The ALSC 2017-2020 Strategic Implementation Progress Report is a quarterly representation of the most recent projects and activities that are underway by ALSC committees and staff in support of ALSC’s 2017-2020 Strategic Plan objectives under Advocacy, Diversity & Inclusion and Learning & Development. A full outline of the strategic plan and past progress reports can be accessed on the ALSC website at http://www.ala.org/alsc/aboutalsc/stratplan.

This Implementation Progress report includes updated deadlines for, and some minor revisions to, select strategic plan objectives based on the annual strategic plan review by the ALSC Board of Directors at the 2018 ALA Annual Meeting. The review included an assessment of ALSC resources and activities to determine viable opportunities to continue meeting strategic plan goals.

Advocacy
ALSC will champion the value of library service to children and the resources necessary to deliver on our vision.

1. Establish an accessible content stream of valuation tools and research updates, including customizable content for members, to demonstrate the purpose and value of strong and meaningful children’s librarianship by August 2020. Transforming ALSC

   • Early and Family Literacy Committee – The committee contributed to two blog posts for the ALSC community which identified the background, charge and goals for the committee's work and solidified understandings of the definition of family literacy as it relates to early literacy, inclusivity and libraries. EFL members continue to explore research relevant to early and family literacy for the purpose of disseminating this information to individuals and agencies serving young children.

2. Articulate a prioritized research agenda, including but not limited to summer learning/out-of-school time, by September 2018, and pursue avenues for conducting and/or supporting the research by September 2020. Transforming Children’s Librarianship

   • Research Agenda Task Force – At 2019 Annual Conference the ALSC Board approved the Research Agenda. The agenda includes six priority research areas that identify relevant research questions and includes a bibliography of research done under each priority area. The Research Agenda will be available in January and will be followed by strategic promotion of the publication.

3. Amplify children’s librarians’ essential role as information literacy experts through advocacy outputs, including communications, webinars, and establishing collaborations, by December 2018. Transforming Communities through Libraries

   • Advocacy and Legislation – The committee has been working with the Public Awareness Committee to develop and present a webinar on advocacy in support of their Championing Children’s Services Toolkit.

   • Public Awareness Committee (PAC) – The committee’s final products for the Championing Children’s Services toolkit have been promoted through ALSC social media and featured in the
ALSC Giving Tuesday campaign. The committee continues to collaborate with the Advocacy & Legislation committee and two advocacy experts on a series of three webinars that will introduce the Championing Children’s Services toolkit, broadly discuss advocacy and how one might use the toolkit.

- **Building Partnerships** - Updates to the Partnership Organization Database listing national youth-service organizations and the recent creation of an Infographic outlining how to build partnerships will help advocate for potential partnerships between libraries and youth services organizations to further their service to their communities and patrons. By building stronger relationships with partners, both parties are able to better advocate their resources to a wider array of patrons.

- **Summer/Out of School Time Learning Task Force** – The task force hosted a session at the National Summer Learning Association’s (NSLA) Preconference in October to mine the concerns and needs of national attendees around this work. The experience deepened learning and promoted new skills to a national level audience.

- **Project LOCAL / Project VOICE** - ALSC staff, in partnership with the research team, J. Elizabeth Mills, Kathleen Campana, and Dr. Michelle H. Martin, developed a white paper that will share Project LOCAL research results examining how libraries are going outside of their walls and into the community to reach and serve children and families in underserved communities who are not currently using the library. The white paper titled, *Engage, Cultivate, Provide, and Assess: An Outreach Model for Service All Children and Families* will be available in January.

In addition, the ALSC Board voted to support a three-year LB21 Research in Service to Practice grant from the Project LOCAL research team to create an outcomes-based, social justice planning and assessment tool as part of Project VOICE. The grant was awarded and this tool will be developed as a result of the team’s research. The tool will support library staff in their work in underserved communities with children ages zero to eight and their families.

Other activities in support of the Advocacy strategic action area:

- No additional activities to report.

**Diversity & Inclusion**

ALSC will become more diverse and inclusive, acting to promote these values in all aspects of library service to children.

1. Increase diversity in ALSC membership and reduce barriers to participation as measured against the Diversity in ALSC baseline survey by September 2019. *Transforming ALSC*

- **Equity, Diversity & Inclusion within ALSC Implementation Task Force** – The task force continues to promote awareness of EDI across committees as steps toward a more diverse and inclusive association. The task force’s ongoing goal is to see EDI baked into the work of all the committees and on the minds of all ALSC members.

The EDI task force continues to support the Equity Fellows, four of whom will continue for a second year, through in-person meetings at the 2020 Midwinter Meeting and 2020 Annual Conference, and through ongoing mentoring in individual pairs. Following the Board’s decision at
the 2019 Annual Conference to approve additional funding for the Fellows, the task force has worked to determine guidelines/expectations around that funding, which will include a project-based component to their work as the Fellows develop an infographic that explains the ALSC committee appointment process to a member unfamiliar with the process.

2. Expand opportunities for existing members from underrepresented experiences to serve in ALSC activities, as measured by longitudinal studies and/or focus groups, by September 2020. *Transforming ALSC*

- **Nominating and Leadership Development Committee** - The committee used rubrics to evaluate candidates that included representation and demonstrated commitment to EDI principles.

3. Increase the practice of cultural humility among children’s library staff serving youth by developing an accessible online cultural humility training series by August 2020. *Transforming Children’s Librarianship*

- **Education Committee** - The committee submitted a proposal to the ALSC Board that supports cultural humility training. A task force is being assembled to vet the proposal and other options. The Education committee will work with the new task force on the cultural humility training updates, provide additional potential instructor names and help answer Board questions regarding the proposal.

- **Bystander Training – ALSC** and other ALA divisions participated in bringing bystander intervention training opportunities to their members. This collaborative effort provided an opportunity to maximize training opportunities across several divisions. ALSC provided this bystander intervention training to ALSC leadership including ALSC’s current and incoming board members, Priority Group Consultants and committee chairs. A train-the-trainer program on Ally Skills/Bystander Intervention has begun and will result in a training opportunity that can be made available to a wider ALSC audience.

Other activities in support of the Diversity and Inclusion strategic action area:

- **Building Partnerships** - The Partner Organization Database has categories that support diversity and inclusion services. The committee will continue to encourage members to find organizations that fall into these categories.

- **Children & Technology** – The committee continues to work on a blog series highlighting assistive technologies available for patrons and information about the library’s role in the disability community and access to these resources. The committee has also begun discussion of a potential webinar to feature these technologies and explain how they work in the library setting.

- **Local Arrangements** - The committee is working to get information about Chicago for the upcoming Annual Conference out to conference attendees, including blog posts, bookmarks, and possibly other routes. The committee plans to highlight some diversity-owned businesses near the McCormick Place conference location.

- **National Institute Task Force** – The 2020 Institute theme has been selected, *Dive In: Engage, Amplify, Activate*. The task force is working with local Indigenous communities to plan a networking reception the night before the conference begins for participants to learn more
about Indigenous communities and youth literature and have actionable ideas that they can implement in their communities. The task force plans to identify and work together with Indigenous partners and will invite speakers who represent a range of communities and can speak on a variety of topics.

- **Equity, Diversity & Inclusion Implementation Task Force** – The task force submitted two session proposals which were approved for ALSC National Institute to help educate ALSC members about the work that is currently occurring throughout the organization in relation to EDI, to provide opportunities for ALSC members and other attendees to learn more about the role and impact of EDI in the association and the profession, as well as give attendees specific strategies to get started as they bring an equity lens to their own association or professional work and to build the network of future ALSC leaders who are invested in and prepared to pursue equity, diversity, and inclusion in the association and the profession.

- **Quicklists Consulting Committee** – Each list the committee creates includes a diverse set of books. This diversity includes topics covered, representation of authors and illustrators, languages, and format. The lists aim to expose its users to different cultures, authors and formats. The committee continues to develop booklists including the Summer Reading List, an Early Literacy List, CBC-ALA Building a Home Library, Dia Book List, President’s Program book list and an update to the Graphic Novels list.

- **ALSC Awards Committees** – As a follow up to the New Chair Orientation presentation by Equity Diversity & Inclusion Implementation Task Force Chairs and task force member at 2019 Midwinter on considering EDI work while evaluating books and media, the task force members attended the 2019 Annual Conference Chair meeting to discuss any follow up questions and concerns. Since those meetings, most of the awards committee chairs have been sharing diversity resources with members, discussing how diverse member backgrounds can be respected throughout their work together and inviting guest speakers to further discuss EDI as it relates to review work and to ensure that every member feels valued and is treated with respect and consideration.

- **Welcoming Spaces National Forum - Institute of Museum and Library Services (IMLS)** - ALSC was awarded an IMLS National Leadership Grant in the area of Community Catalysts. ALSC, in collaboration with the Association of Children’s Museums (ACM), will convene a one-day National Forum attended by representatives from 12 children’s museums, 12 libraries and up to 24 of their partnering organizations to distill a set of best practices from their exemplary work serving immigrants and refugees, compile the best practices resulting from the forum into a white paper, and broadly disseminate the best practices document to elevate these practices and encourage their adoption by libraries and children’s museums to create more welcoming spaces for immigrants and refugees in their communities. Applications will open soon for forum participation. Participants must be ALSC members, and will receive travel stipends to attend.

- **Charlemae Rollins President’s Program** – The 2020 Charlemae Rollins President’s Program will be: Telling Our Authentic Story: Connecting, Sharing and Bridging Divides Through Children’s Literature. The program will ask what is it about authentic stories, drawn from experience, culture, fears, and joys that draw us in and touch our hearts? The ALSC President, members and guests in the 2020 ALSC Charlemae Rollins President’s program will explore the
ways stories help young people preserve and learn from the past. Through storytelling, we share our traditions, folkways, language, hopes and fears for the future. The program includes a moderated discussion with three noted children’s authors/illustrators who will explore how stories help children prepare, celebrate and connect with our diverse world.

- **Belpre 25th Anniversary Planning Task Force** – The task force has continued to develop plans for the 25th anniversary of the Pura Belpré Award in 2021, focusing primarily on the creation of an exhibition of illustrations and pieces of narrative from the 50 Belpré recipients. The exhibition will be curated by Nicole Simpson from the Zimmerli Art Museum at Rutgers University, working with the task force, and will likely be accompanied by an exhibition catalogue that will be available for sale. The exhibition will be in Chicago for the 2021 ALA annual conference and then will hopefully travel to other locations.

**Learning & Development**

ALSC will actively develop new generations of leaders.

1. Build a discernible pathway, along with opportunities for training and mentorship, to develop ALSC members as leaders in their libraries, the profession, and/or the association by September 2020.

   *Transforming ALSC*

   - **Managing Children’s Services** – The committee is developing a proposal for a two-part webinar series to update the webinar entitled "Managing Children’s Services: Scheduling and Time Management in the Youth Services Department". One webinar would be dedicated to time management and the other dedicated to staff/program scheduling. The committee also is developing a document with materials, resources, etc. created by previous MCS committee members with the possibility that the final list will be offered as an online resource.

   - **Nominating & Leadership Development** – The committee worked to build a ballot that represents a group of people poised to both lead and learn, recognizing the integrated nature of the work of both governance and media evaluation which offers contexts to apply and absorb expertise.

   - **Membership Committee** – The committee has been discussing the possibility of doing an online class about networking, as well as creating a toolkit on how to create regional events.

   - **Budget Committee** – The committee will be submitting an ALSC Blog post on ALSC Seals, which will help promote Seals before Midwinter and raise awareness of the organization’s financial dependence on Seals sales. The post is expected to be published in the beginning of January.

   - **Early Childhood Programs & Services Committee** - The committee is currently working on a proposal to present a webinar series on programs/services for babies.

   - **Organization & Bylaws** – The committee continues the ongoing project of maintaining the "What Does that ALSC Committee Do?" web page and plans for regular updates to be made to the resource and the web page where it resides. Additionally, the committee continued to discuss ways to move forward with the best practices for co-chairs tip sheet for most process committees. The co-chair model is expected to open up leadership opportunities.
2. Provide at least two educational opportunities in media mentorship and child development, ideally developed and/or presented with collaborative partners from other ALA units, by September 2018. *Transforming Children’s Librarianship*
   - No additional activity to report

3. Organize and promote ALSC activities to position the core competencies as central to library service to children, by May 2019. *Transforming Children’s Librarianship*
   - **Education Committee** - Core Competencies revision project: The committee started critical review of ALSC’s core competences, worked on a timeline for updating them, and are reviewing results of a survey sent to ALSC membership to request feedback that will inform the updates.
   - **Library Service to Underserved Children and Their Caregivers** – The committee surveyed ALSC membership seeking feedback to inform a refresh of the toolkit for underserved populations to help librarians develop or enhance library services to special populations of children and families. The committee has been evaluating Light the Way grant applications for engaging programs that advocated for underserved populations and attended to the needs of those populations.
   - **Intellectual Freedom** - The committee continues work on the ALSC Blog long-term project, creating resources for librarians to feature intellectual freedom and information literacy in core library services. The related blog series will be completed with an April 2020 post. From this series the committee will generate a product for sharing the collected information - possibly a toolkit, webinar, or conference presentation.
   - **School-age Programs & Services Committee** – The committee continues to develop ideas for an ALSC Webinar proposal on the topic of school-age literacy, providing programming ideas for kids ages 5-9 who need extra support with their reading skills. The committee is exploring topics such as comprehension, fluency, making connections, the mechanics of reading and book pairings for the programming.
   - **Special Collections and Bechtel Fellowship Committee** – The committee considered applications for the Bechtel Fellowship (a learning opportunity for ALSC members). Additionally, the committee is planning a tour of a special collection during ALA 2020 Midwinter Meeting. Finally, the ALSC journal, *Children and Libraries*, Winter 2020 issue will include an article about the committee’s June 2019 visit to the Children’s Literature Center at the Library of Congress.
   - **Program Coordinating Committee** – The committee selected programs for the ALSC National Institute and ALA Annual 2020. Program selections were chosen to address the core competencies and to help ALSC members thrive in their workplaces and represent the best practices and principles of the library profession.

4. Develop a toolkit of research-based best practices for out-of-school time learning and disseminate the toolkit and practices to members by September 2019. *Transforming Communities through Libraries*
   - No additional activity to report.
Other activities in support of the Learning and Development strategic action area:

- No additional activity to report

Opportunities

ALSC considers many opportunities for collaboration with ALA Divisions and other organizations. The ALSC 2017-2020 Strategic Plan serves as a primary guide for determining how ALSC will prioritize potential projects and activities. These potential opportunities are identified below:

- No additional activity to report