

## **WALT Minutes**

May 25, 2018

### **Attendance**

Brian Haight, SIL

Diane Huckabay, Ellensburg

Elizabeth Oder, Seattle Public

Jeanne Fondrie, Whatcom County Library System

Gerie Ventura, Highline College

Joe Olayvar, WSL, IT Consultant and Library Development

Nono Burling, WSL, Outreach Librarian/WA Center for the Book Coordinator

Tami Masenhimer, WSL, Training Coordinator and Consultant

Notes by Alan Jacobson, Everett Public Library

### **Joe Olayvar**

Manages STEM kits. Sent to libraries around the state.

### **Library Cards for Those Released from Prison**

Spokane, Seattle, plans for Timberland and a few others get them cards. The individuals get sent back to where they committed the crime.

### **Washington Rural Heritage**

Is published on content DM on WSL website. Especially good for small libraries.

The Washington Rural Heritage collection is made up of several different sub collections. Each of these was begun with a grant from the State Library. Some libraries stop when their grant is complete but others continue to add to their collection for years. I believe the oral histories about State Parks from the North Olympic Libraries were all done independently but added into their existing collection. In addition, anything we add to WRH needs to meet our image and metadata standards. Our WRH team has been working diligently to get our metadata standards up to speed so they can be harvested by the Digital Public Library of America.

### **Approval of the April 4 minutes**

Approved. All minutes can be found here: <http://www.wla.org/walt>

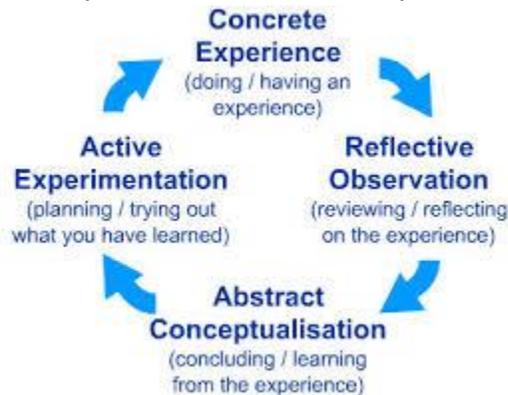
### **WLA Conference Proposals**

- **VR in Libraries** Both proposals were approved and accepted. WALT is sponsor.
- **Gracious Space** Has also been approved.

**Kolb Cycle: Designing learning experiences to optimize application of training and learning from experience** See slides for more detail.

Highly applicable to on-the-job matters. [David Kolb](#) founded it -- learning is cyclical:

Concrete Experience → Reflective Observation (Observe what happened) → Abstract Conceptualization → Active Experimentation



**Real world learning looks a lot more like this than a class...**

**Concrete Experience** Feeling, experience, often best place to start cycle. Because... **People learn best about questions they actually have** learning theories boil down to this. Apply learning to what people are thinking & doing. Makes more sense to learn on the job than learning in orientation, often.

**Reflective Observation** notice, watch, listen, describe. Patron's reaction, e. g.

**Abstract conceptualization** think about it. Theorizing. Making meaning out of what happened. Lectures, reading. Develop strategies based on this.

**Active experimentation** try things out in the real world.

**We learn best when we go through all the stages.** But we often skip the stages. This is learner-focused, facilitator has less control. *We foster learning environment, encourage all four parts.*

**What does this mean for libraries?**

Many basic questions are lifelong journeys (i. e. What is good customer service? What do you do with a needle? How do I handle conflict? How do I handle a lockdown? Emotional Intelligence in the Workplace?)

**Implications for Structure** How do we structure learning opportunities around these questions now? With the Kolb cycle in mind, how might we structure them differently?

Meeting before and after to see what staff want to learn and then how to apply it afterward.

We should make sure that ongoing training don't become background, "white noise."

Need to address feelings; fight, flight, or freeze is real.

[Transfer of Training](#), recommended book.

**Spread out learning** multi-part classes, multiple classes over time, pre-work (Naming your feelings gets you into your neocortex and in a better space to learn.), post-work, post-class assessments (what are the 7 things I hope people learn from this), blended learning (eLearn),

distributing video, reading, via intranet, email (many opportunities to share and discuss -- lots of great discussion on intranet, which is SharePoint at SPL.) Assignments in contemporary learning often include formal/informal discussions, ala Blackboard.

Sat, April 14, [bomb drill held at SPL without staff knowledge](#).

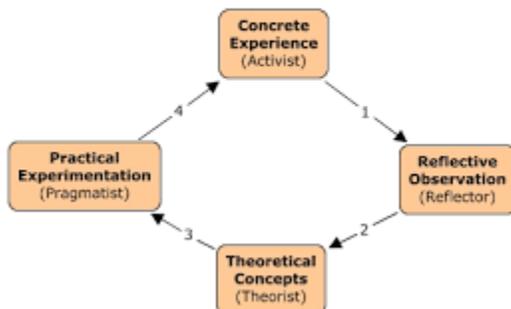
**Reflection** introspection is key to integrating experience, theory, thoughts on subject. Happens before, during, and after experience. Continuous, informal & formal. Separate facts & feelings (honor them) -- what happened? How did it relate to what you learned? What might you do differently next time? Can provide them basis for discussion and/or tools to produce something - video, writing, presenting, etc.)

--debriefing, reports, outcome-based evaluation process (e. g. [Project Outcome](#)), RFP's (requests for proposals), Intranet discussion, email, performance reviews, meetings.

- **Facilitating** questions prompting reflection, can be from facilitator, manager, meeting leader, everyone (informally)

**We jump in at different points in the cycle.** Activist jumps in. Reflector ponders. Theorist is very logical. Pragmatist tries and tests ideas. All styles can balance each other out when working in a team. Some of us will jump in and others will ask us to slow down.

Kolb's Learning Cycle



### Recommended Sources

[Where's the Learning in Service Learning](#)

[A Practitioner's Guide to Reflection in Service Learning](#)

### Ideas

Have a person set a goal before a webinar (ex.), bring back something to implement afterward. There is often a mismatch between what people teach and who's teaching it.

### Future WALT Program Topics

[Making Training Stick by Terry McQuown & Andrew Sanderbeck](#)

Safety training

Open for more -- share those that were good, trainers you've liked!

### Next Meetings

June 27, online meeting, 9-10.

Friday, August 24, 2018 9:30 AM-2:30 PM, location TBD.

Potentially at the conference as well. <http://www.wla.org/2018-wla-conference>

### **WLA CE Committee update**

-- Working on WLA seed grants.

-- Taking overing mentoring program.

-- Continuing education links need to be updated. Will someone take over? Joe & Brian volunteered. Jeanne will do a proposal.

-- Little money for scholarships. Had board approve proposal and it's on the website. Once WLA gets 501c3 status, can get more money -- since can't write off. Is a 501c4 (lobbying). We only have one lobbyist, which puts us within the 501c3 range for amount of lobbying done.

### **WLA Conference Meeting Date/Time**

Traditionally during part of conference with more free time. Anyone planning on going will be asked to help with putting together a WALT table. Not necessary to staff, unless you want to.

### **WALT Learns Together**

4 met online (Jeanne, Ruth, Elizabeth I., Brian) to discuss [When, by Daniel Pink](#).

Next one might be something we talked about today. Will not be an online multi-part WebJunction training at this time, as was suggested.

[MOOC Crash Course in Creativity](#) was suggested. Course is not currently available. Course description is viewable. In case you want to follow up the instructor Tina Seelig did a TED talk about the topic.

### **Roundtable Updates**

**CE/PD Committee** was tasked with **reviving mentoring program**. Preliminary ideas include running like a cohort for 6 months, roughly 10 couples. Starting at WLA. Fun -- food, drink. Mentor speed-dating. Business cards in a fishbowl. Scalable. If 1 cohort works, we could add another. Then expand to make libraries feel less siloed (especially remote rural libraries), calling it breaking down connections. For someone who doesn't need a mentor, but needs a peer to chat with. First cohort is mostly public librarians. Want to add teacher librarians, potentially academic.

**What is the need?** Jennifer Fenton was its champion. Why did it die out? It never got off the ground. Then she left. Directors could assign staff that have the capacity to do this. KCLS and SPL have mentor programs. With number of retirements rolling in, mentorship could be helpful for the new breed. Should be run by the mentees. Can by phone, email, WLA zoom platform, etc. Librarians, paraprofessionals, it will be a mix. Good spot for paras going back to school for MLS.

WLA has a mentor page. <http://www.wla.org/mentoring>. Mentee would have to be a member. Maybe mentor as well, at least institutional. Could encourage conference participation.

Someone has to manage it, training coordinator would be natural, when the position is filled. Should be next hire. Best to get something in Alki about it at end.

Adjourn 2:49