

ALSC 2020-2023 Strategic Plan Implementation Progress Report
February 2021

The ALSC 2020-2023 Strategic Implementation Progress Report is a quarterly representation of the most recent projects and activities that are underway by ALSC committees and staff in support of ALSC's 2020-2023 Strategic Plan objectives: 1) Advocacy, 2) Learning & Development and, 3) Equity, Diversity & Inclusion. A full outline of the strategic plan and past progress reports can be accessed on the ALSC website at <http://www.ala.org/alsc/aboutalsc/stratplan>.

The final 2020-2023 Strategic Plan, approved by the ALSC Board on May 28, 2020, began on September 1, 2020. In March 2021, the ALSC Board met to assess the status of each strategic plan activity and make adjustments to the activities as needed, including the priority, timeline, and expected outcome. The assessment is in progress and upcoming Implementation Progress reports will reflect any updates or changes. More information on specific committee activities can be found in the Committee Quarterly Reports that are available on each committee's [ALA Connect](#) space.

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

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

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

- **Make current and archived webinars more accessible by organizing them to allow members to locate webinars that focus on specific skills.**

Target Completion Date – Summer 2021

Status - Complete

Education Committee/ALSC Staff - Archived webinars have been reorganized into eight categories rather than listed in alphabetical order on the ALSC website for a more intuitive search and browse experience. Each category can be expanded and reviewed. The Education Committee is in the process of conducting a full assessment of archived webinars and has removed six outdated webinars. This process is likely to take the full fiscal year.

- **Work with ALA's Public Policy and Advocacy office to offer a Town Hall featuring advocacy tips and resources for youth librarians, specifically related to current challenges.**

Target Completion Date – January 2021

Status – Complete

The Public Awareness & Advocacy Committee –The committee developed content for an ALSC Community Forum addressing advocacy for children's services in light of recent furloughing of children's staff. The forum was held on February 25th and included information on advocacy, ALA resources and opportunities for members to get engaged, particularly as it relates to their advocacy efforts. A survey was administered to attendees post forum and outcomes are to be assessed.

- **Promote ALSC issues, needs, and expertise as ALA reorganizes.**

Target Completion Date – Ongoing

Status – In Progress

Diversifying ALSC Revenue Streams Task Force – The task force has discussed how to minimize risk, prepare for the ALA Pivot, rethinking the way the organization works, and how specific and intentional work is being incorporated as part of preparation of the recommendations. Additionally, an assessment of ALA financial and

structural strategies will be addressed in the final business plan and the most updated ALA Pivot Strategy will be part of the Business Plan Appendix.

ALSC leadership continues to be mindful of the re-organizing activities underway throughout ALA and has worked to attend open meetings across ALA featuring topics relevant to the reorganization. ALSC leadership has used the ALSC Blog, ALSC Matters newsletter, and board meetings to share issues relevant to ALSC members. Recent information can be found below.

2/2/21 ALSC Blog Post

“Our Association” by Kirby McCurtis

https://www.alsc.ala.org/blog/2021/02/our-association/?utm_source=feedburner&utm_medium=email&utm_campaign=Feed%3A+AlscBlog+%28ALSC+Blog%29

Feb 2021 ALSC Matters -

- “Midwinter and Beyond” by Kirby McCurtis

- “ALSC Councilor's Midwinter Report” by Kimberly A. Patton

<http://www.ala.org/alsc/alscconnectonline/officially-speaking-february-2021>

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

- **Provide mini research grants for work supporting the ALSC Research Agenda.**

Target Completion Date – Spring 2021 - Grants awarded; Completed research projects TBD

Status – In Discussion

Research Agenda Task Force – The task force has developed a pilot research grant, including the grant application, timeline, and rubric. and press release for promotion. The task force has discussed concerns rolling out a grant application under the current timeline due to potential challenges with conducting research under current COVID-19 restrictions. The task force would like to submit their grant outline as a recommendation for consideration with an application and grant cycle from April 2021 - October 2022.

- **Ensure that research findings are shared with ALSC members.**

Target Completion Date – Ongoing

Status – In Progress

ALSC Early and Family Literacy Committee (EFL)- The committee has promoted the Research Agenda, via CAL and the ALSC blog.

Blog posts explain the purpose of the research agenda and discuss the ways in which it may be used as a jumping off point for future research and discuss recent research that shows the importance of different types of play, including physical, digital, creative, and movement and music, in a child’s development.

12/13/20 - <https://www.alsc.ala.org/blog/2020/12/supporting-evidence-based-practice/>

2/14/21 - <https://www.alsc.ala.org/blog/2021/02/our-kids-learning-from-play/>

The Winter 2020 ALSC Children & Libraries journal featured an EFL column highlighting a collection of research-based articles that point to practices that contribute to early literacy development.

<https://journals.ala.org/index.php/cal/article/view/7497>

Additionally, the EFL committee consider possible webinar proposals aimed to support the ALSC community in utilizing the most relevant, evidence-based research to inform youth services related to early and family literacy (Summer 2021). To better organize and share the committee’s collection of research-based articles, the

committee created a spreadsheet to consolidate all bibliographic information and annotations of the articles. EFL will decide on the best way to share with the ALSC community.

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

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

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

- 1) *Organize and promote existing leadership and mentorship opportunities and their benefits to ALSC members. Transforming ALSC*
 - **Organize a virtual activity/opportunity/event to discuss leading children's library services in times of crisis.**
Target Completion Date – Fall 2020
Status – Complete
National Institute – That National Institute Task Force and ALSC staff worked to host the “Children’s Librarianship in Communities Experiencing Crisis” panel at ALSC 2020 Institute, with Oralia Garza de Cortes, Anita Montoya, and Beth Patin, which drew over 400 Institute attendees and highlighted the experiences of library professionals who are serving their communities through traumatic events and how both major events and everyday traumas in their communities have impacted how they serve patrons.
 - **Increase the mentor pool by a to-be-determined percent using past mentors' stories as promotion of mentorship opportunities.**
Target Completion Date – 2023
Status – In Discussion
Membership Committee/Managing Children’s Services Committee -The committees and their ALSC staff liaison continued discussions to consider options to increase the mentoring pool.
- 2) *Promote and position the Core Competencies as central to library service to children. Transforming Children’s Librarianship*
 - **In each issue of ALSC Matters, highlight an ALSC Core Competency and a practitioner who can speak to the importance of the competency.**
Target Completion Date – Quarterly with annual assessments
Status – In Progress
Education Committee - the committee co-chairs have written and published a Competencies in Action article, part of a dedicated column in “ALSC Matters” on “Becoming ALSC Competent”, a summary of the history of the ALSC Competencies, steps forward, and use of the 2020 Competencies in professional engagement and ALSC board member, Elisa Gall wrote, “Commitment to Client Group”, a reminder that library workers who work for children also work for change.
ALSC Matters Nov. 2020 <http://www.ala.org/alsc/alscconnectonline/competencies-action-november-2020>
ALSC Matters Feb. 2021 <http://www.ala.org/alsc/alscconnectonline/competencies-action-february-2021>
 - **Create a revenue stream building on the ALSC Core Competencies, such as a practitioner's guide or resource.**
Target Completion Date - January 2022

Status – In Progress

Planning for this goal is in progress.

- **Use the Bill Morris Seminar as a revenue stream at state-level conference and in states with book awards, including in-person and virtual opportunities.**

Target Completion Date – January 2022

Status – In Progress

Planning for this goal is in progress.

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

- **Submit quarterly *Children & Libraries* journal column on out-of-school programming.**

Target Completion Date – Quarterly

Status - In Progress

Children & Libraries Advisory Committee – Copy for the first column has been submitted to the CAL editor the Summer 2021 issue. The School Age Programs and Services Committee and Summer/Out of School Time Learning Task Force will write these quarterly columns.

- **Promote Out-of-School-Time tool kit/best practices.**

Target Completion Date – January 2022

Status – In Progress

Summer Out of School Time Learning Task Force - The Task Force completed the first draft of the toolkit for adaptation and is under staff review. They included a section on Equity worked to strengthen the language to mirror ALA's statements on race and social justice. They developed a Theory of Change which will accompany the Toolkit.

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

- 1) *Increase the intentional recruitment and retention of a diverse membership and reduce barriers to participation. Transforming ALSC*

- **Support additional Equity Fellowships.**

Target Completion – Ongoing

Status – Complete

Equity, Diversity & Inclusion Task Force – The task force reviewed applications and selected the second round of five Equity Fellows; held two virtual meetings with the cohort to introduce task force members and provide program overview. Additionally, the task force completed the assessment of the pilot Equity Fellows program and submitted final report to the Board. The task force also created a new EDI goal of developing a formal Equity Fellow Program overview and timeline document for this 2nd Equity Fellows cohort based upon feedback from pilot Fellows.

- **Informally solicit feedback from BIPOC members and members with disabilities on their experiences in the division.**

Target Completion Date - Ongoing

Status - In Discussion

The ALSC Virtual National Institute held October 2-3, 2020 included a session intended for BIPOC attendees, particularly library staff providing service to children, who had the opportunity to connect, share, and learn

more about how to find support, pursue their own professional goals, and grow in the profession. Panelists, including Adilene Estrada-Huerta, Ariana Sani Hussain, Alia Jones, and Hannah Lee, represented a broad spectrum of job titles and work environments and shared their own experiences.

- **Create a competitive recruitment for 20 membership scholarships for BIPOC potential members, including 10 for paraprofessionals and 10 for students.**

Target Completion Date – 2022

Status – In Progress

Membership Committee/Equity, Diversity & Inclusion Implementation Task Force – The 20 new BIPOC student/paraprofessional membership opportunity launched on March 1, 2020 and has received a strong response. The press release outlines this and another membership funding opportunity currently open: <http://www.ala.org/news/member-news/2021/03/alsc-membership-funding-bipoc-students-and-library-workers>.

Expand opportunities for existing members from underrepresented experiences to serve in ALSC activities. Transforming ALSC

- **Continue the targeted appointment of members from underrepresented experiences on all committees.**

Target Completion Date – Ongoing

Status – In Progress

The Nominating and Leadership Development Committee - the committee is looking to create more awareness of pathways to leadership and what governance positions entail within ALSC. In early March the committee hosted an open meeting for leaders and members with robust networks to learn more about the governance positions, to deepen the pool of great nominees for these roles.

Additionally, the Nominating & Development, Budget, Organizational Effectiveness and Membership chairs attended a leadership development meeting looking for ways to provide BIPOC leadership development within ALSC.

Appointing Officer/Nominating & Leadership Development Committee - ALSC's President will be focusing on spring appointments for process committees late January through May with book and media award appointments made in August/September and into the fall. Leadership will consider opportunities available for ALSC members from underrepresented experiences. The process will ensure that member interests and committee activities are aligned and that appointed members are supported in their committee work. The committee volunteer form collects demographics (optional to complete) to help identify BIPOC and underrepresented members.

- **Conduct an assessment of the past three years of programming (conferences, institutes, webinars) and increase the number of opportunities specifically addressing the needs and interests of diverse library staff. Develop programming for BIPOC, rather than about BIPOC.**

Target Completion Date – Spring 2021

Status - In Progress

Program Coordinating Committee – Committee members reviewed ALA Annual program proposals and kept in mind the committee goal, in line with ALSC's goal, to look to improve EDI representation in program selection, working to select programming for BIPOC, rather than about BIPOC. Five programs were chosen, which reflects a definite improvement in EDI percentage.

Additionally, ALSC staff is also seeking opportunities to incorporate this into upcoming continuing education webinars and courses.

The Education committee has reviewed ALSC continuing education from 2018 -2020 to assess how many inclusive opportunities exist and provide a baseline for measurement.

- 2) *Highlight best practices for infusing EDI values as a foundational practice for library staff serving youth. Transforming Children's Librarianship*
- **Explore and draft an implementation plan for new products around Día that could potentially be sold as a revenue stream.**
Target Completion Date – June 2021
Status – In Progress
ALSC/ALA Graphics worked with illustrator Reggie Brown to create artwork under the theme “Each Story Matters. Every Child Counts.” This artwork is featured on new Día products in the ALA Graphics Gift Shop: <http://bit.ly/alscdia25products> #diaturns25. Staff anticipate consulting members and committees for additional input on a comprehensive implementation plan.
 - **Establish bystander training for ALSC members to be conducted by ALSC trainers that participated in the train-the-trainer workshop in Fall 2019.**
Target Completion – December 2021
Status – In Discussion
ALSC and other ALA divisions participated in bringing bystander intervention training opportunities to their members. This collaborative effort provided an opportunity to maximize training opportunities across several divisions. ALSC provided this bystander intervention training to ALSC leadership including ALSC's current and incoming board members, Priority Group Consultants and committee chairs. In early March, ALSC staff convened the trainers to discuss next steps and their availability for future training opportunities.
 - **Task each committee with creating an inclusion goal/deliverable as related to their committee's charge for the year.**
Target Completion Date – Annually
Status – In Progress

AASL/ALSC/YALSA Interdivisional Committee on School/Public Library Cooperation - The committee has been tasked with creating a shared online space for members of AASL, ALSC and YALSA in which we all can find and share EDI resources. Since our finished product will be a living, breathing document, one of the things we have discussed and brainstormed is what resources to include in our initial product. Our inclusion goal is to intentionally include resources from people of a variety of positionalities and perspectives, and we have started to curate just such a list.

Budget Committee – Given the delays in ALA-wide financial reports, the committee determined to switch the EDI Inclusion goal to creating resources about the work of the Budget Committee to familiarize more ALSC members with the organization's finances, prepare more people for participation and encourage more inclusive committee membership. The committee is meeting late next week to determine the format and content of those resources.

Children and Technology and Library Service to Underserved Children and Their Caregivers (LSUCTC) Committees – The committees are collaborating to update a portion of the LSUCTC Toolkit that illustrates technology and

equitable access to technology in a myriad of programs and services. This collaboration is currently how the committee is addressing the EDI inclusion goal.

Early & Family Literacy Committee – The committee focused on integrating the ALSC Equity, Diversity and Inclusion Statement in all committee work including:

I. Provide opportunities for committee members to increase awareness and develop understandings of equity, diversity and inclusion issues and initiatives related to their charge.

- a. Include discussion of EDI topics as an ongoing agenda item at monthly EFL Committee meetings.
- b. Expand their network. Reach out to the ALSC BIPOC Discussion Group and EDI Task Force for collaboration. Invite members to join EFL meetings when possible and request feedback regarding EDI work.

II. Intentionally advance inclusive practices within our EFL charge.

- a. Actively seek to find and prioritize sharing research related to early and family literacy which includes a focus on needs and perspectives of diverse and underrepresented populations.
- b. Strive to include the work of researchers of color within the committee's contributions.
- c. Evaluate all monthly EFL blog post contributions through the lens of equity, diversity and inclusion.
- d. Provide feedback to researchers who include an inclusive perspective in studies. Reach out with questions when research samples appear to be lacking diverse representation.

Library Service to Underserved Children and Their Caregivers Committees – The committee is focusing on authenticity in the resources that they are creating which includes making a key effort to have #ownvoices represented in their committee's toolkits and diverse resources in research.

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

Membership Committee - The Membership Committee's EDI Inclusion Goal will be to create opportunities for intentional retention of diverse membership by facilitating the Relief Renewals for BIPOC Members project. The project entails distributing 50 emergency memberships to BIPOC ALSC members who have been furloughed, laid off, or are otherwise unemployed, and have been active in the last year, with the goal of honoring their contributions and commitment and keeping them engaged. The Membership Committee will assist with promotion and communication, and would vet and review applicants.

Nominating & Leadership Development - Improve transparency of the nominations process and expectations for joining the ALSC Board.

Organizational Effectiveness Committee- The committee's focus is supporting all committee EDI initiatives and they are considering creating a tip sheet on making committee work more accessible or a report on the current state/perception of inclusion in ALSC committees.

Programs & Services Recognition Committee – The committee goal for this year is to make sure that ALSC's principles of equity, diversity and inclusion are reflected in all the grants, and that this is evident in the application questions.

Program Coordinating Committee – The committee is looking to improve their EDI representation in program selection. They considered selection of programming for BIPOC, rather than about BIPOC.

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

Additional Activity

ALSC Community Agreement - <http://www.ala.org/alsc/alscconnectonline/officially-speaking-february-2021>

In January 2021 ALSC introduced community agreements that were developed so all meetings convened by members of the Association for Library Service to Children (ALSC) are spaces where meaningful and respectful conversations are held. The agreements provide a guide to how topics are discussed, the language used, and how our different experiences, identities, and knowledge are reflected in our thought processes, discussions and decisions. They also outline best practices to ensure that everyone has an opportunity for expression, accountability, and growth. Committees are strongly encouraged to use these guidelines as they participate in discussions, meetings, and presentations, etc.

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

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

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

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

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

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

Of note, in September 2020, ALSC President, Kirby McCurtis was interviewed for a Good Morning America segment on the work of libraries during the pandemic. In December 2020 an article from Kirby McCurtis was published as part of a *USA Today* magazine insert on the “Future of Education” :
<https://www.educationandcareernews.com/literacy-in-america/parents-caregivers-look-to-nations-libraries-to-cope-with-covid-19/>.

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

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

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

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

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