

Alabama STAPLE program

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To: Heidi Roedel <hroedel@imagineiflibraries.org>

Heidi,

Per your request, here is the information regarding the STAPLE program in Alabama.

[https://www.academia.edu/29948151/S. T. A. P. L. E. Sustainable Training for Alabama Public Library Employees Augmenting 21st Century Knowledge Skills and Attitudes in Library Managers](https://www.academia.edu/29948151/S._T._A._P._L._E._Sustainable_Training_for_Alabama_Public_Library_Employees_Augmenting_21st_Century_Knowledge_Skills_and_Attitudes_in_Library_Managers)

I spoke with the Director of this program, a Ph.D, to verify the coursework and Ashley's participation. He explained that it is designed to give non-degreed Library staff the skills needed to run their libraries. He remembered Ashley personally and spoke highly of her. He is looking forward to her joining their MLS program once she completes her bachelor's.

Our library subject matter expert identified this as a very useful program for Ashley to have attended. She said that on paper, given the candidate pool that remained after most MLS candidates withdrew, Ashley was the best candidate. (If you recall, there was a semi finalist you had interviewed with the MLS but who lacked Director level experience. Both the board and our SME felt that Ashley was the superior candidate).

As I stated on the phone, I had recruited Ashley from her participation at the 2021 ARSL conference in Reno. Throughout the recruitment, she was inquisitive, thoughtful, well-informed, and consistent to the same level as other candidates with degrees. I feel extremely confident that if staff or stakeholders had participated in a blind interview with no information about her, the end result would have been no different.

Wishing you well!

Andrew

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The ImagineIf Library Board shared these documents with the Commissioners during the 4/13/22 Commission meeting.

S. T. A. P. L. E.
Sustainable Training for Alabama Public Library Employees:
Augmenting 21st Century Knowledge, Skills, and Attitudes in Library Managers

The University of Alabama School of Library and Information Studies
 Drs. Jennifer Campbell-Meier, Jamie Campbell Naidoo and Jeff Weddle

ABSTRACT

STAPLE is an IMLS funded grant project designed as a model training initiative to meet the educational needs of public library managers (library directors with no formal LIS education) in Alabama. The School of Library and Information Studies (SLIS) at The University of Alabama and the Alabama Public Library Service (APLS) formed a partnership for this project to create a replicable, sustainable, educational program to initially train 2 cohorts of 30 library managers.

2013 STAPLE Cohort Facts

Participants	27
Average experience as director	5 years, 9 months
Members of the Alabama Library Association	11

STAPLE has built-in, continuous activity with virtual and face-to-face sessions and opportunities for participants to share challenges and successes, and gain instant feedback from their peers in public libraries of similar sizes, thereby developing a comprehensive catalog of best-practices. This will enable library managers to immediately address identified challenges in their library plans and to orchestrate strategies that will deliver better results.

Bimonthly focused opportunities transform practice through specialized training in areas such as planning cultural outreach programs, developing collections for diverse communities, writing grants, and marketing library programs and services to the community. Each of the sessions address specific training needs identified by library managers at the beginning of the STAPLE initiative. Library managers can share skills and information from these sessions with their staff to enhance current practices within the library; thus transforming practice at all levels within the public library.

IMPACT

STAPLE will help library managers to:

- ✓ identify community needs;
- ✓ strategically plan for success;
- ✓ collaborate with their peers;
- ✓ gain and polish professional skills;
- ✓ more effectively train and mentor staff members;
- ✓ provide high-quality programs and services to diverse populations;
- ✓ evaluate the impact of library programs and services;
- ✓ improve their library's standing with the people of its community

OBJECTIVES

- ✦ Develop a strategic plan with outcomes and assessment measures
- ✦ Expand and market library services based on the plan
- ✦ Develop a network of peer library managers
- ✦ Review and develop policies for collection management and public services
- ✦ Assess local strategic plans



STAPLE participants role-play how to handle a censorship attempt.

2013 STAPLE COHORT Education



▼ Association of Alabama Colleges of
 Librarianship (AACL)
 ▼ Alabama Public Library Service (APLS)
 ▼ The Alabama Library Association (ALA)

PARTICIPANT COMMENTS ON TRAINING

- *I am very new at being a librarian . . . [this training] was very helpful for me.
- * Learning how different libraries operate [is very useful]. I can take some of these ideas back to my library.
- * I [enjoyed learning about] being a leader and/or manager and the different styles of management - knowing you don't have to fit into one.



2013 Staple Cohort

COHORT ACTIVITIES

- October 2013: Face-to-Face 4 day Training Institute for 2013 Staple Cohort
 - ✓ Participating in Group Building Exercises
 - ✓ Solving Real-life Management Dilemmas
 - ✓ Developing Mock Promotional Materials for Library Programs
 - ✓ Planning Strategies for Funding Programming
 - ✓ Role-Playing Censorship Attempts
 - ✓ Exploring Virtual Reference Resources
 - ✓ Examining collection development policies and procedures
- November 2013- August 2014: Online Workshops and Discussion Session
 - ✓ Community Partnerships and Multicultural Dia Programming
 - ✓ Grant Writing
 - ✓ Successful Strategies for Running a Rural Library
 - ✓ Goal Setting and Employee Relations
- September 2014: Capstone Event
- October 2014: New 2014 Cohort begins

PROJECT OVERVIEW



CONTACT INFORMATION

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