



WALT Meeting Minutes

Date: Friday, Oct. 26, 2012

Time: 9:30 a.m. – 2: 30 p.m.

Location: Sno-Isle Libraries Service Center, Marysville

Meeting Facilitator: Ruth Zander	Attending: Kristin Piepho, Jennifer Fenton, Jess Chandler, Betha Gutsche, Nancy Schutz, Darlene Pearsall, Gerie Ventura, Laurie Latkeman, Jo Cavinta
Note Taker: Jeanne Fondrie	
Timekeeper: Nancy	
Devil's Advocate: Jess	
Gatekeeper: Betha, consensus Tester: Darlene	

Agenda: Key Discussion Points	Decisions, Action Items	By Whom	By When
Welcome/Logistics	Introductions all around Icebreaker: create personal motto or personal shield.	Jennifer	
Topic 1:	Meeting minutes approval. July minutes – forgot to add “no discussion.” September minutes: Kristin moved to accept, Darlene seconded. No discussion. Approved.	ALL	
Topic 2: ALA Midwinter reception and forum	<p>Discussion: Host it at library because bar/restaurant isn't big enough to accommodate all three groups.</p> <p>Decision: Event will be at WTTBL, 5:30-7:30 pm. Evite will be sent to LearnRT and LIRT and WALT members for RSVP to get number of members attending. Eura is coordinating with ALA for notices to LEARN and LIRT. We will preprint nametags based on who RSVPs so we can verify attendees when they check in.</p> <p>Volunteers: Nancy S - bartender, paper supplies Kristin – set up Ruth – set up, pick up food, bartender Darlene – greeter, verify names Betha – icebreaker – coordinate with LearnRt and/or LIRT Jennifer – tablecloths and decorations (left from another event)</p> <p>Program roundtable: Learn RT, WebJunction, and WALT facilitating discussion on best practices for trainers to engage reluctant learners, “Taking a New Look at Training and Learning.” Gerie will help and Betha will talk with Jennifer Peterson @ WJ (who initiated this) to see what's needed by WALT. Betha will keep us updated.</p>	Jess/ALL	
Moving Staff Training Online – stand-alone course	Darlene coordinating stand-alone course, live 90 min. online w/homework in between. Darlene and students will create SkyDrive account to share all documents. Goal is on week 3 submit students will design curriculum for an online training, whatever students need to work on, using the principles presenters will be teaching. Cost: \$90 WLA members, \$120 non-members, \$60 students. WLA	Darlene	

	<p>does have a formula so this may be adjusted by WLA office. Dates: Feb. 7, 14, 21, 2013 , time: 10:30 a.m. – 12 p.m. Tech support – may be able to cover it themselves. Presenters: Darlene Pearsall, Ruth Zander, Roxanna Garrison, Nicole Bunselmeyer</p>		
Continuing Education for WALT members attending	<p>Claudia Levi – project management planning overview and hands-on workshop</p>		
Lunch and Sharing	<p>Betha – WebJunction awarded huge Gates Foundation grant. Writing about makerspaces and 3D printers for newsletter.</p> <p>Jess – Sharepoint - project management process used. Spent 3 days doing complete project management process for this project, and it is changing process. Now anyone who has been or will be on a project or committee can take classes in PM. Lead the Change program at SPL next week.</p> <p>Jennifer – WSL working on digital literacy; external and internal teams; working with an advisory team of community members - Darlene representing WALT and large system on team. Needs assessment to see what shape project should take – online, peer-to-peer, in-person training? Limited funding in 2012-13, more in 2013-14. She will be attending PLA’s Turning the Page train-the-trainer in Chicago. WALE conference coming up. WSL is sponsoring customer service trainings around the state led by w/Kate Laughlin. WSL will also be doing eReader trainings targeting small libraries.</p> <p>Kristin – helping Ruth with all staff day. Working on peer mentoring for storytimes, based on how Pierce County’s is set up; peer mentoring as a 2-way street so to speak. Focus on STEM (science, technology, engineering, math) – critical thinking background, for K-12, which has implications for storytimes.</p> <p>Laurie – attended Library of the World conference online; interesting session on how libraries can use Pinterest.</p> <p>Gerie – working on strategic plan, assessment committee. Project management training today will help with that. Attending WSL customer service training at Timberland.</p> <p>Jo – she is diversity coordinator at KCLS. Diversity speaker series for staff evolving. Helping prepare staff for changing communities, bridging cultural divides and language barriers. In her lineup – Cultural Cues (linguistic and cultural norms); Refugees in our Community (experience and trauma, refugees vs asylum seekers) by Beth Farmer; Immigration 101, especially in context of Dream Deferred Act; gender identity and LGBT issues; Yolanda Cuesta webinar - model on how to reach out to community leaders. Partnering with training department to find what staff want.</p> <p>Ruth – customer service training in-house, standards, letting staff know what they are, how to exemplify those. Used Guila as advisor: how to keep it simple, pared down. Finished Leadership for Results</p>		

	<p>training, using modified Achieve Global and Alice Rowe and TED video by Drew Dudley (Everyday Leadership). Developing competencies and hiring for succession planning. In-service day for 2013 at Tulalip.</p> <p>Jeanne – developing technology competencies for public services staff, starting with managers. Attended Libraries and Cities conference at Fraser Valley Library System in Langley, B.C., with futurist Thomas Frey.</p> <p>Darlene – training and mentoring as managers for supervisors. Ereader training part 2, adding Kindle Paperwhite, Microsoft Surface. STEM – training on mobile learning labs. Inadvertent viewing on computers - training for staff when patron comes to complain and dealing with patron who is looking at inappropriate materials.</p> <p>Nancy – leadership development program - 9 participants. 2-day crucial conversations training last week. She is doing site visits to KCLS, and other libraries. Readers advisory training (most popular) – added younger trainers, included live Facebook R.A. Many retirements at TRLS so quite a bit of hiring – close to 50 who are eligible to retire now. Many librarians in associate positions that want to move up, many attending online library school.</p> <p>Jess – SPL has 85 positions open because of levy so hiring and training new staff.</p>		
<p>All Staff Day – continuing education and information for WALT members</p>	<p>Nancy – their best one yet. She brought packets of programs from the last 3 years. Slate of programs included authors; programs of interest to people regardless of position; social security 101 for the young; Swerve – changes in driving for older drivers; Zumba; social media by Anglea Nolet of KCLS; supervisory issues by Alice Rowe; Catherine McHugh; steampunk R.A. by someone from Sno-Isle. Also included gifts and recognition for staff who have worked there 25 years and more. Recognition event is last half of lunch – new staff, staff w/milestones, blurbs about those 25 years and above in the program. Staff day was previously held on Columbus Day when public expected libraries to be closed anyway. Now it’s held on a Wednesday and announced to the public as All Staff Training Day. Attendees are provided with breakfast, lunch, snacks. This year held at St. Martin’s University.</p> <p>Jeanne – All Staff Learning Day: only had a one sheet program handout; everything else paperless. This year’s theme was Better Together and WCLS invited Bellingham Public Library to plan and attend. WCLS closed all libraries for ½ day on a Friday, so opened at 2. Held at Whatcom Community College – before the fall quarter classes started. Committee reps from around libraries, different departments, and BPL. Amazing collaboration between the two systems – worked out great. BPL has a different culture – wanted it to be more training –WCLS had more ideas re: development; had two 45 min. breakout sessions with 5 sessions per time slot, 45</p>		

	<p>minute break for socialization & networking with displays and open house in Whatcom Community College library. Two staff surveys went out and crafted sessions and found people on staff of both library systems to lead the sessions. Good for staff to see other employees doing sessions – Jeanne only did part of one. BPL will join again in a few years. People want more structured time to meet. 180-190 people joined. Did a “flash mob” type of activity with song “Gotta Keep Reading.” Lost and found fashion show at the end. “Life’s not perfect moment” award – what did they learn from this...</p>		
WLA/OLA conference	<p>Discussion: No news yet as to what programs have been accepted for pre-conference sessions or conference sessions. Action: WALT program chairs will discuss a get-together for WALT.</p>	Jess, Jennifer F	
Learning Curve column in Alki	<p>Discussion: Jeanne will write the column for November issue based on recent All Staff Learning Day. Action: Jeanne will lead email discussion amongst interested of group (see minutes from 9/28/12 meeting) for future columns. Betha – 3D printers and makerspaces?</p>	Jeanne	Dec. meeting
Debrief/Closing	Discussed meetings for next year, parking lot items, agenda items for next year.	ALL	
Parking Lot	By-laws, position descriptions, WALT the Raven Training Tips, curriculum design training for WALT members.		
Next Meetings	<ul style="list-style-type: none"> • Online 12/7 10-11 a.m. Agenda: OLA/WLA programs, ALA Midwinter final details, Alki Learning Curve column • Meetings for 2013: Feb. f2f (face-to-face/in-person), April f2f (conf), June f2f, Oct f2f, online as needed. <p>Action: Ruth will create Doodle poll for meetings for 2013.</p>	Ruth	