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 a focus group 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 developed tentative recommendations for supporting and maintaining oversight of the research agenda. The task force has included a literature review under each priority area which will help identify relevant research questions to include in the research agenda, and 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. Recommendations will be shared at the next board meeting.

   • 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 - The committee has kicked off the series of posts for the ALSC blog that will eventually be gathered into a single resource for creating library programming for children which teaches information literacy and protects intellectual freedom. The previous total of 8 separate blog posts has been revised; the committee will discuss example programs and outreach that fit the criteria for different age groups at ALA Annual Conference, and plan out the rest of the blog post around that, hoping to expedite to process to a final deliverable.

- Public Awareness Committee – The committee continues to make progress on the toolkit. The PSA video 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 is in the editing phase. The committee has identified an author who will be in the video speaking about the value of children’s librarians. Additional materials in production include an advocacy postcard to send to legislators and advocacy infographic and a Powerpoint slide presentation for library staff to use as a supplement to these advocacy resources.

- Equity, Diversity & Inclusion Implementation Task Force – The task force was engaged in the Public Awareness Committee advocacy project by reviewing their Advocacy Toolkit with an equity lens.

- National Summer Learning Association - In 2018, ALSC collaborated with the National Summer Learning Association (NSLA) along with the Association of Children’s Museums (ACM) to promote National Summer Learning Day (July 12, 2018). 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. Summer learning resources, including ALSC summer reading booklists are being shared with NSLA to support this year’s event.

- 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 childcare and maternal health. ALSC encouraged participation in chats for issues relevant to library service to children. At the request of ZTT, ALSC’s Quicklists Consulting committee created a booklist of titles about how the government works to support ZTT’s Strolling Thunder event that was held on Capitol Hill on April 30, 2019. ZTT featured 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.

- **Daniel Tiger’s Neighborhood** - Grand Communications/Fred Rogers Productions – Fred Rogers Productions, working through Grand Communications, 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. ALSC’s Early Childhood Programs & Services is developing a set of family activities and Quicklists Consulting committee is developing a booklist as supplemental resources. This partnership with Fred Rogers Productions will highlight ALSC’s commitment to supporting high quality early learning materials for young children.

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.

**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.
In this reporting period, the EDI task force continued to support the six ALSC Equity Fellows, each of whom have been paired with a current task force member have met at least monthly. The cohort has also been meeting as a group monthly between Midwinter 2019 and Annual 2019 and participated in the ALSC mentor virtual meetup in May. The task force is finalizing a slate of activities for the Fellows at Annual, including two mandatory in person meetings (per their request for more mandatory Fellow meeting times), attendance at the Coretta Scott King Breakfast and Newbery/Caldecott/Legacy Banquet, and a number of other recommended activities. The task force has worked to include other potential future ALSC leader (the ALSC Emerging Leader and the three ALSC Spectrum Scholars) in these opportunities, where possible.

The task force has also worked on or supported a number of board action items, including a request for additional funds to be made available to Fellows who commit to ALSC committee service and a petition for an ALSC BIPOC Discussion Group (both submitted).

Additionally, the task force is connecting with the ALSC Student Gift Membership Task Force to assess the possibility of pursuing a gift membership program with equity as its focus (or one of its focuses).

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 & Inclusion within ALSC Implementation Task Force – the task force’s work with the Equity Fellows and the Nominating and Leadership Development Committee directly consider how ALSC recruits and develops future leaders in the profession and in the association.

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 will be participating, along with other ALA divisions in, bringing bystander intervention training opportunities to their members. This collaborative effort is a way to maximize training opportunities across several divisions. ALSC is planning to provide this bystander intervention training to ALSC leadership including ALSC’s current and incoming board members, Priority Group Consultants and committee chairs.

Other activities in support of the Diversity and Inclusion strategic action area:
• In May 2019, the ALSC Board approved an ALSC Statement on Equity, Diversity, and Inclusion that will be displayed on the ALSC website as part of a comprehensive landing page featuring EDI information and resources.

• Children & Technology – Provided content for a webinar, “Inclusive Technology for Babies to Teens in the Library”, to be available June 2019.

• Equity, Diversity & Inclusion within ALSC Implementation Task Force The 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.

• 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 for this 2019 Annual Conference preconference opportunity.

• Quicklists Consulting Committee – In composing their lists, the committee strives to address diversity and inclusion in the themes of titles, plus author and illustrator backgrounds.

• 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 Make It!: Ideas for Tween Makers toolkit (recent name change from Tween Maker Launchpad) 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

• Managing Children’s Services – In response to a request from ALSC staff, the committee has been working on developing an ALSC online course. The proposed course would reaffirm and build on the work from the committee’s webinar series earlier this year. It would be intended for new youth services managers or librarians who are looking to build their leadership skills and potential.

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

• 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** – The committee will be presenting on the topic of leadership development at Leadership & ALSC session at 2019 Annual Conference. The committee has also contributed to an ALSC Blog post to provide encouragement, direction, and support for leaders and potential leaders and participated in the May Community Forum on the topic of Leadership within ALSC.

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*

- **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 continuing their work 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](https://www.tolerance.org/frameworks/social-justice-standards).

- **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 two-year Student Gift Memberships ended in January. With the help of the ALSC office, the task force created an exit survey in March and shared it with Student Gift recipients via email and a postcard mailing. The task force if compiling the results and their final report.
• 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 continued through April 2019. The committee has 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.

• Building Partnerships Committee – Committee members are contributing to the development of research gathered between July 2017 and June 2018 to create draft infographic with steps for building partnerships and checklist, “I.M.A.G.I.N.E. Partnerships”.

• Library Service to Underserved Children and Their Caregivers – The committee is actively working on a survey for 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.

• Budget Committee – The committee published 3 blog posts; 4/3/19 Money Smart Week, 4/7/19 The [Mis]Conceptions of Serving on the Budget Committee, 2/3/19 Get to Know ALSC by Volunteering for the Budget Committee. A 4th blog post was scheduled to be published in late May.

• Grants Administration - Committee members have used the quarter post grant evaluations to identify areas of improvement needed in administering grants and creating rubrics for evaluation that take into account core competencies and ALSC’s strategic plan.

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 is submitting an application for a 10th year DGLF grant that will help libraries provide STEAM-focused learning for children during breaks and in after-school programs. In 2018-2019 ALSC awarded fourteen $5000 minigrants to members in public libraries that 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 submitted their recommendations regarding the Commitment to Excellence in Library Service to Children in a Technological Age statement 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. The board approved the committee’s recommendation not to update the statement.
Organizational & Bylaws Committee - Compiled the results of O & B’s survey of current and past ALSC committee chairs and PGCs regarding co-chair arrangement benefits for process committees. In April 2019 submitted to the ALSC President a final report on this survey with a summary of findings and recommendations for the board to consider in future planning for process committees.

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.