ALSC 2017-2020 Strategic Plan
Implementation Progress
December 2018

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 – 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 will be shared through upcoming ALSC/ALA and other conferences.

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 is creating a bibliography of resources to supplement the final research agenda recommendations, which should connect practitioners to research they can use for advocacy.

   - 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). The Tec Center, ALSC and additional partners will lead 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 will enable organizations and leaders, individually and collectively, 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.

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** - As part of the “Children’s Librarians are Experts” initiative on the ALSC blog, the committee has contributed posts on getting into “good trouble” by advocating for marginalized sectors of the library community through materials and programs, and on protecting the privacy of children in the library.

- **Public Awareness Committee** - PAC contributed to an ALSC blog post on October 22 that highlighted aspects of the Championing Children’s Services Toolkit. Expected completion of the toolkit is still June 2019.

  PAC chairs presented at the 2018 ALSC National Institute and discussed what has already been created for their Championing Children’s Services toolkit and included a member from the Advocacy & Legislation Committee did a Buzz Words activity that got people thinking about advocacy as an everyday action.

- **Advocacy & Legislation and Managing Children’s Services Committees** - The collaborated on the Advocacy for Everyone webinar which took place on October 3rd, 2018 and focused on tools and resources for advocacy, along with tips from experienced library advocates.

- **Advocacy & Legislation Committee** - The committee is currently working on researching existing resources at local and national levels with the goal of amplifying and promoting them. The committee is currently brainstorming ways they can be of assistance during ALA Annual and NLLD. The confluence of these two events presents a unique opportunity.

  The committee also presented, Demystifying Advocacy: Building Support for Your Library at the 2018 ALSC National Institute.

- **Building Partnerships Committee** – The committee contributed to the ALSC blog on Nov. 20, 2018, "Children’s Librarians are Experts at...School Readiness", which described a successful initiative from King County Public Library, the Kaleidoscope Play and Learn Program. The partnership is an excellent example of the library's advocacy efforts in the community.

- **Project LOCAL** - ALSC staff, in partnership with the research team, J. Elizabeth Mills, Kathleen Campana, and Dr. Michelle H. Martin, will be developing a white paper that would 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.
• **Designing Youth Spaces White Paper** – ALSC staff are drafting next steps to develop a white paper on Designing Youth Spaces. The paper is an opportunity to fill a need for guidelines on designing children’s spaces in libraries.

Other activities in support of the Advocacy strategic action area:

• No additional activity 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 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 August the task force launched the Equity Fellowship which works to increase ALSC diversity and equity while actively recruiting new leaders. Five fellowship recipients and a sixth recipient supported through a donation by ALSC Board Member, Amy Koester, are receiving funding for two-year ALSC and ALA memberships and one year of conference registrations and travel stipends for ALA Midwinter and ALA Annual. Fellowship recipients will also receive mentorship from members of the Equity, Diversity, and Inclusion within ALSC task force.

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 is submitting a proposal to the ALSC Board that supports cultural humility training. The committee also is recruiting and researching potential guests to establish programming around the Equity, Diversity, and Inclusion Initiative. The committee has solicited and approved the webinar “It’s not your Imagination...Identity Conversations Really Are Different Today”, which also aligns with the EDI initiative.

Other activities in support of the Diversity and Inclusion strategic action area:
Youth Media Awards & ALA Affiliates – In continuing efforts to celebrate diversity, ALSC staff are working 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.

2018 National Institute Connection Event – ALSC hosted a Connection Event at the 2018 National Institute. The event welcomed ASLC members and colleagues interested in youth librarianship for a free networking reception at the National Underground Railroad Freedom Center. This event, funded by the Friends of ALSC, included an Ignite Session and networking opportunities with invited, local non-library organizations representing the diversity of the host city, Cincinnati, OH.

Awards Preconference Planning – The committee is exploring the option to include children’s responses to the honored books, once they are awarded in the form of video or art and consciously reaching out to diverse contributors for the project.

Children & Technology Committee – The committee submitted to the Education committee for review a webinar proposal titled "Inclusive Technology for Babies to Teens in the Library".

Research Agenda Task Force - Diversity and Inclusion is included as one of the priority areas in the research agenda. The task force is finishing the collection of research that has been done in this area in relation to public library children’s services and will be moving into identifying research questions in this area to highlight in the research agenda.

Awards Program Review Task Force – The task force has continued to conduct and share research into individuals for whom ALSC awards are named and is discussing and developing recommendations. We also finalized language for the Legacy Committee Manual that defines the expanded Terms adopted by the board last June. Diversity and Inclusion, as one of ALSC’s core values, was one of the critical lenses through which the task force considered the information gathered and that contributes to any recommendations.

Public Awareness Committee - PAC contributed to blog posts titled: “Library Services to Immigrant and Refugee Families & ALSC Library Service to Special Populations Toolkit” on November 12 and “Assistive Technologies: Equity And Inclusion For All” on December 10.

Quicklists Consulting Committee – The committee updated the Building STEAM with Día booklists and Core Graphic Novels booklists. They are currently working to finalize the Comforting Reads for Difficult Times booklists and will be expanding the original list into separate lists for each of age groups covered and also adding the topic, Consent/Body Safety/Sexuality to the Resources for Parents section.

Library Service to Underserved Children and Their Caregivers – The committee planned and presented an ALSC community forum. The topic was library services to immigrant and refugee families and provided an excellent opportunity to share the work of the 2018 Light the Way grant winner. They dedicated some of the forum time to gathering information about the upcoming refresh of the Service to Special Populations toolkit.
- **Program Coordinating Committee** - The committee worked diligently to select a diverse group of program proposals for the ALA Annual Conference on topics like race, nutrition, partnerships, and science literacy.

- **Charlamee Rollins President’s Program** – The committee has worked to ensure that traditionally marginalized voices are considered to be part of the program. The working title for the event is: Subversive Activism: Creating Social Change Through Libraries and Children’s Literature.

- **School-Age Programs & Services** - The committee actively looks for ways to address diversity and inclusion in our projects. Specifically, for the Tween Maker Launchpad, they have been mindful to include a wide variety activities and interest areas; with the goal to offer something for everyone. The activities selected were carefully curated to reach a wide spectrum of students. This has been accomplished by offering many simple, low cost / free activities that are also accessible to a wide spectrum of abilities.

- **Public Awareness Committee** - PAC contributed to an ALSC blog post titled: “Thanksgiving Under the Microscope” on November 26. This timely post offered suggestions and tools on how to evaluate the Thanksgiving book collection for bias.

**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**

   - **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.

   - **Research Agenda Task Force** - One of the priority areas in the research agenda is dedicated to professional development and continuing education for library staff.

   - **ALSC Advantage Email** - The original intent of the ALSC Advantage mailing was to encourage members to take advantage of an upcoming opportunity within ALSC, typically related to ALSC Continuing Education (e.g.: register for an upcoming webinar, sign up for a fall course, etc.). In the past, ALSC Advantage has highlighted just one item per message. Beginning in January 2019, ALSC staff will revamp this mailing to highlight more variety of opportunities available to ALSC members. For example, subscribers will be 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.

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 recent 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
   - Interdivisional Committee on School/Public Library Cooperation – The committee is focusing on a series of tasks to support their project theme of Libraries Welcome all Families. Their first task is to create a series of crosswalks documents that demonstrate the intersection of AASL/ALSC/YALSA competencies and/or standards with the Social Justice Standards released by TeachingTolerance.org. As they develop the crosswalks they will also prepare deliverables such as blog posts that highlight real-world applications of these standards intersections.
   - Managing Children’s Services – The committee’s recently developed, ASLC Asks series and an upcoming webinar will explore the experience of youth services librarians who move into management positions, we are working to make sure that our pool of respondents represent diverse backgrounds.
   - Intellectual Freedom Committee - The scope of the information gathering for the children’s information literacy programming toolkit is widening to include gathering research from other sectors of ALA. Committee members are also working with the ALA Intellectual Freedom Committee on the recent round of Library Bill of Rights interpretations.
   - 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 also continue to send monthly communiqués to student gift membership recipients via email with ALSC news and offers of professional support.

   On September 27 the task force hosted a "Slack Meetup" discussion. The topic, "What I Wish I Knew the First Year on the Job", was selected through a poll. The task force hosted a second Slack Meetup on December 11 on the topic "Getting Involved with ALSC."
   - Managing Youth Services - This quarter the Managing Youth Services committee presented the first two of a three-part webinar series on leadership for youth services librarians - Part 1: “Leading Outside Your Organization”, and Part 2: “You’re More than a Children’s Librarian”. Part 3: “Moving Beyond Youth Services”, will be presented in January. Feedback from participants in
the first webinar was very positive, with several participants stating that they hoped to participate in the whole series.

- **Program Coordinating Committee** - The committee selected five strong program proposals for the ALA Annual Conference that will help members hear about innovative service ideas for youth services from around the country and develop confidence in creating related programs at their own institutions.

- **Early Childhood Programs & Services** – The committee developed a 4-part webinar series focusing early literacy expertise beyond libraries that began on December 6th. The other sessions will be in February, March, and April. The committee worked 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 14 awarded $5000 minigrants to members in public libraries. The outcomes of these grants will continue to 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:

- No recent 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:

- 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.