INSTITUTE of **Museum** and **Library** SERVICES

December 7, 2017

Military Libraries Training Workshop

Trends and Tools from the Greater Library Field

Open source tools

Open source tools

Open source tools

Seeding tools and inspiration

What is IMLS?

- Authorized in 1996 by the Museum and Library Services Act. The act includes:
  - Library Services and Technology Act (LSTA)
  - Museum Services Act (MSA)
- Merger of:
  - Institute of Museum Services (since 1976)
  - Library Programs Office, Dept. of Ed (since 1956)
- The primary source of federal support for the nation's **123,000 libraries** and **35,000 museums**

Where are they now?

EVERGREEN™

- Developed by Georgia Public Library Service (Georgia's state library) in 2006
- Now used by approximately 1,800 libraries around the world

Where are they now?

- Developed by the Roy Rosenzweig Center for History and New Media, George Mason University, in 2008

- Won the Mellon Award for Technology Collaboration

- Downloaded over 10,000 times used in over 100 websites, by institutions including Smithsonian
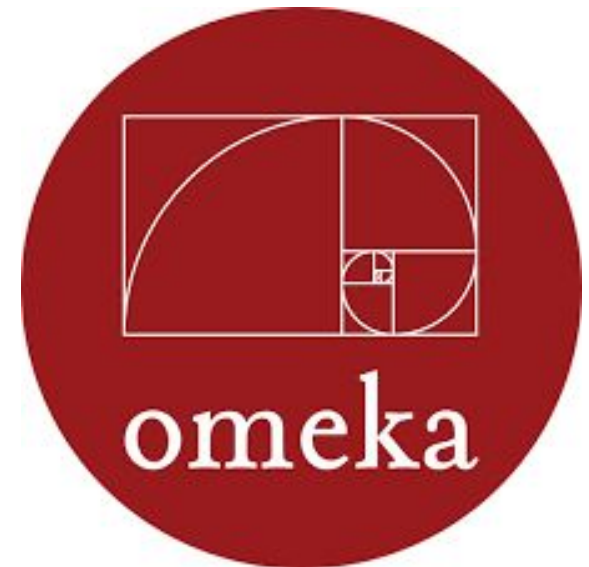
Format of this talk

- ~20 trends/tools
  - Trend
  - Example project/tool
  - Apply it
- Questions/comments

Patrons as Producers

Patrons are not just consumers, but producers in library spaces

Patrons as Producers

Example:

"The Memory Lab Network," DC Public Library

National Digital Stewardship Residency (2015-16)
National Leadership Grants for Libraries (2017)

Audrey Lengel
@audreyelengel

+ Follow

.@dcpl's new #MemoryLab is riiiiight *points* there. Now open to the public! dclibrary.org/labs/memorylab

RETWEETS 7   LIKES 8

11:01 AM - 20 Feb 2016

Apply It: Patrons as Producers

- "Making + Learning in Museums and Libraries" Framework, from IMLS: https://goo.gl/uqcER7

- Start small with a "making" brown bag or an interactive display

- Pilot "making" sessions with library staff as team-building exercises: usergeneratededucation.wordpress.com/2015/08/14/team-building-activities-that-support-maker-education-stem and-steam/

Design Thinking

Approaching problem-solving with a human-centered mindset and process

Design Thinking

Example: **"SimplyE," New York Public Library**
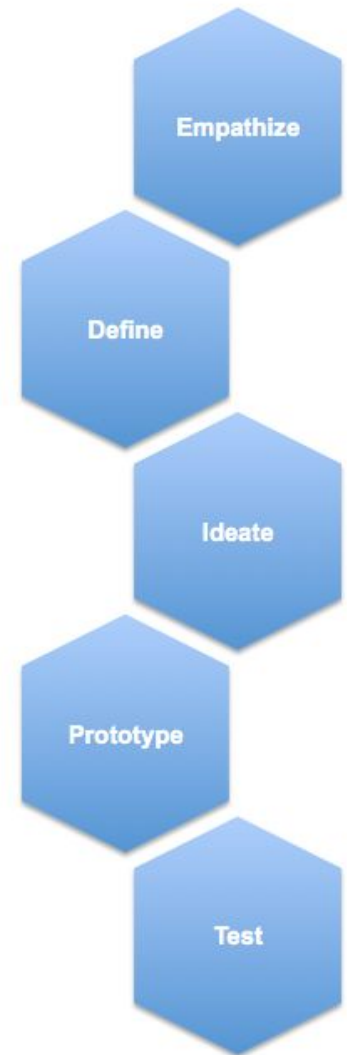
Apply It: Design Thinking

- Cultivate empathy to better understand users' needs

- Engage in learning from failure (leverage it towards new solutions)

- Check out the IDEO/Chicago toolkit: designthinkingforlibraries.c

Empathize

Define

Ideate

Prototype

Test

Filling Gaps

Gaps in the larger ecosystem can lead to libraries re-envisioning their work

Filling Gaps

Example: **Otis Library (CT), absorbed losses of nearby community rec center and mental institution**

Apply It: Filling Gaps

- Think about your library as part of the larger ecosystem and gaps it can fill

- Be attuned to changing conditions and new populations within the organization

- Consider a needs assessment or environmental scan to help identify gaps

Rethinking Skills

New kinds of library work may require different kinds of expertise. Who do we bring in to diversify our profession?

Rethinking Skills

Example: **TechConnect Classes, New York Public Library (Brandy McNeil)**

Apply It: Rethinking Skills

- What non-library skills do you (or other colleagues) already possess that you could bring to your work?

- What kinds of non-library skills might help you do your work better?

- When recruiting and hiring, where could diversity serve you?

Partnerships

Libraries that want to provide specialized programming don't always have to hire or become content experts – find partners instead!

Partnerships

Example: **"Data Privacy," Brooklyn Public Library and partners (dataprivacyproject.org)**

Welcome to the curriculum page for the Data Privacy Project. We are pleased to share a set of learning tools that was created with and for library professionals. The curriculum contains a facilitator's guide, presentation slides, and handouts, and permits remix and reuse under a Share Alike 4.0 Creative Commons license.

NEW AMERICA

Bklyn Public Library

Research Action Design
www.rad.cat

METROPOLITAN NEW YORK LIBRARY COUNCIL

Data&Society

Apply It: Partnerships

- Think about experts inside or outside your organization to bring in for brownbags or more sustained programming.

- Check out tips on cultivating partnerships from the IMLS *Engaging Communities* report (p. 13) https://www.imls.gov/publications/imls-focus-summary-report-engaging-communities

Residencies

Pathways for professional learning through time-limited, on-the-job experience

Residencies

Example: "**National Digital Stewardship Residency,**" **Library of Congress and others**

Laura Bush 21st Century Librarian Program
2013-present

Apply It: Residencies

- Evaluate your own programs for compatibility with fellowships and internships

- Collaborate with local libraries and iSchool summer or spring break programs

- Consider reverse mentoring to bring in new skills while hosting new-to-the-field professionals

Crowdsourcing

Using the skills (and spare time) of the masses

Crowdsourcing

Example: **"Purposeful Gaming," Missouri Botanical Garden (with Biodiversity Heritage Library)**

Apply It: Crowdsourcing

- Check out Beanstalk: beanstalkgame.org/beanstalkgame.org/ and Smorball: smorballgam

- Become a content partner library with Metadata Games (the makers of Smorball and Beanstalk) or use their open source code directly metadatagames.org/

Linked Open Data (LOD)

Recommended best practice for linking data to other data on the semantic web to provide context

Linked Open Data (LOD)

Example: **"Fedora 4 API Extension," Johns Hopkins University Libraries**
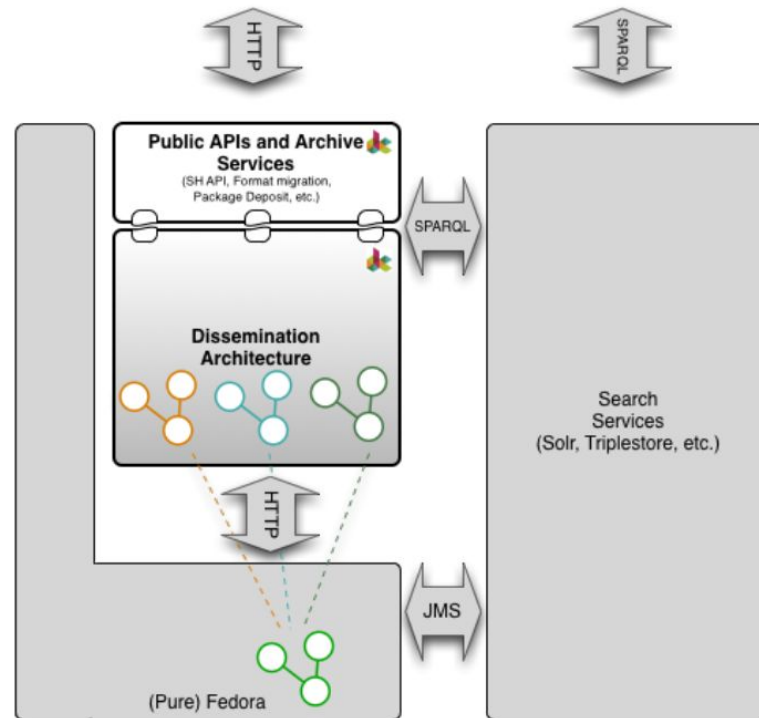
Apply It: Linked Open Data

- Beginners can explore a site with content from LOD sources such as en.lodlive.it/

- Use open standards like Resource Description Framework (RDF) to describe metadata

- Follow the LOD for Libraries, Archives, and Museums conversation at #LODLAM
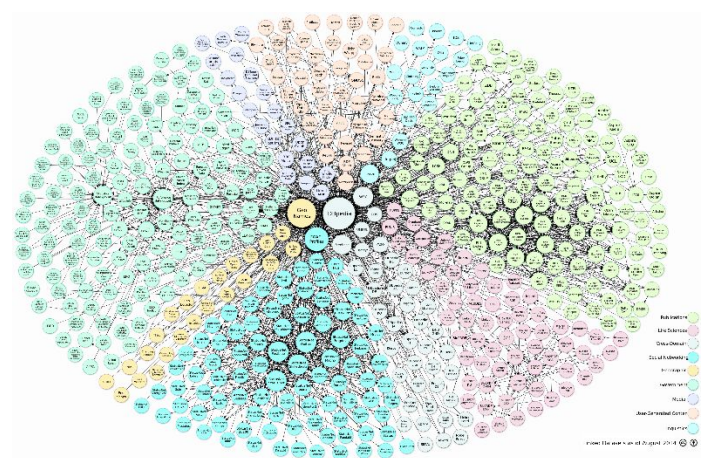
Open Access Research

Funders (including federal government) are increasing demanding that the scholarly research they support is free to access and use

Open Access Research

Example: **"SHARE," Association of Research Libraries**
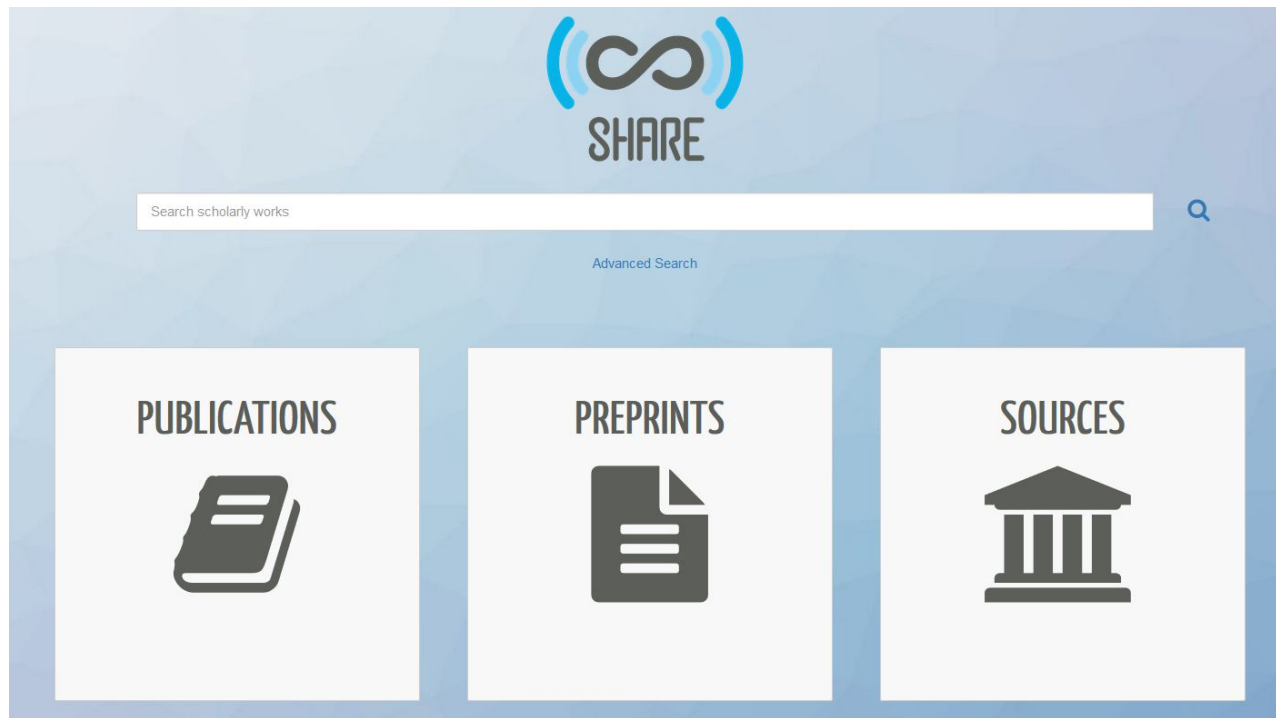
Apply It: Open Access Research

- Work with researchers to deposit federally-funded and other grant-funded research in designated open repositories

- Start using SHARE: share-research.org/

- Educate users on evolving best practices and requirements, such as Perma.cc (combat link rot by creating permanent records of cited web sources)

OPEN ACCESS

Open Educational Resources

Teaching and learning materials that are not just free, but "open"

Open Educational Resources

Example: **"Open Textbook Toolkit," North Carolina State University**

	Cost to Students	**Permissions to Faculty and Students**
Commercial Textbooks	Expensive	Restrictive
Library Resources	"Free"	Restrictive
Open Educational Resources	"Free"	Liberal (5Rs)

Chart from David Wiley (2015) https://opencontent.org/blog/archives/3883

Apply It: OER

- Check out institutions that already have OER projects or policies: sparcopen.org/our-work/list-of-oer-policies-projects/

- Explore the OER Commons for existing content: oercommons.org

- Follow the Department of Education's #GoOpen conversation

New Paths in Preservation

From preserving email to AV, new tools are emerging to meet the challenges

New Paths in Preservation

Example: "**ePADD,**" **Stanford University**
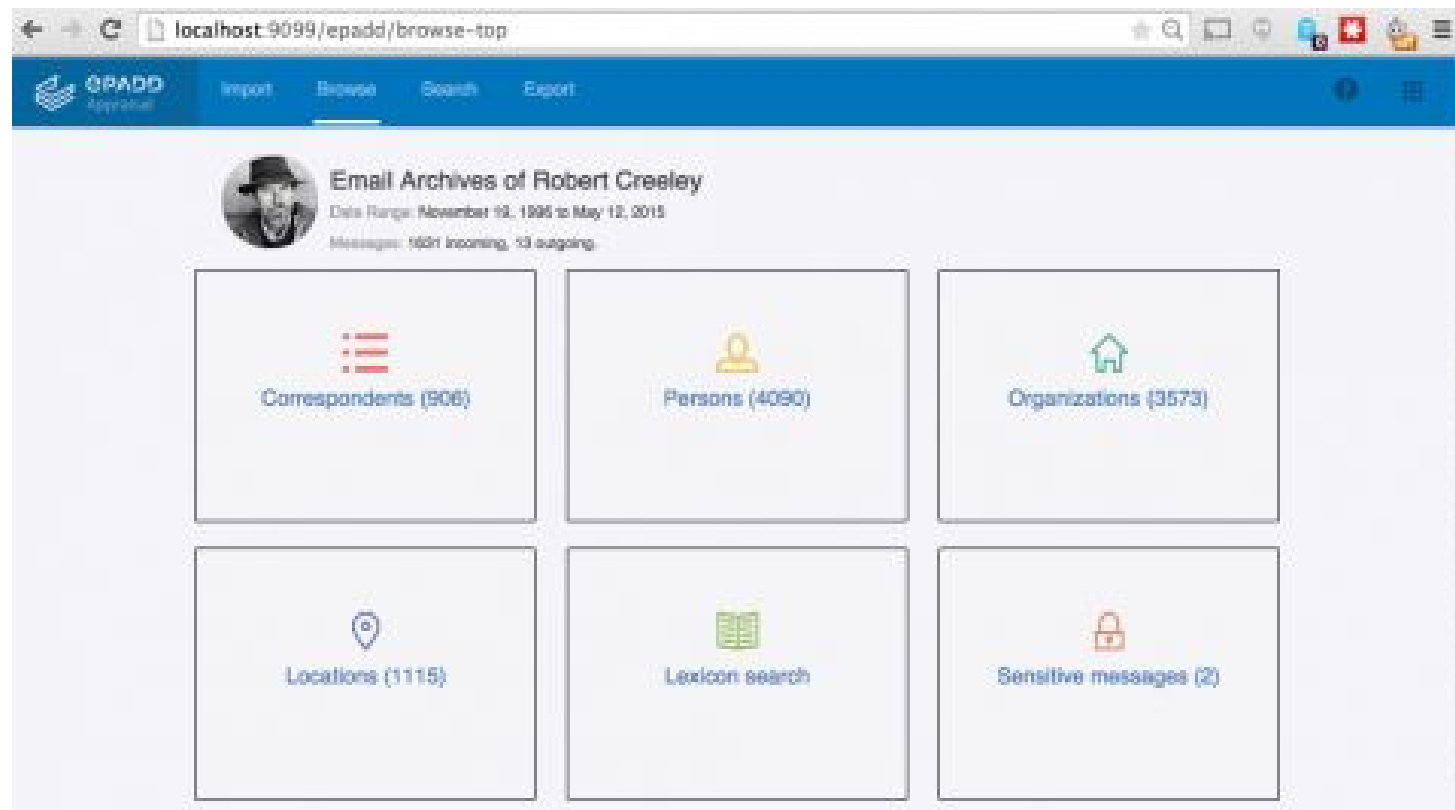
Apply It: Preservation

- Check out ePADD: library.stanford.edu/projects/ep

- Check out the IMLS-funded "Good Enough Digital Preservation": commons.lib.niu.edu/handle/10843/13610

- IMLS publication: "Open Digital Preservation Training and Professional Development Opportunities:" https://goo.gl/TuQehq

Targeted Populations

Libraries designing programs for high need populations:

- – Veterans and military families
- – Aging populations
- – Immigrants and new Americans
- – People experiencing homelessness
- – Etc.

Example: **"Veterans Connect @ the Library,"
California State Library**

Apply It: Targeted Populations

- How well do you know your audiences, and are there particular needs you could address?

- Work *with* them, seek their perspectives

- Consider targeted brownbags, exhibits, programs or collections

Accessibility

Accessibility in libraries is more than the physical configuration of the space – it's a mindset

Accessibility

Example: **"Talking Book and Braille Center," NJ State Library**

Apply It: Accessibility

- Let patrons know about this free service and find a library near you: loc.gov/nls/find.html

- Conduct an accessibility audit: arts.gov/sites/default/files/Design-for-Accessibility.pdf

- Check out the self-paced training from IMLS-funded Project ENABLE: projectenable.syr.edu

Social Justice

Libraries are responding to community needs to discuss and engage with social justice issues

Social Justice

Example: **"On the Record, All the Time," UCLA**

Apply It: Social Justice

- Host a Big Read discussion to engage on diversity topics: neabigread.org

- Read Chris Bourg's social justice framework: chrisbourg.wordpress.com/2016/04/16/diversity-inclusion-social-justice-and-libraries-proposing-a

- Join the #critlib (critical librarianship) conversation

Facilitation

Libraries are expanding their brand as neutral gathering spaces and conveners by training staff in facilitation

Facilitation
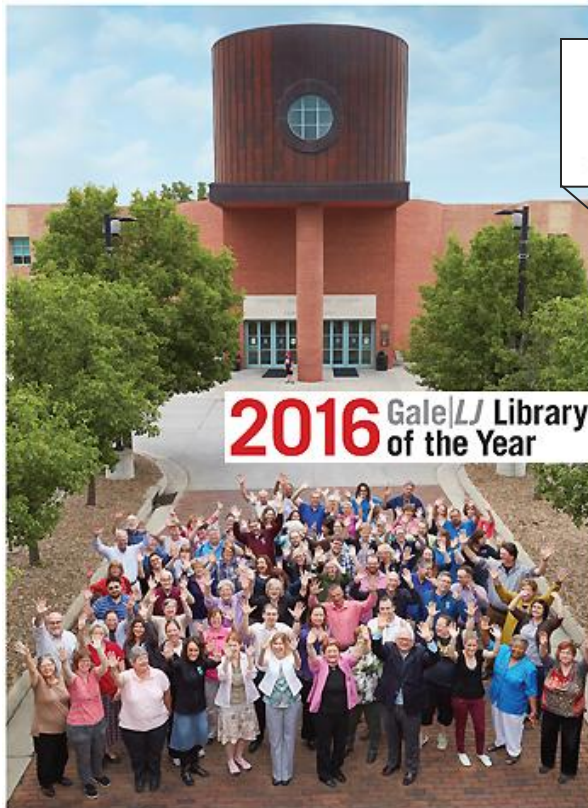
Example: **Topeka Shawnee County Public Library (KS)**

Photo by Alistair Tutton Photography

Apply It: Facilitation

- Check out the Aspen Institute's *Action Guide for Reenvisioning Your Library* (sign-up required): libraryvision.org/download_action_guide

- Try the "Turning Outward" 90-day approach developed by Harwood Institute/ALA: ala.org/transforminglibraries/libraries-transforming-communities/resources-for-library-professionals

Leading the Library

The challenge of transforming institutions to meet user needs

Leading the Library

Example: "Nexus," Educopia Institute

Leading Self	Leading Others	Leading the Department	Leading Multiple Departments	Leading the Organization	Leading the Profession
KEY ROLE: Pursue knowledge, assignments and responsibilities that expand leadership capabilities	**KEY ROLE:** Add value to position and organization with creative and transformative teamwork	**KEY ROLE:** Manage complex strategies and projects through cross-functional teams	**KEY ROLE:** Connect with broader internal and external systems	**KEY ROLE:** Envision and shape broader culture, organization and strategy	**KEY ROLE:** Help my profession constructively examine itself and evolve
CHALLENGE: "How do I navigate my organization in order to have impact, learn, and grow both technically and as a leader?"	**CHALLENGE:** "I'm good at doing my own work, but how do I get the work done through others?"	**CHALLENGE:** "How do I translate organizational culture and associated strategy into practical plans and objectives that my people can relate to and be measured on?"	**CHALLENGE:** "How might the collective performance of my departments be enhanced for the long term success of the overall organization?"	**CHALLENGE:** "How do I strengthen or transform my organization so it continues to be relevant and adds value to the communities we serve?"	**CHALLENGE:** "How do I make an impact on the growth, development, sustainability and reputation of my profession?"

Laura Bush 21st Century Librarian Program
2013 and 2014

Apply It: Leading the Library

- Review the Nexus model: educopia.org/research/nexus

- Get inspired by ILEAD USA speakers James LaRue, Michael Stephens and David Lankes: cyberdriveillinois.com/departments/library/libraries/ileadusa.html

Infopreneur

The ability to monetize information; applying entrepreneurial practices in information professions

Infopreneur

Example: **"Play and Learn Islands," Rancho Cucamonga Public Library (CA)**

Apply It: Infopreneur

- Approach your job responsibilities from a place of ownership, initiative, and personal direction

- Check out *Risk and Entrepreneurship in Libraries: Seizing Opportunities for Change* (ISBN-13: 978-0-8389-8516-8)

- Check out this 4-minute read: fastcompany.com/1838014/thepreneur-act-employee

New Approaches to Marketing

Allied organizations are helping libraries reframe their value in ways that resonate with users

- Example:
  - **Libraries Transform (ALA)**

Apply It: Marketing

- Check out the free Libraries Transform materials (sign-up required for some of it): ilovelibraries.org/librariestransform/

- Read more about the Aspen Institute report's "People, Place, and Platform" concepts: csreports.aspeninstitute.org/Dialogue-on-Public-Libraries/2014/report/details/0087/Libraries
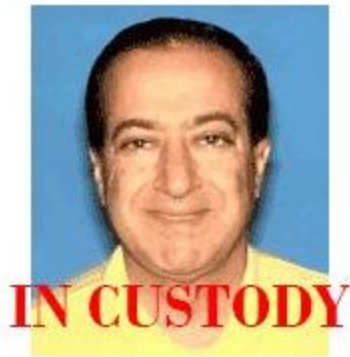
BECAUSE TRANSFORMATION IS ESSENTIAL TO THE COMMUNITIES WE SERVE.

Outcomes

How can libraries better show their worth, not in circulation numbers or foot traffic (outputs), but in articles published, missions accomplished, etc. (outcomes)

Outcomes

Example: **EPA's National Enforcement Investigations Center (NEIC) Library, Denver**

Apply It: Outcomes

- Reframe what you do to the organization's mission

- Ask patrons to submit success stories/outcomes following library use

- Check out sample outcomes-based surveys being piloted by the Public Library Association: ala.org/pla/initiatives/performancemeasurement/pilotsurvey

Resources for Trends

- New Media Consortium annual Horizon Report
- ALA annual State of America's Libraries Report
- ALA Center for the Future of Libraries
- LJ's Movers and Shakers, Library of the Year
- Stephen's Lighthouse blog (Stephen Abram)
- IMLS Grantmaking, National Medals

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SERVICES

Questions

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