



YALSA Annual Report to ALA Council

Sandra Hughes-Hassell, President, 2017-2018

Mission: Our mission is to support library staff in alleviating the challenges teens face, and in putting all teens – especially those with the greatest needs – on the path to successful and fulfilling lives.

Vision: Our vision is that all teens have access to quality library programs and services – no matter where they occur – that link them to resources, connected learning opportunities, coaching, and mentoring that are tailored to the unique circumstances of the community and that create new opportunities for all teens' personal growth, academic success, and career development.

YALSA's actions are driven by the three priority areas in our latest [Organizational Plan](#): 1) leading the transformation of teen library services; 2) advocacy to policy makers at all levels to increase support for teen library services; and 3) funder and partner development. We also continue to focus on the reorganizing and realigning YALSA as an organization. YALSA is also currently in the process of searching for a new Executive Director.

ORGANIZATION REORGANIZATION AND REALIGNMENT

This year we continued our reorganization and realignment efforts to focus on the activities in the 2016 - 2018 [Organizational Plan](#) which calls for restructuring the association so that it is better configured to meet the needs of today's teens, members and libraries.

To better meet the needs of our members, the Board continued to utilize more short-term volunteer opportunities instead of year-long committees, including task forces, juries, and Resource Retreats. [Juries](#) are appointed each fall, and [taskforces](#) are assembled as needed. Members can find out about these opportunities as they become available via the weekly [YALSA eNews](#).

The YALSA Executive Committee's role changed in 2017 to focus more on the fiscal operations of the Division and relationship building with ALA. To support our fiscal operations, the Board [reviewed YALSA's Business Plan at Midwinter 2018](#), making recommendations for changes. To

support our relationship building efforts, we selected a member to serve as [liaison to ALA groups](#) for a 12 month period. This person's role includes strengthening ties between YALSA and ALA by sharing information between groups, representing YALSA's interests to ALA, and seeking opportunities for collaboration. This position liaises with the following ALA groups:

- Advocacy Coordinating Group
- Education Assembly
- ASCLA Accessibility Assembly
- Conference Program Coordinating Team
- Freedom to Read Foundation
- Intellectual Freedom Committee
- Legislation Assembly
- Literacy Assembly
- Professional Ethics Committee
- Website Advisory Committee

At the 2016 ALA Annual Conference, YALSA Board voted to expand the Governance Nominating Committee into a Board Development Committee, to support the reorganization of YALSA in alignment with the new Organizational Plan. At the 2017 ALA Midwinter Meeting, the Board reviewed and approved a proposal which provided a plan for transitioning to a Board Development Committee, and a directive was given to create a small, ad-hoc workgroup to develop a manual for the Board Development Committee. The [manual](#) was approved by the Board at ALA Midwinter 2018 and the committee has officially begun work.

YALSA's Board voted in 2017 to streamline member participation on award committees so that all positions were appointed, and put this measure on the ballot for a membership vote, which passed in April 2017. The 2018 ballot was the first year that the Edwards, Nonfiction and Printz Committees have not appeared on the ballot. These positions will instead be appointed during the regular committee appointments process in the fall of 2018.

At ALA Annual 2017, the YALSA [Board](#) voted to transition *Young Adult Library Services* (YALS), the official journal of YALSA, from a print and digital publication to a digital only publication. The first digital only issue was published in spring 2018. The shift continues to meet the needs of our members, and also provides a method for YALSA to gage the impact of the journal by capturing data about how many members open the journal and which content they interact with most, and produces financial savings which contribute to the financial health of YALSA.

LEADING THE TRANSFORMATION OF TEEN SERVICES

Grant Funded Projects & Initiatives

1. Future Ready with the Library

YALSA, in partnership with the [Association for Rural and Small Libraries](#) (ARSL), is working with the second of three cohorts of participants in its [Institute of Museum and Library Services](#) (IMLS) grant funded project, [Future Ready with the Library](#). Members of the second cohort

participated in a two-day orientation at ALA's 2018 Midwinter Meeting in Denver, CO February 9-13, 2018 and are taking part in online learning and networking opportunities through the rest of the year. Through this project, YALSA and ARSL are supporting the members of the library staff as they work with a community partner to develop college and career readiness services for and with the middle school students in their area. You can [read about the work library staff are doing](#) in this area on the YALSAblog. The [Future Ready with the Library](#) project will engage a total of 80 library staff separated into three cohorts, over a three-year period. The application for cohort 3 is now closed. Applicants will learn about the status of their application in mid-June 2018.

2. National Forum on Transforming Teen Services Through CE

YALSA, in partnership with the [Chief Officers of State Library Agencies](#) (COSLA) was awarded a grant in the amount of \$99,784 by the [Institute of Museum and Library Services](#) (IMLS). The grant funds were used to host a National Forum on [Transforming Teen Services Through Continuing Education](#), which addressed the importance of prioritizing the role of continuing education in teen services and the need for State Library Agency (SLA) staff to gain skills that will help them support and train public library staff in teen services. The forum, a yearlong effort which started June 2017, was implemented over the course of several phases which included: both in-person and virtual meetings and discussions, as well as researching and testing key findings, and culminating with the dissemination of a final report and supplementary materials. As part of the national forum project, a one-and-a-half-day summit was held in Louisville following the YA Services Symposium where the project's advisory board, SLA youth services staff, and other invitees engaged in in-depth discussions.

3. Libraries Ready to Code

YALSA, along with AASL and ALSC, participated in ALA's ongoing [Libraries Ready to Code Phase III](#) initiative sponsored by Google to promote computer science (CS) and computational thinking (CT) among youth. 28 libraries in 21 states plus the District of Columbia were selected to design and implement CS/CT programs for and with young people. Their collective results will contribute to a national CS/CT educational toolkit that will include implementation guidance to supplement the resources and activities that libraries find most useful for youth CS programming. Developed by U.S. libraries, for libraries, the toolkit will be released in the fall of 2018.

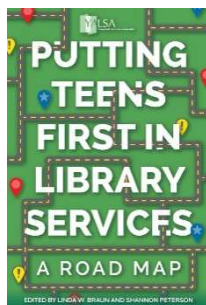
4. Transforming Teen Services: A Train the Trainer Approach

YALSA, in partnership with the [Chief Officers of State Library Agencies](#) (COSLA), received \$497,635 to implement a new project, [Transforming Teen Services: A Train the Trainer Approach](#) from July 1, 2018 through June 30, 2021. The three-year project is generously funded by a grant from the [Institute of Museum and Library Services](#). The [project](#) will bring together state library agency (SLA) youth consultants and frontline library staff from each U.S. state/territory for a robust training program that aims to help them build connected learning (CL), computer science (CS), cultural competence and other skills so they can better serve and meet the learning needs of youth in their communities. Training will be approached through a

CL framework, which will enable library staff to plan and deliver programs regardless of the technology available at their library, and their level of CS-specific skills

Publications

1. *Putting Teens First in Library Services: A Road Map*



In July 2017, YALSA published [Putting Teens First in Library Services: A Road Map](#). Using core concepts outlined in YALSA's *The Future of Library Services for and with Teens: A Call to Action* report as a spring-board, this publication takes a deep dive into the theory and practice behind meaningful, cutting-edge teen programs and services with contributions from diverse leaders in the field including front-line practitioners, managers, and researchers. YALSA also created a [free 20 minute video](#), hosted by the editors, to introduce the concepts covered in the book.

2. *Teen Services Competencies for Library Staff*

In the fall of 2017, YALSA released [Teen Services Competencies for Library Staff](#) – 10 core competencies for library staff who work with teens on a daily basis. The competencies are intended to set a foundation for the education and professional development of all library staff, regardless of job title, and to provide guidance for determining practitioner skills and knowledge. They are also meant to provide a framework to enable those within and outside the field to understand the unique role library staff can play in helping teens prepare for college, careers and life, and to communicate that role to others. YALSA provided a number of supporting documents, including:

- [Competencies at a Glance](#) (.pdf): A chart of the Competencies
- [Competencies Snapshot](#) (.pdf): A quick, one page snapshot of the Competencies.
- [Ready to Go Presentation](#) (PowerPoint) this slide deck provides an overview of the Competencies and reflective activities for library staff to use when facilitating learning related to the Competencies.



Beginning in March 2018, YALSA offered free webinars focused on each competency. The webinars, facilitated by knowledgeable youth development experts and library staff, are being held the second Thursday of the month. They are being recorded for those who need to access them later. More information on the webinars can be found [here](#). [Twitter chats](#), held the last Thursday of each month also serve as a follow-up to the webinars, for those who have questions, want to share ideas, etc. Training was also provided at ALA Midwinter and Annual 2018.

3. *Position Paper on Continuous Teen Services*

YALSA's report, the "Future of Library Services for and with Teens: A Call to Action" offers a framework for shifting approaches to teen services that school and public libraries can leverage to provide intentional and sustained, year-round services for and with teens to meet teens' interests and needs. To support libraries in their efforts to rethink their current service models

and to be intentional in providing continuous learning experiences with and for all teens, YALSA's Board approved the [Position Paper on Continuous Teen Services](#).

4. *Statement on Continuous Learning.*

Given the importance of continuing education (CE) to YALSA, as evidenced by its inclusion in the Implementation Plan and the range of services YALSA provides its members, as well as by many of YALSA's IMLS funded projects, YALSA issued a statement on the importance of CE for all library staff. The Board reviewed and approved the [Statement on Continuous Learning](#) in May 2018.

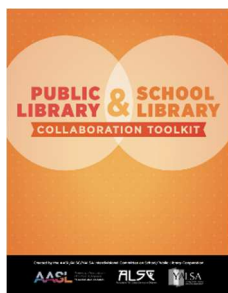
5. *Final Report: Transforming Library Services for & with Teens through Continuing Education*

On May 31st YALSA released a [report](#) as the culmination of our year-long IMLS funded project, *Transforming Library Services for and with Teens through Continuing Education*. The report outlines priorities in continuing education in serving teens through libraries as well as recommended models for CE and steps various stakeholders can take to support quality CE.

6. *Teen Literacies Toolkit*

A group of members gathered at a Resource Retreat to create a [Teen Literacies Toolkit](#), which was published in August 2017. The toolkit provides information, resources, and strategies front line library staff can use to help teens build critical literacies skills and uses the "fake news" phenomenon as a framework.

7. *Public Library & School Library Collaboration Toolkit*



The AASL/ALSC/YALSA Interdivisional Committee on School/Public Library Cooperation (SPLC) published the [Public Library & School Library Collaboration Toolkit](#). The toolkit, the result of a three-year collaborative effort with members of AASL, ALSC and YALSA, is a collection of information, research, and examples to will help facilitate and incorporate collaborative initiatives between public and school libraries.

Equity, Diversity, and Inclusion

The Board has identified and prioritized equity, diversity, and inclusion efforts, specifically cultural competence, as a key element of the Organizational Plan. This year we undertook several tasks to move our work in this area forward.

1. *Advancing Diversity TF*

Increasing the number of YALSA members with diverse backgrounds is one component of YALSA's 3-Year Implementation Plan. In fall 2017, President Sandra Hughes-Hassell assembled a taskforce to explore the challenges and opportunities library staff of diverse backgrounds face when connecting to YALSA, including barriers (real or perceived) to YALSA membership and to submit findings and recommendations to the Board for decision making. The Advancing

Diversity Taskforce completed its work in Spring 2018 and the Chair, Nicole Cook, submitted their [report](#) for the Board's consideration. The Board is in the process of reviewing, discussing, and prioritizing [their recommendations](#). A number of Board documents are being prepared for discussion at ALA Annual 2018.

2. Spectrum Scholars

Since 2009 YALSA has sponsored one Spectrum Scholar per year, and in 2017 increased that number moving forward to two per year. At Midwinter 2018, the Board explored tangible steps for how to best get these scholars more involved in YALSA's activities and in taking leadership roles in the field. The document which guided the Board's discussion can be found [here](#).

3. Collection Development & Readers' Advisory

YALSA, ALSC and REFORMA are working together to expand the Pura Belpré Award to include YA titles for Latino youth. An interdivisional taskforce is currently working to outline the specific procedures for the process.

In 2017, with funding through the ALA Strategic Initiatives Program, YALSA added recommended titles from ALA's Ethnic Affiliates and Round Tables to its [Teen Book Finder Database and App](#).

As part of the August 2016 board document "Recommendations for Transforming Remaining Work Groups," a Selected List Transition taskforce was created to offer recommendations for transitioning selected lists to YALSA's blog, [The Hub](#), in two phases: the first phase took place in 2017 with Amazing Audiobooks (AA), Popular Paperbacks (PP) and Quick Picks (QP). After conducting an evaluation of the 2017 process, beginning in 2018 we transitioned [Best Fiction for Young Adults](#) (BFYA) and [Great Graphic Novels](#) (GGN). The Board continues to work with the Hub Manager, Stephen Ashley, and the AA, PP, QP, BFYA, and GGN blogging teams to engage in continuous evaluation to ensure alignment with YALSA's mission and the goals of the Implementation Plan which are to:

- Provide more timely information
- Share information in an easier to use format
- Create new resources to meet the needs of today's diverse teens
- Ensure the flexibility to embrace new formats as they emerge
- Include new and diverse voices in the process

Create new resources for

4. Continuing Education

YALSA is expanding continuing education resources and opportunities to include topics related to EDI. Examples include:

- The Elephant in the Library: Making Implicit Biases Explicit – webinar facilitated by Nicole Cooke, January 2018
- Equity of Access – webinar to be offered October 2018
- Cultural Competency and Responsiveness – webinar to be offered September 2018
- [Serving Diverse Teens @ Your Library](#) wiki page
- Building Diverse Collections: Always Teens First – eCourse
- Building Global Citizenship Skills for and with Teens. – 2018 ALA Annual Preconference (in collaboration with ALA ODLOS)

This year, both of YALSA's journals (JRLYA and YALS) have regularly included articles related to EDI. Examples include:

- [Drawing Queerness: Evaluating Notable LGBTQ Graphic Novels for Teens](#) (JRLYA)
- [Patterns in Multicultural Young Adults Novels about Persian Culture](#) (JRLYA)
- [Dreaming in Color: Identifying Race and Ethnicity in YA Speculative Fiction Reviews](#) (JRYLA)
- Cultural Humility as a Transformative Framework for Librarians, Tutors, and Youth Volunteers (YALS)

Leadership

In 2018, YALSA began offering a series of e-courses focused on leadership to help library staff advance their leadership skills, regardless of job type or level. The-learning series features the [six layers of leadership](#) developed by the Nexus Leading Across Boundaries project. The following modules have been developed:

1. [Building Basic Leadership Skills](#) – 2 sessions have been offered since January 2018
2. Next Step Leadership - upcoming
3. Leading Beyond the Library Walls - upcoming

YA Services Symposium

Over 450 attendees participated in the 2017 YA Services Symposium in Louisville, KY. November 3 -5. YALSA provided stipends of up to \$1000 for two qualified applicants – one to a library worker, with at least one year of experience, and the second to a student enrolled in an ALA or NCATE accredited library with a focus on serving young adults– to attend the conference. YALSA also selected four winners for its 2017 [Symposium](#) Programming Contest. The four winners were:

- Laura Beth Fox-Ezell; [WCPL Teen Initiative: Implementing a Teen Run Library](#); Warren County Public Library; Bowling Green, KY
- Monicah Fratena; MAKE a Difference; La Porte (Indiana) County Public Library
- Bill Stea; [Film Festival for and by Teens](#); Charles County Public Library; Waldorf, MD
- Katelyn Wolfe; [Stories to Service](#); Johnson City (Tennessee) Public Library

Each winner received \$1,500 to implement their [symposium](#) inspired program. Funding for the challenge was provided generously through a grant from the Dollar General Literacy Foundation.

The 2018 YALSA [YA Services Symposium](#) will take place in Salt Lake City, UT, November 2-4, 2018, at the Sheraton Salt Lake City Hotel with a theme of: *Zeroing In: Focusing on Teen Needs*. Registration is open now and the preliminary program is online.

Teen Tech Week™ 2018



This year's Teen Tech Week™ (March 3-10, 2018) theme, Libraries are for Creating _____, encouraged teens to take advantage of all the great digital tools offered through the library to become content creators, and to leverage library resources to share out their creations, whether they be podcasts, videos, apps, games, wearable tech, or some other fabulous invention or creation.

Teen Read Week™

YALSA celebrated Teen Read Week™ October 8–14, 2017. YALSA encouraged libraries to connect with teens around the theme “Unleash Your Story” during Teen Read Week™. Library staff, afterschool providers, and educators were encouraged to leverage this theme to encourage teens to write, tell and share their own stories as well as find stories, biographies, autobiographies, memoirs, folktales, and more in their local library. Teen Read Week™ is generously supported in part by the Dollar General Literacy Foundation

Responding to the Current Social and Political Climate

YALSA continued to support library staff and teens during today's challenging social and political climate. Efforts included:

- Adoption of Youth Activism Through Community Engagement for the 2017- 2018 presidential theme. The Presidential Taskforce developed the [Youth Activism Through Community Engagement](#) wiki page, highlighted current youth activism efforts on the YALSABlog (to read go to [YALSABlog](#), search using terms: youth activism through community engagement), and organized the President's program which will be held at Annual 2018.
- Continuing to update the [Supporting Youth in the Post-2016 Election Climate](#) wiki page.
- Hosting webinars devoted to the topic
- Focusing the winter issue of *YALS* on teen activism

Member Grants, Awards and Scholarships Evaluation

At the 2017 Midwinter Meeting YALSA's Board directed the President to establish two taskforces to evaluate YALSA's portfolio of member grants and awards to identify challenges, opportunities, and gaps. Both taskforces have completed their work and provided recommendations to the Board at the 2018 ALA Midwinter meeting. The recommendations can be found [here](#) and [here](#).

At the 2018 ALA Midwinter meeting, the Board directed the President to establish two taskforces to develop in two new YALSA member awards:

- An Innovation Award that will recognize a member who has embraced YALSA's vision for teen services.
- A Mid-Career Travel Stipend to be used by a YALSA member who expresses need and has not had the opportunity to attend an ALA Annual Conference or YALSA Symposium for five years.

Both proposals will be reviewed by ALA's Awards Committee at Annual 2018.

ADVOCACY

FCC E-Rate Changes

On October 2017 the ALA Washington Office encouraged members to send comments to the FCC regarding proposed changes to the E-Rate, which would be detrimental to schools and libraries. President Sandra Hughes-Hassell worked with the Board to create [comments](#) that were submitted on behalf of YALSA.

Advocacy Resources Audit

The Board appointed a member volunteer to conduct a content audit of YALSA's advocacy resources for both local grassroots advocacy and legislative advocacy, in all formats (print, web, video, etc.), and to submit the inventory and recommendations to YALSA's Board for consideration at Annual 2018.

Advocacy Snack Breaks

To support our members in their advocacy efforts at the national, state, and local levels, YALSA produced three [advocacy snack breaks](#), 5 to 15 minute videos.

#Fundlibraries

YALSA worked with the ALA Washington Office to distribute calls to action to members and supporters in an effort to restore federal funds for libraries that were eliminated in the White House's draft FY19 budget. The YALSAblog published several posts about the Institute of Museum of Library Services (IMLS) to raise awareness among members about how all libraries benefit from IMLS funds. YALSA is collecting and sharing out stories from members illustrating how IMLS funds have helped the teens in their community.

District Days

Each year YALSA's President appoints a member taskforce to provide education, information and resources to members so they can connect with their Congress members when they are home in their district at various times during the year. District Days resources are freely available [here](#).

National Library Legislative Day

Thanks to fundraising efforts of the Friends of YALSA, we were able to send a YALSA member to National Library Legislative Day in May 2018 to ask legislators to reauthorize the Museum and Library Services Act, fully fund LSTA and IAL, and advocate for continued broadband access. Several other YALSA

members, including two current Board members, advocated for teens by attending meetings with their state delegations. In addition to attending ALA events, Executive Director Beth Yoke and President Sandra Hughes-Hassell met with representatives from the Department of Education (with AASL & ALSC), [IMLS](#), the [Afterschool Alliance](#), and the [American Youth Policy Forum](#). Beth also met with the [National Center for Cultural Competence](#). YALSA's Financial Advancement Committee has already begun raising funds to support NLLD in 2019 with a campaign to give \$10 to support advocacy work.

FUND AND PARTNER DEVELOPMENT

YALSA maintains a list of partners, sponsors and funders at www.ala.org/yalsa/givetoaysa/sponsors/recognition

Fundraising to Support Member Services & Resources

Friends of YALSA

Each year [Friends of YALSA](#) is tasked with raising just over \$14,000 to support member grants and awards. The Financial Advancement Committee organizes this fundraising effort. YALSA achieved its goal in FY17.

Grants

- YALSA's application for funds from the Best Buy Foundation to implement a teen tech intern program at libraries was unsuccessful.
- YALSA's application to IMLS implement a Train the Trainer program to move teen services forward was successful, and the association will receive nearly \$500,000 over three years to support this project.
- YALSA received funding through the ALA Strategic Initiatives effort to create a cultural competence curriculum that will be piloted at Annual 2018 and then adapted for online learning. This project is in partnership with ALA's Office for Diversity, Literacy and Outreach Services. YALSA also received funds through the same initiative to expand the Teen Book Finder Database and App to include recommended YA materials from ALA Ethnic Affiliates and Round Tables.

Leadership Endowment

In 2017 - 2018 YALSA's goal was to raise \$20,000 for [YALSA's Leadership Endowment](#) to begin supporting additional leadership efforts:

- [Scholarships for leadership e-course series](#) that launched in 2018
- Two [Spectrum Scholars](#)
- A [PhD fellowship](#) for teen services

Through the ALA Matching Campaign, YALSA was able to meet its goal.

Sponsorships

In spring 2018 YALSA surveyed library vendors to gather feedback on ways that YALSA might include and engage vendors in YALSA events and initiatives that are impactful for vendors, YALSA, and our members.

Google sponsored ALA's [Ready to Code Phase III](#) project which YALSA is administering.

Partnerships to Expand Impact

Grant Related Partnerships

YALSA is currently partnering with these other organizations on projects funded by IMLS:

- the University of Maryland's Youth Experience, which is a post-MLS certificate program for library staff interested in serving youth
- the Public Library Association is implementing an internship program for teens as part of an effort to recruit individuals from diverse backgrounds to the profession
- the Mozilla Foundation is working to equip more library staff with evidence-based digital literacy skills and competencies
- the Connected Learning Research Network is implementing a project to identify persistent problems of practice in the library community and ways of addressing those issues

Continuing Education Partnerships

YALSA has contracted to provide in-person professional development training for the following state library agencies:

- MI fall 2017 - 3 locations – Teen Centered and Teen Driven Library Services
- MD Winter 2018 - Teen Centered and Teen Driven Library Services
- TX - Winter-Summer 2018 (12 locations and online course) - Engaging Teens Through the Library
- PA - Summer 2018 - 2 locations - Engaging Teens Through the Library

YALSA EXECUTIVE DIRECTOR SEARCH

After 13+ years, Beth Yoke tendered [her resignation](#) as YALSA Executive Director in late January 2018. The search for the new Executive Director is currently underway. The search committee includes three members of the YALSA Executive Committee and four ALA staff members:

- Sandra Hughes-Hassell, YALSA President
- Crystle Martin, YALSA President Elect
- Todd Krueger, YALSA Division Councilor
- Mary Ghikas, ALA Executive Director
- Dan Hoppe, ALA AED of Human Resources
- Aimee Strittmatter, ALSC Executive Director
- Beatrice Calvin, ALA Manager of Professional Development.

The job was posted Friday, March 2 on the [ALAJobList](#), as well as on sites that are frequented by individuals seeking association executive director positions. Eighteen applications were received. The committee met on April 17th and selected eleven candidates to move to the assessment phase of the selection process. When they were contacted, nine of the eleven candidates were still interested in the position. Each of the nine candidates participated in a phone interview and in writing to a series of questions. The search committee will meet on June 5th to review the candidates written responses and transcripts of the phone interviews to select

up to four candidates to meet with the search committee, YALSA staff, and ALA staff in Chicago on July 9-10. Our goal is to have a new Executive Director in place by August 31, 2018.