The ALSC 2020-2023 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 2020-2023 Strategic Plan objectives: 1) Advocacy, 2) Learning & Development and, 3) Equity, Diversity & Inclusion. 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.

The final 2020-2023 Strategic Plan, approved by the ALSC Board on May 28, 2020, began on September 1, 2020. This Implementation Progress report reflects the early stages of projects that ALSC committees and staff are engaging in for this new strategic plan period. More information on specific committee activities can be found in the Committee Quarterly Reports that are available on each committee’s ALA Connect space.

In addition, below are highlights of projects and activities that were developed to support the library community in response to the COVID-19 pandemic, the racial protests in response to the killing of George Floyd, as well as other featured projects and activities.

Throughout this unprecedented time, ALSC members continue revising their roles, developing meaningful virtual content for their library communities and staying connected through ALSC division activities. Committees continue navigating challenges to scheduling meetings, decreased capacity, changing priorities, revising committee projects, and finding workarounds to obtaining and reviewing materials for our book and media awards. Committees remain committed to their work, showing flexibility and creativity as they continue to move forward.

COVID-19 Resources - ALSC has been working to provide members with the tools and resources needed to continue learning and working during the COVID-19 pandemic. Most recent activity is noted below.

**Virtual Storytime Guide** - In response to COVID-19 and the need for library staff to transition their in-person programming to virtual opportunities for their communities, ALSC worked with member volunteers and the Colorado Early Literacy Library to develop a comprehensive guide that features best practices, resources, and tips on how to plan, promote, and conduct virtual storytime programming. The guide was made available late June 2020 and continues to be actively promoted.

**#LookToLibraries** - The Association for Library Service to Children (ALSC) developed a suite of resources for all types of libraries under the tagline of #LookToLibraries, and available at http://www.ala.org/alsc/publications-resources/look-to-libraries. These tip sheets, articles, booklists, and other resources support children’s library professionals in serving as youth media mentors, a role that is especially important now in 2020 when the COVID-19 pandemic has caused the use of digital media to skyrocket. There are also resources included to help children and their families navigate other challenges that have been posed by the pandemic. #LookToLibraries is a work in progress and ALSC will continue to add more resources and more topics as time goes on and needs arise.

ALSC and the ALA Communications and Marketing Office (CMO) have been promoting the value of children’s library professionals as youth media mentors through #LookToLibraries across ALA and through national media channels and sharing these resources to support advocacy efforts.

**We Are ALSC Chats** - We Are ALSC Chats were created to build community within children's librarianship. Led by ALSC Committees, these informal chats (held on Zoom or Twitter) are open to members and non-members and are designed to be online networking chats for resource sharing and discussion around timely topics in children's
services. Chats were hosted by the School-Age Programs and Services committee in June and August on virtual school-age programming.

Racial Injustice – In May 2020, the killing of George Floyd ignited racial protests across the country and a renewed commitment to support the Black Lives Matter movement, calling greater attention to racial injustice. ALSC response included the following:

**BCALA Statement Condemning increased violence and Racism towards Black Americans** - In June 2020, the ALA Executive Board and the ALSC Board endorsed the Black Caucus of the American Library Association’s statement in an effort to stand in solidarity with BCALA, Black Lives Matter and others working to dismantle racial injustice.

**BCALA and ALSC Social Justice Reading List** - BCALA and ALSC Social Justice Reading List was a collaborative effort between the Black Caucus of the American Library Association (BCALA) and ALSC. Titles on this list were compiled by members of BCALA and members of ALSC’s Quicklists Consulting Committee.

**Netflix on Bookmarks: Celebrating Black Voices** - ALSC partnered with Netflix on their series Bookmarks: Celebrating Black Voices to uplift children’s literature by Black authors and illustrators. The series features prominent celebrities and authors reading stories about Black children. ALSC contributed links to member-created booklists, its Serving Diverse Communities resource, and the Look to Libraries materials. The series is available for free without subscription on the Netflix Jr. YouTube channel. ALSC president, Kirby McCurtis participated in a panel discussion about the project hosted by BCALA on the Netflix Family Facebook page.

**ALSC Strategic Plan Objectives and Activities in Support of Strategic Plan Goals:**

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

1) **Provide opportunities for members to hone and develop their advocacy skills. Transforming ALSC**

- Make current and archived webinars more accessible by organizing them to allow members to locate webinars that focus on specific skills.  
  Education Committee/ALSC Staff – Archived webinars have been reorganized into eight categories rather than listed in alphabetical order on the ALSC website. Each category can be expanded and reviewed. The Education Committee is in the process of continuing this review and a full assessment of archived webinars.

- Work with ALA’s Public Policy and Advocacy office to offer a Town Hall featuring advocacy tips and resources for youth librarians, specifically related to current challenges.  
  No activity to report at this time. Updates forthcoming.

- Promote ALSC issues, needs, and expertise as ALA reorganizes.  
  Diversifying ALSC Revenue Streams Task Force – The task force has discussed how to minimize risk, prepare for the ALA Pivot, rethinking the way the organization works, and how specific and intentional work is being incorporated as part of preparation of the recommendations. Additionally, an assessment of ALA financial and structural strategies will need to be addressed in the final business plan and the most updated ALA Pivot Strategy will be part of the Business Plan Appendix.

2) **Promote the use of the ALSC Research Agenda as a framework that informs policy and practice that prioritizes library service to children. Transforming Children’s Librarianship**

- Provide mini research grants for work supporting the ALSC Research Agenda.
Research Agenda Task Force – The task force began working on a draft research grant, creating a plan for the process and identifying a committee to administer the research grant.

- Ensure that research findings are shared with ALSC members.

Research Agenda Task Force – The task force began creating a plan and identifying a committee to monitor and update a section of the ALSC website dedicated to research and pursue ways to promote that research through blog posts and webinars. Considering other ways to disseminate research possibly through the ALSC journal, *Children & Libraries*, ALSC Institute and future ALA Conferences.

3) **Amplify the value of children’s librarianship and the vital role of library staff serving youth as information literacy experts in their communities. Transforming Communities through Libraries**

Specific objectives will be identified within the 2020-2023 strategic plan period.

**Other activities in support of the Advocacy goal:**

No activity to report at this time.

**LEARNING & DEVELOPMENT** - ALSC will actively develop new generations of leaders.

1) **Organize and promote existing leadership and mentorship opportunities and their benefits to ALSC members. Transforming ALSC**

- Organize a virtual activity/opportunity/event to discuss leading children's library services in times of crisis.

**National Institute** – That National Institute Task Force and ALSC staff worked to host the “Children’s Librarianship in Communities Experiencing Crisis” panel at ALSC 2020 Institute, with Oralia Garza de Cortes, Anita Montoya, and Beth Patin, which drew over 400 Institute attendees and highlighted the experiences of library professionals who are serving their communities through traumatic events and how both major events and everyday traumas in their communities have impacted how they serve patrons.

- Increase the mentor pool by a to-be-determined percent using past mentors’ stories as promotion of mentorship opportunities.

In September, with feedback from the Membership and Managing Children’s Services committees, ALSC staff disseminated a survey on the ALSC Mentoring program to past mentors and mentees. Responses included stories from participants that will inform future program goals and the promotion of mentoring opportunities.

**Membership Committee** – The Membership committee is in the early stages of discussing a strategy to increase the mentor pool. Updates are forthcoming.

2) **Promote and position the Core Competencies as central to library service to children. Transforming Children’s Librarianship**

- In each issue of ALSC Matters, highlight an ALSC Core Competency and a practitioner who can speak to the importance of the competency.

Planning for this activity has begun. The first installment of this feature is scheduled to appear in the November 2020 issue.

- Create a revenue stream building on the ALSC Core Competencies, such as a practitioner's guide or resource.

No activity to report at this time. Updates forthcoming.
• Use the Bill Morris Seminar as a revenue stream at state-level conference and in states with book awards, including in-person and virtual opportunities.
  No activity to report at this time. Updates forthcoming.

3) Develop and promote best practices that are responsive to community needs for out-of-school time learning programs and services. Transforming Children’s Librarianship

• Submit quarterly *Children & Libraries* journal column on out-of-school programming. 
  *Children & Libraries Advisory Committee* - The committee met to discuss a new column in CAL on Out-of-School-Time Programs. The first column on out-of-school time programming will appear in the Spring 2021 issue. Sharon Verbeten, CAL editor, will work directly with the School Age Programs and Services Committee, who will provide copy for the quarterly column.

• Promote Out-of-School-Time tool kit/best practices.
  *Summer Out of School Time Learning Task Force* - The Task Force will recommend active learning/STEM learning be added to summer reading as a pillar of learning for summer. Over the summer task force members worked to develop talking points for ALSC on the value of summer learning for libraries. In August-September the Task Force finalized the components of the toolkit that they will create beginning in 2020 and throughout 2021. The task force has been discussing the best way to endorse equity work to allow them to clearly articulate an ALSC acceptable definition of equity.

**Other activities in support of the Learning & Development goal:**

*The Education Committee* completed final revisions to the 2020 ALSC Competencies for review by the ALSC Board. Feedback was provided and the committee has been incorporating feedback and edits.

*Membership Committee* – In coordination with ALSC staff, the committee planned and hosted in August, the Virtual ALSC 101 which introduced new members to the organization and to conferences (when applicable), and provided a chance for participants to network. The virtual session included a get-to-know-you session via breakout rooms, a non-competitive round of trivia, a discussion panel of members with varying years of experience, and a talk with ALSC Blog Manager, Mary Voors, about the blog. Forty people attend this session and it was recorded for viewing later.

The committee also created goals to better align the blog content they create with committee goals and ALSC’s strategic plan. Committee members are encouraged to support one or more of these goals: member experiences related to ALSC, highlighting ALSC resources, highlighting opportunities to be involved, especially opportunities for Equity, Diversity, and Inclusion, learning and growth, particularly new member orientation and recruiting new members.

*Library Service to Underserved Children and Their Caregivers* - The committee will create a blog post every other month highlighting a toolkit resource, with posts in between to highlight resources, programs, or other relevant information from the preceding month’s document.

*School Age Programs & Services Committee* - The committee set the schedule for the webinar series on School Age Literacy that was originally to take place in Spring 2020 and hosted additional We Are ALSC Chats as part of a series they began in Spring 2020. The topic focused on a back-to-school theme to discover new ways libraries and schools can work together in the upcoming school year.
Early and Family Literacy Committee – The committee has contributed blog posts on the importance of continuing early literacy activities with young children during the time of COVID-19, the importance of play, activities that develop writing skills, and singing. The most recent blog post looked at how screen time recommendations from early literacy experts have changed during COVID-19 and how to share this information with families of young children.

Additionally, the committee is developing a definition of Family Literacy for ALSC Board review. The committee submitted a Research Roundup column for Children & Libraries highlighting research the committee has collected that may be relevant to the work of members in the ALSC community and they created a PowerPoint Presentation about EFL to be used for a future ALSC membership meeting committee spotlight and possibly for other future promotional opportunities.

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

1) Increase the intentional recruitment and retention of a diverse membership and reduce barriers to participation. Transforming ALSC
   - Support additional Equity Fellowships.
     Equity, Diversity & Inclusion Task Force – The second round of ALSC Equity Fellowship applications was launched with an updated application. EDI task force members evaluated the completed applications and provided list of selected awardees. Award notifications and a press release announcing the award are planned in October. The EDI task force is solidifying their plans to engage the fellows throughout the duration of the fellowship.

   - Informally solicit feedback from BIPOC members and members with disabilities on their experiences in the division.
     The ALSC Virtual National Institute held October 2-3, 2020 included a session intended for BIPOC attendees, particularly library staff providing service to children, who had the opportunity to connect, share, and learn more about how to find support, pursue their own professional goals, and grow in the profession. Panelists, including Adilene Estrada-Huerta, Ariana Sani Hussain, Alia Jones, and Hannah Lee, represented a broad spectrum of job titles and work environments and shared their own experiences.

   - Create a competitive recruitment for 20 membership scholarships for BIPOC potential members, including 10 for paraprofessionals and 10 for students.
     Membership Committee – the committee is in the early stages of discussing and planning this recruitment strategy. Updates are forthcoming.

2) Expand opportunities for existing members from underrepresented experiences to serve in ALSC activities. Transforming ALSC
   - Continue the targeted appointment of members from underrepresented experiences on all committees.
     ALSC President, Kirby McCurtis continues to consider opportunities available for ALSC members from underrepresented experiences. The process will ensure that member interests and committee activities are aligned and that appointed members are supported in their committee work. The committee volunteer form collects demographics (optional to complete) to help identify BIPOC and underrepresented members.
• Conduct an assessment of the past three years of programming (conferences, institutes, webinars) and increase the number of opportunities specifically addressing the needs and interests of diverse library staff. Develop programming for BIPOC, rather than about BIPOC.

Program Coordinating Committee – The committee began discussing the work for this activity. The chairs will touch base with the Education Committee to confirm handling of the webinar historical assessment and look-forward goal. As there is not a stated increment goal, the committee plans to increase the number of programs selected.

3) Highlight best practices for infusing EDI values as a foundational practice for library staff serving youth. Transforming Children’s Librarianship

• Explore and draft an implementation plan for new products around Día that could potentially be sold as a revenue stream.
  No activity to report at this time. Updates forthcoming.

• Task each committee with creating an inclusion goal/deliverable as related to their committee’s charge for the year.

Managing Children’s Services – Members agreed that meetings can be open to non-members to increase inclusion. Meeting minutes will include the next meeting time and Zoom login information to increase accessibility for non-members to attend. Meeting minutes and agendas will be posted on ALA Connect to increase awareness of committee activities.

Membership Committee - Nina Lindsay consulted with the Membership committee to determine ways the committee can support the COVID-19 Emergency Membership proposal. The project was approved by the ALSC Board and the Membership Committee will be responsible for promoting the opportunity, as well as evaluating, selecting, and notifying applicants.

Budget Committee – The committee will track ALSC’s EDI-oriented spending, ideally including an estimate of staff time, and communicate those numbers to membership in order to provide a quantifiable snapshot of the organization’s EDI efforts.

Early & Family Literacy Committee – The committee focused on integrating the ALSC Equity, Diversity and Inclusion Statement in all committee work and on the assigned ALSC Strategic Plan activity to promote the ALSC Research Agenda.

Organizational Effectiveness Committee– The committee’s focus is supporting all committee EDI initiatives and they would like their contribution to be a tip sheet on making committee work more accessible or a report on the current state/perception of inclusion in ALSC committees.

• Establish bystander training for ALSC members to be conducted by ALSC trainers that participated in the train-the-trainer workshop in Fall 2019.
  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 will be in the works and will result in a training opportunity that can be made available to a wider ALSC audience.

**Other activities that support the Equity, Diversity, & Inclusion goal:**

**Equity, Diversity, & Inclusion (EDI) Task Force** – The 2018 pilot group of Equity Fellows have finalized their project which is a visual representation of the committee appointment process. EDI task force members continue to collaborate and consult with other ALA and ALSC committees including:

- Working with the Membership committee to develop the equity gift membership
- Provided feedback on the emergency membership proposal
- Task force member Ayn Frazee attended the ALA EDI Assembly
- Contributed to the Diversifying Revenue Streams Task Force Brand Matrix
- Members of the task force led a discussion at the Annual Membership Meeting on “Dismantling Racism in Children’s Librarianship”

**AASL/ALSC/YALSA Interdivisional Committee on School/Public Library** - The committee is working to create a shared online space for members of AASL, ALSC and YALSA in which everyone can find and share EDI resources.

**ALSC Award Committees** – As a result of the ALA Virtual Conference, ALSC Award committees are working to pivot their in person meetings to virtual meetings. They continue to share resources, review award manuals, invite guest speakers to inform their review process and collect submissions for review.