- Never performed

13. Coordinating and/or approving intra/inter-library loan requests

1 - Performed this action within the last 36 months

- Yes
- No

2 - How often you performed this action

- Weekly
- Monthly
- Annually
- Never

3 - Level of skill performing this action

- Performed independently, without assistance
- Performed with direction/assistance
- Never performed

14. Coordinating the cataloging of library materials (e.g., manuscripts, clippings, books, multimedia, etc.)

1 - Performed this action within the last 36 months

- Yes
- No

2 - How often you performed this action

- Weekly
- Monthly
- Annually
- Never

3 - Level of skill performing this action

- Performed independently, without assistance
- Performed with direction/assistance
- Never performed

15. Responsibility for a complex correctional library program (e.g., special population needs, size of library collection, complexity of electronic delivery systems, etc.)

1 - Performed this action within the last 36 months

- Yes
- No

2 - How often you performed this action

- Weekly
- Monthly
- Annually
- Never

3 - Level of skill performing this action

- Performed independently, without assistance
- Performed with direction/assistance
- Never performed

16. Developing library operational procedures/policies (e.g., internal library operating procedures, etc.) to provide and maintain standardized library services

1 - Performed this action within the last 36 months

- Yes
- No

2 - How often you performed this action

- Weekly
- Monthly
- Annually
- Never

3 - Level of skill performing this action

- Performed independently, without assistance
- Performed with direction/assistance
- Never performed

17. Responsibility for implementing complex library technology used in a professional library (e.g., computers, etc.)

1 - Performed this action within the last 36 months

- Yes
- No

2 - How often you performed this action

- Weekly
- Monthly
- Annually
- Never

3 - Level of skill performing this action

- Performed independently, without assistance
- Performed with direction/assistance
- Never performed

THIS CONCLUDES THE EXAMINATION

REVISION DATE: 5/4/2021 - AL

RECRUITMENT QUESTIONNAIRE

Applicants are asked to voluntarily provide the information below. The following data will be used for statistical data gathering and reporting purposes. This questionnaire will be separated from the examination and this information will not be used in any employment decisions.

GENDER

- Male
- Female
- Non-binary

RACE AND ETHNICITY

Check one box that best describes your race or ethnicity.

- | | ASIAN | PACIFIC ISLANDER |
|---|---|---|
| <input type="checkbox"/> Black or African American | <input type="checkbox"/> Multiple Asian** | <input type="checkbox"/> Multiple Pacific Islander*** |
| <input type="checkbox"/> American Indian or Alaska Native | <input type="checkbox"/> Indian | <input type="checkbox"/> Guamanian |
| <input type="checkbox"/> Hispanic or Latino (alone or in combination with any other race) | <input type="checkbox"/> Cambodian | <input type="checkbox"/> Hawaiian |
| <input type="checkbox"/> White | <input type="checkbox"/> Chinese | <input type="checkbox"/> Samoan |
| <input type="checkbox"/> Multiple Races* | <input type="checkbox"/> Filipino | <input type="checkbox"/> Other Pacific Islander |
| | <input type="checkbox"/> Japanese | |
| | <input type="checkbox"/> Korean | |
| | <input type="checkbox"/> Laotian | |
| | <input type="checkbox"/> Vietnamese | |
| | <input type="checkbox"/> Other Asian | |

*If you identify with more than one race that is Non-Hispanic or Latino, select Multiple Races.

**If you identify with more than one Asian ethnicity, select Multiple Asian.

***If you identify with more than one Pacific Islander ethnicity, select Multiple Pacific Islander.

AUTHORITIES

Government Code sections 8310.5, 19705, 19790, 19792(h) and California Code of Regulations, Title 2, sections 599.980, 11013(b) authorize the State of California to collect demographic information on job applicants and exam participants for analysis and statistical purposes.

CONTINUE TO NEXT PAGE TO COMPLETE RECRUITMENT QUESTIONNAIRE

RECRUITMENT QUESTIONNAIRE

On behalf of the California Department of Corrections and Rehabilitation, we thank you for participating in this examination. To assist us in our recruitment efforts, please tell us how you heard about this examination.

Please check the appropriate box and, where relevant, specify your answer:

- Internet (www.cdcr.ca.gov, www.jobs.ca.gov)
- Job Fair
- Friend/Family Member
- Staffing Agency (Spearhead, Manpower)
- Career Assistance Centers (e.g., Employment Development Department Career Network, Workforce Center)
- State Agency (please specify): _____
- Military Base (please specify): _____
- Local Union (please specify): _____
- Other (please specify): _____

California Department of Corrections and Rehabilitation

- Flyer
- Banner
- Employee
- Exam Bulletin E-Blast
- Institution Bulletin Board

Social Media

- Facebook
- Indeed
- Monster

Educational Facility

- College
- Trade School
- School Association
- Specialized Training/Certification Program (e.g., Job Corps, Skill Centers, Regional Occupational Programs)
- Local Apprenticeship Program

Public Advertisements

- Bus
- Truck
- Billboard
- Mobile Ad

Out of State Resource

- Arizona
- Oregon
- Nevada