

**ALSC 2017-2020 Strategic Plan
Implementation Progress
February 2019**

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*
 - Media Mentorship – Young Children, New Media and Libraries (YCNML) – ALSC staff, in partnership with University of Washington, and Kent State University and Claudia Haines updated the 2014 Young Children, New Media and Libraries survey and collected new data during August 2018 that will inform research on media mentorship. Survey results have been shared at ALA's Midwinter Meeting, other conferences and the February 2019 ALSC Community Forum. The YCNML team will host two focus groups at ALA Annual in Washington DC to learn more about how children's librarians are supporting families and children ages 0-14 in the ways they use, consume, and produce media in a variety of formats. Survey results can also inform a future IMLS grant to extend the work beyond the survey.

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 - Developed a list of potential priority areas that will be used as a framework for the ALSC Research Agenda and started to develop tentative recommendations for supporting and maintaining oversight of the research agenda. The task force has completed the literature review under each priority area which will help identify relevant research questions to include in the research agenda, and to create a bibliography of research done under each priority area. Additionally, research questions have been identified for three of the six priority areas to be highlighted in the research agenda.
 - Summer/Out-of-School Time Learning Task Force – The committee presented their webinar, Making the Move from Summer Reading to Summer Learning. The webinar had an overwhelming

response from participants asking for a follow up webinar. The task force is exploring options to present additional information to members.

- Erikson Institute – Technology and Children (TEC) Center – The TEC Center was awarded an IMLS FY2018 National Leadership Grant for the project “Building an Alliance for Media Literacy in Early Childhood Informal Learning-A National Forum” in collaboration with several partner organizations including, ALSC, Association of Children’s Museums (ACM), Chicago Children’s Museum (CCM), and National Association for Media Literacy Education (NAMLE). These groups are leading their stakeholders in forming an alliance for media literacy in early childhood at a leadership forum and a consensus building forum with practitioners. These two forums have enabled organizations and leaders to identify and implement promising practices in media literacy for young children and families in libraries, museums, community programs and other beyond-the-classroom settings. ALSC leadership and members participated in the forums to provide the prospective and input of librarians working with children and families to develop media literacy.
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*

- Intellectual Freedom Committee - In order to develop awareness about the value of Intellectual Freedom (IF) and that it is not just about materials challenges, the committee is in the process of writing a series of eight blog posts. Four posts will be aimed at IF in general and four at information literacy while also targeting four different age groups; tentatively, ages 0-5, 6-8, 9-10 and 11-14. Each post will start with the importance of raising awareness about IF/information literacy and then go on to offer a few suggestions for how to easily slip in messaging, books, and/or activities into programs. The IF committee is also working to share the resources they have already gathered as part of the “quickly adaptable recipes” they offer in each post.
- Public Awareness Committee – Committee members wrote a Hot Topic Program Proposal for ALA Annual. If accepted PAC members will present a program that launches the Championing Children’s Services Toolkit.

The committee has made significant progress on the toolkit. The new “Because” statements are almost completed and include feedback from the Advocacy and Legislation Committee. The PSA video was filmed at King County Public Library’s White Center Branch where children and caregivers from a variety of backgrounds spoke about the value of children’s librarians. The committee is reaching out to several different publishing houses to find an author who will be filmed speaking about the value of children’s librarians.

PAC is also considering doing a series of advocacy webinars in collaboration with other ALSC committees.

- Advocacy & Legislation Committee - In the absence of an Everyday Advocacy content editor, the committee has taken on the task of writing an advocacy column for ALSC’s journal, Children and Libraries. The topic will be about summer reading related advocacy and outreach.

- National Summer Learning Association - In 2018, ALSC collaborated with the National Summer Learning Association (NSLA) to promote National Summer Learning Day (July 12). ALSC joined NSLA and the Association of Children's Museums (ACM) to present a webinar about how to incorporate this year's national read-aloud selection of Trombone Shorty into library programming. The webinar also featured Caldecott winning illustrator Bryan Collier; the year's official ambassador. The ALSC Board has voted to maintain this collaboration from 2019-2021. This year, NSLA will promote a weeklong summer learning event organized around theme days.
- Project LOCAL / Project VOICE- ALSC staff, in partnership with the research team, J. Elizabeth Mills, Kathleen Campana, and Dr. Michelle H. Martin, are developing 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. In addition, the ALSC Board voted to support a three-year LB21 Research in Service to Practice grant from Project LOCAL research team to create an outcomes-based, social justice planning and assessment tool as part of Project VOICE. This tool will be developed as a result of the team's research and will support library staff in their work in underserved communities with children ages zero to eight and their families.
- Zero to Three - ALSC Board approved a partnership with the Zero to Three organization (ZTT) on their advocacy campaign for young children. ZTT hosts monthly Twitter chats using the hashtag #ThinkBabies around issues like child care and maternal health. ALSC encourages participation in chats for issues relevant to library service to children. At the request of ZTT, ALSC's Quicklists Consulting Committee has created a booklist of titles about how the government works to support ZTT's Strolling Thunder event on Capitol Hill. ZTT will also prominently feature the ALSC logo, along with those of their other partners, on child-sized building blocks on the Capitol Hill lawn as part of their event.

Other activities in support of the Advocacy strategic action area:

- Public Awareness Committee - The ALSC Board requested that PAC examine ALSC's advocacy strategy, assessing the overall ALA and ALSC resources currently available (and forthcoming), and to recommend a sound strategy to move forward. PAC chairs will be meeting with ALSC Board liaisons to discuss the project and chart out a project planning timeline, with a completion date of September 1, 2019.
- Daniel Tiger's Neighborhood - Grand Communications/Fred Rogers Productions - Grand Communications (GC) sought a collaboration with ALSC to co-develop a series of materials to support the upcoming theme of Family for the Daniel Tiger's Neighborhood television show and to promote library opt-in to access materials, proprietary PBS assets (graphics, logo files, etc.), and potential book giveaways.

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 their efforts to create a welcoming environment for the pilot group of Equity Fellows (and all of the applicants), as well as promoting 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. Immediate next steps include supporting educational opportunities for committee chairs through a chair orientation, and more generally to members.

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*
 - Equity, Diversity and Inclusion Implementation Task Force – In this reporting period, the task force focused on planning an engaging slate of activities at the ALA Midwinter Meeting for the six Equity Fellows. In addition to ALSC events, the group worked to secure invitations for Fellows to attend a number of additional gatherings throughout the conference period, including author events with Hervé Tullet and the launch of Kwame Alexander’s imprint. During the next reporting period, the task force plans to engage in more one-on-one mentorship with Fellows and encourage specific engagement opportunities based on Fellows’ needs/interests.
 - Organizations & Bylaws Committee – The ALSC Board approved the Early and Family Literacy Working Group’s recommendation that the new Early and Family Literacy Committee consider becoming a virtual committee before Annual Conference 2021 to help diversify committee composition.
 - Budget Committee –The Committee’s work directly supports and furthers all of ALSC’s strategic plan goals and objectives. Specifically, this reporting period, the Budget Committee recommended Friends of ALSC funds support the sponsorship request from the EDI Task Force for a Newbery-Caldecott-Legacy banquet table to be designated for Equity Fellows.

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 will be 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.

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

- Equity, Diversity and Inclusion Implementation Task Force – The task force is working on convening an ALSC discussion group for Indigenous, Black and people of color (IBPOC) library workers based on conversations that came up during Midwinter with EDI task force members,

Equity Fellows and other ALSC members expressing a need to center and hear the voices and stories of marginalized members. The discussion group would be way to provide such a space. The task force is in the process of putting together a proposal and collecting petition signatures as outlined in the Bylaws process.

The EDI task force chairs along with a task force member presented at the Award committees' New Chair Orientation during Midwinter 2019. The goal was to start a discussion among award chairs of EDI in award committee discussions during their initial meetings. The chairs plan to continue this conversation at Annual.

- ALSC Awards Committees – As a result of the New Chair Orientation presentation by Equity Diversity & Inclusion Implementation Task Force Chairs and a task force member on considering EDI work while evaluating books and media, many of the awards committee chairs are sharing diversity resources with members and discussing how diverse member backgrounds can be respected throughout their work together. Additional discussions on EDI are expected to be included in future chair meetings (at Annual in June) and a potential follow up after the committee work is done to share experiences and how chairs continue the work of not just considering the diversity of materials but the diversity of ALSC committees and making sure that every member feels valued, is treated with respect and consideration.
- Building Partnerships Committee – Committee members are contributing to the development of the “List of Organizations Supporting Youth Services” to be published on ALA Connect. Committee members are working to include partner organizations that represent diversity and inclusion as part of the online list.
- Youth Media Awards & ALA Affiliates – In continuing efforts to celebrate diversity, ALSC staff worked with ALA and the ALA Ethnic Affiliates to add select youth media awards from ALA Ethnic Affiliate groups beginning with the 2019 Youth Media Award announcements.
- El día de los niños/El día de los libros (Children’s Day/Book Day)- ALSC funds support the online National Día Registry and provide for the development of Día themed booklists and promotional materials for libraries hosting Día programs. ALSC continues to integrate the values of Día throughout its work. ALSC has worked to coordinate messaging and graphics with Día champions and similarly focused organizations. ALSC continues to build upon the growth of the Día National Program Registry and encourage the use and sharing of resource materials to increase awareness of the initiative.
- Welcoming Spaces National Forum - Institute of Museum and Library Services (IMLS) - ALSC submitted a full proposal to IMLS for a National Leadership Grant in the area of Community Catalysts. ALSC, in collaboration with the Association of Children’s Museums (ACM) proposed to 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. Award notifications are expected in June 2019.

- Awards Preconference Planning – Now that the honor books have been named, the committee has established a program title: With Gratitude: Honoring the Stories That Connect Us and has a diverse slate of potential presenters.
- Quicklists Consulting Committee – This quarter, the committee completed an update of the Comforting Reads for Difficult Times booklist, and finalized their work on the Summer Reading 2019 update lists. In this work, the committee strives to select high-quality, inclusive and culturally responsive titles.
- Library Service to Underserved Children and Their Caregivers – The committee has evaluated, deliberated and chosen the Light the Way Grant winner since the last quarterly report. The committee looks forward to sharing and supporting grant winner's goals the remainder of the calendar year. Now that they have completed this grant cycle they will be turning their focus back to the redesign of their toolkit.
- Program Coordinating Committee - For this quarter, the committee evaluated 17 Hot Topic program proposal submissions for the 2019 ALA Annual Conference in Washington D.C. and selected two finalists that were submitted to the ALSC Board for approval.
- Charlemae Rollins President's Program – The committee has worked to ensure that traditionally marginalized voices are considered to be part of the program. The title for the event is: Subversive Activism: Creating Social Change Through Libraries and Children's Literature. The committee is continuing efforts to secure resources that supplement the program topic.
- School-Age Programs & Services – The Tween Maker Launchpad (name currently under reconsideration) includes a wide variety of simple, low-cost/free activities and interest areas which were carefully curated to reach a wide spectrum of students and abilities.

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

- ALSC Mentoring Program - The program currently has a total of 37 matches including the ALSC Equity Fellows. A virtual meet-up via Zoom is in the works for the mentoring program and will be led by one of the mentoring pairs. The virtual meet-up will be an opportunity for those in the program to get to know each other and discuss topics of interest.

- Organization and Bylaws – The committee has compiled the results of a survey done between May and June regarding co-chair arrangement benefits and challenges. This fall, results of this survey were submitted to the Board for their consideration in planning for process committees. These results may lead the Board to support an opportunity for more ALSC members to develop leadership skills through serving as co-chair, and may be used to develop training materials for co-chair best practices.
 - Membership Committee - The membership committee hosted its second annual dinner at midwinter, which was a great opportunity for professional learning and sharing and connecting with similar minded colleagues. The committee also is currently working on ways to promote ALSC at the state level and compiled a list of learning opportunities where ALSC can have a presence. The blog post has become operational now and the committee is continuing to find ways to support the organization through the ALSC blog.
 - ALSC Advantage Email - Beginning in January 2019, ALSC staff revamped this mailing to highlight more variety of opportunities available to ALSC members. Through this new format, subscribers are exposed to learning opportunities with differing time requirements including registering for online courses which take up to five weeks; viewing an archived webinar, which will take about an hour; or reading a blog post/CAL article, which will only take a few minutes of their time. All of these are intended to be learning opportunities to help develop children’s librarians. ALSC staff hopes that infusing different levels of learning opportunities into this mailing will further the *Learning & Development* ALSC Strategic objective.
 - Children & Libraries - In an effort to raise visibility of the journal, CAL Rewind was established at the beginning of 2019. Through bi-monthly ALSC blog posts and monthly ALSC Advantage emails, past, open-access CAL articles are highlighted along with links to drive traffic to the journal site. Beginning with the January 2019 emailing, a single article is shared each month in ALSC Advantage. An ALSC blog features three articles compiled around a theme.
 - Nominating & Leadership Development - Our committee is looking forward to now entering the "Leadership Development" aspect of our work. Our committee will present ALSC leadership with our proposals and action items for moving forward with addressing this key aspect of ALSC's strategic plan
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
- ALSC Community Forum - This forum provided an overview and introduction into two new initiatives with ALSC in its ongoing commitment to supporting librarians as media mentors in their service to children and families. The first initiative was a review of the 2018 updated version of Young Children, New Media & Libraries survey, ALSC’s first national survey of libraries and new media, originally administered in 2014, which demonstrated a strong commitment among libraries to providing a range of technology for families with young children. The second initiative included information about ALSC’s two new achievements related to media: ALSC’s brand new Excellence in Early Learning Digital Media Award and the Notable Children’s Digital Media (formerly Great Websites) list.

- ALSC Webinars – The Education committee has approved the following upcoming or recently archived webinars that address childhood development or media mentorship:
 - *Early Childhood Expertise Beyond Libraryland: Spaces & Behavior Management*
 - *Early Childhood Expertise Beyond Libraryland: Reading Life Between the Lines: Using Children's Literature for Tough Conversations About Diversity (archive or recording in progress)*
 - *Early Childhood Expertise Beyond Libraryland: Early Childhood Development*
 - *Early Childhood Expertise Beyond Libraryland: Serving Refugee and Immigrant Families*
 - *New Media and Preschool Services - Practical Applications*
 - *Inclusive Technology for Babies to Teens in the Library*
 - Annual Conference Programming – The following are media mentorship programming planned for the 2019 ALA Annual Conference:
 - *Ready To Learn: Public media and library partnerships for early science and literacy learning*
 - Leadership & ALSC – part the program topic will include information from the Young Children, New Media & Libraries research team
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*
- Interdivisional Committee and School and Public Library Cooperation – The committee has shifted their focus to the theme of "Libraries Welcome all Families", aligning with ALSC competency areas and working on projects that will address equity, diversity, and inclusion. They are currently working on a crosswalks-type document that will demonstrate a standards alignment between the three youth-serving divisions and the Social Justice Standards from Teaching Tolerance: <https://www.tolerance.org/frameworks/social-justice-standards>.
 - Batchelder 2019 Committee - Now that the 2019 award work is completed, the chair will submit a webinar proposal focusing on the Batchelder, past, present and future.
 - Managing Children's Services – In January 2019 the committee presented the last in three-part webinar series on leadership for youth services librarians - *Part 3: Moving Beyond Youth Services*. This webinar brought together some of the lessons from earlier webinars in the series and gave advice from professionals across the field about how youth services prepares individuals for leadership roles and how best to present oneself when applying for leadership positions. The committee's recently developed ASLC Asks series explores the experience of youth services librarians who move into management positions. Both of these projects and the large-scale projects they are beginning work on (an ALSC course and an online presence for the committee) are focused on professional development and resource and information sharing.
 - Intellectual Freedom Committee – The committee is looking at ALSC online resources currently listed as "Professional Tools" that might be in need of updating to reflect current information for ALSC members to reference.
 - Student Gift Membership Task Force – The task force continues to encourage members to get involved with ALSC activities and make them aware of learning opportunities. Task Force

members have finalized and shared the questions on an exit survey sent to the Student Gift members.

- Early Childhood Programs & Services – The committee developed a 4-part webinar series focusing early literacy expertise beyond libraries that began on December 6th. Webinars from the series continue through April 2019. The committee will be working with members of the ALSC Board and Early Literacy Next Steps Task Force to draft recommendations regarding how ALSC can continue to build and disseminate information on ECRR and/or early literacy research/practices.
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*
- Dollar General Literacy Fund (DGLF) – Everyone Reads – Strengthening Communities Through Libraries (SCTL) – ALSC has been awarded a 9th year DGLF grant that will help libraries provide STEAM-focused learning for children during breaks and in after-school programs. ALSC awarded fourteen \$5000 minigrants to members in public libraries that will support summer reading and learning. The supplemental resources created will be available to support the out-of-school time programming of libraries and their community partners. The outcomes of these grants will inform the development of a research-based best practices toolkit in service to ALSC's Strategic Plan.

Other activities in support of the Learning and Development strategic action area:

- Children & Technology Committee – The committee has started to review of the Commitment to Excellence in Library Service to Children in a Technological Age based on a recent charge from the ALSC Board to recommend if updates are needed and provide feedback on what those updates should look like.

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:

- The Univ. of Virginia included ALSC in an NSF grant that has been submitted in coordination with the Smithsonian Institute. If awarded, the project will create maker kits for libraries that will teach children to recreate famous inventions that are in the Smithsonian's collection.