

# American Association of School Librarians Strategic Plan

June 22, 2019

## CORE PURPOSE (MISSION)

The American Association of School Librarians (AASL) empowers leaders to transform teaching and learning.

## CORE VALUES

- Learning
- Innovation
- Equity, Diversity, Inclusion
- Intellectual Freedom
- Collaboration

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## LONG TERM ENVISIONED FUTURE (10+ YEARS)

*The **envisioned future** conveys a concrete yet unrealized future for the organization. It consists of a **vision** – a clear and compelling catalyst that serves as a focal point for effort and a **vivid description**, which is a vibrant and engaging description of what it will be like to achieve the vision.*

## VISION

Every school librarian is a leader; every learner has a school librarian.

## VIVID DESCRIPTION

The American Association of School Librarians (AASL) empowers leaders to transform teaching and learning. All aspects of the association's work reflect the following core values: learning; innovation; equity, diversity, inclusion; intellectual freedom; and collaboration. AASL's vision declares that: Every school librarian is a leader; every learner has a school librarian.

AASL is the preeminent national professional association for school librarians. As a division of the American Library Association (ALA), AASL works collaboratively across the greater ALA organization and library ecosystem to increase understanding and promotion of the integral role of school librarians and school libraries for all learners. AASL is a strong partner to school administrators and educational organizations for advocating for and shaping educational opportunities and policy. Other educational organizations understand the integral role of the school librarian in K–12 schools and seek AASL's input and involvement with strategic initiatives

and policies for learners. AASL's learner-centered educational policy empowers transformative teaching and learning for all.

School librarians value their AASL membership for the association's leadership in providing professional learning; influencing national, state, and local educational policy; developing comprehensive standards; reading and sharing innovations; promoting research; collaborating within and outside of the school library field; and transforming teaching and learning. AASL provides guidance to members on how to advocate at the national, state, and local level, ensuring school librarians are equipped to advocate for equitable access to educational resources.

AASL influences the school library community's behaviors and practices according to the core values of school librarianship. The work of the association models leadership and facilitates personal and professional learning growth. AASL celebrates school librarians for their powerful role in advocating for the needs of learners.

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## GOALS & OBJECTIVES (3-5 YEARS)

*Goals represent outcome-oriented statements intended to guide and measure the organization's future success. The achievement of each goal will move the organization towards the realization of its "Envisioned Future." Supporting objectives further clarify direction and describe what the association wants to have happen; in other words, a descriptive statement of what constitutes success in measurable terms.*

**Priority Key:** (H) = Must begin objective in next fiscal year; (M) = May begin objective, if resources permit, in next fiscal year; (L) = Begin objective in subsequent fiscal year

### LEADERSHIP ACTIVATION

**Goal:** AASL builds capacity for leadership at all levels.

**Objectives:**

- Refine existing participation models. (H)
- Increase alternative participation models. (M)
- Increase opportunities for state and local leaders to enhance their leadership capacity. (M)
- Cultivate AASL leadership involvement throughout ALA. (L)

### EDUCATION POLICY

**Goal:** AASL influences local, state, and national policy to ensure that school libraries are well-funded and fully staffed with full-time, certified school librarians and dedicated support personnel.

**Objectives:**

- Increase ALA's understanding of and action on education policy issues that impact school librarians. (H)
- Influence funding entities to include school libraries and school librarians as leaders in transformative teaching and learning. (M/H)
- Enhance member understanding of how education policy issues impact practice. (M)

- Enhance administrator understanding of school libraries within local, state, and national education policy. (H)

## **RESEARCH**

**Goal:** AASL advances research that informs school librarian practice.

**Objectives:**

- Facilitate evidence-informed school librarian practices. (H)
- Increase visibility of research related to school librarians. (M/H)
- Communicate research findings to practitioners and other leaders. (M/H)