What Library Directors Need to Know about YALSA’s Teen Services Competencies for Library Staff

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What I’d Like to Share with You Today

❖ The contents of the new competencies document
❖ Why it is important for you to know about the competencies
❖ Possible ways you can use the competencies
❖ Tools & resources available from YALSA to help staff develop the competencies in each content knowledge area
❖ Questions
Teens First

REIMAGINED LIBRARY SERVICES FOR AND WITH TEENS

- Amplify the voices of all teens, including historically marginalized youth
- Model reflective risk-taking and continuous learning
- Position teens as experts other teens and adults turn to

- Make learning a year-round focus
- Promote social emotional learning
- Identify and build on teen interests
- Provide opportunities for teens to gain job skills and explore career pathways

- Leverage the breadth and depth of library resources to highlight multiple literacies
- Promote a critical stance
- Affirm multiple forms of knowledge
- Promote literature that reflects and honors the lives of all teens
- Facilitate Youth Participatory Action Research (YPAR)

- Build strong partnerships for collective impact
- Embrace the library's diverse user base to create opportunities for cross-cultural and inter-generational interaction
- Connect teens with mentors
- Go into the community to serve teens where they are

- Ensure equitable access to help close the opportunity gap
- Leverage the technology tools that teens already use
- Provide opportunities for teens to learn and use digital citizenship skills

- Give teens opportunities to create and share authentic, meaningful content
- Facilitate self-expression in a variety of forms
- Support innovative, collaborative problem-solving

http://www.yalsa.org/yalsa/teens-first

Created by Casey Rawson, UNC Chapel Hill
- **Denver Public Library**

- **Hartford Public Library**
  Strong Girls Camp
  Woke Teens Forum
  Open mic nights

- **Kansas City Public Library**
  After Hours Build-In

- **Tacoma Public Library**
  Summer Filmmaking Program for Teens
  Sound Engineering Program

- **Wichita Public Library**
  Teen Hack-a-thon
  Game Development with Ren’Py

- **Homer Public Library**
  Girls Code Course
13 Dispositions

10 Knowledge Areas with Competencies for Each
Dispositions

1. Maintains an open and ongoing curiosity about the fields of teen development and learning

2. Shows warmth, caring, and respect for all teens and their families

3. Recognizes and respects the diversity of teens and their families, and understands this diversity impacts all areas of practice

4. Recognizes the systemic inequities that exist in our institutions and communities and strives to dismantle them and to provide equitable access for and with all youth

5. Takes an asset-based approach to working for and with teens and their families

6. Values creativity and imagination in learning, and promotes those attributes in teens and in themselves

7. Demonstrates responsible professional and personal habits in interacting and working with others, and models and practices a positive attitude
Dispositions

8. Responds to challenges and changes with flexibility, perseverance, and cooperation

9. Communicates respectfully, clearly, and effectively with all teens and adults

10. Recognizes that quality library services support teens and families, and bridge the gap between school and home

11. Values the importance of collaboration and engagement with youth development stakeholders, community members and organizations, and local decision makers

12. Values ongoing professional development and continually seeks to increase their own knowledge and skills to support teen development and learning

13. Upholds the right of all, including teens, to free expression and free access to a depth and breadth of ideas and information
Content Knowledge Areas

1. Teen Growth & Development
2. Interactions with Teens
3. Learning Environments
4. Learning Experiences
5. Youth Engagement & Leadership
6. Community & Family Engagement
7. Cultural Competency & Responsiveness
8. Equity of Access
9. Outcomes & Assessment
10. Continuous Learning
Why Library Directors Need to Know About Competencies

- Support a thriving community - the Competencies will help your library staff understand what it takes to serve teens successfully. When teens are supported by the library, the community thrives.

- Articulate the impact library services for teens and their families have on the community and as a result increase opportunities for financial and community support.

- Build staff capacity to engage and partner with community members, organizations, stakeholders, and decision-makers to build services for and with teens that lead to college and career success.

- Be familiar with what LIS programs are preparing public librarians who want work with teens to know and be able to do.
How Library Directors Might Use the Competencies

❖ To evaluate and revise job descriptions
❖ To inform hiring and recruitment
   - Job advertisements
   - Interview questions
❖ To guide library system PD for library staff who work with teens
❖ To serve as the basis for individual staff professional development growth plans

❖ To develop and evaluate policies
❖ To work with library staff to develop outcomes for library services for and with teens
❖ Advocate within and without the library - explain to library staff, local government officials, Library Board members, and others why you need funding for teen library staff
❖ Build community partnerships
Moving Forward in Your Library - With Current Staff

1. Familiarize yourself, branch managers and/or youth services coordinators with the dispositions and competencies

2. Introduce the dispositions and competencies to library staff who work with teens

3. Have library staff who work with teens complete a self-assessment for one (or more) of the content areas (see next slide for example)

4. Have library staff who work with teens create a professional development plan for one (or more) of the content areas (see slide #12 for example)

5. Provide professional development time and resources for library staff to grow or strengthen their skills for competencies in each identified content area in their professional development plan

6. Meet with library staff to discuss their progress and to set new goals (i.e. assess progress; select a new content area to focus on, etc.)
YALSA Core Competencies Reflection

For each competency, consider what skills in that category do I already have, and how am I demonstrating those skills with a specific example? What’s a skill that I don’t think I have, or that I could improve on, and how might I gain that skill? Once you’ve identified some key areas for your professional development, rank them in priority of what area you think will have the most achievable benefit for teens in your community.

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<tr>
<th>COMPETENCY</th>
<th>SKILLS I ALREADY HAVE</th>
<th>EXAMPLES OF MY MASTERY</th>
<th>SKILLS I COULD IMPROVE ON</th>
<th>IDEAS FOR GAINING THAT SKILL</th>
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<td>Teen Growth and Development</td>
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## Individual Professional Development Plan
### YALSA Core Competencies for Library Staff

| TIMEFRAME | Goals: (What are the two competencies within this content area that I will build my strength in over the next two months? Next six months? What are my goals for each competency? What level do I hope to achieve (developing, practicing, transforming)?) | Resources Needed (What resources will I consult to learn more? Who might I connect with to learn more?) | Evidence of Progress (How will I know I am making progress?) |
|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Next 2 months |                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                       |
| Next 6 months |                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                       |
Tools and Resources from YALSA

Free Webinars
Facilitated by knowledgeable youth development experts and library staff; each one focuses on a different competency
Archived for use by anyone at anytime

Professional Tools
Curated list of resources organized by competency area

YALSA Blog
YALSA’s blog is free and open to anyone
Search using “Teen Services Competencies” or individual competencies to read how library staff are implementing the competencies

YALSA Institutes
YALSA Learning Facilitators will design and deliver face-to-face or virtually institute content that meets the specific needs of your library staff.

YALSA Online Courses
YALSA offers monthly online courses; course content can also be designed specifically for your library
Resources from YALSA

- Download the full Teen Services Competencies for Library Staff
- Competencies Snapshot (.pdf): A quick, one page snapshot of the Competencies
- Competencies at a Glance (.pdf): A chart of the content areas with competencies for each level (developing, practicing, transforming) listed
Questions?

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