

# LearningExchange

December 2014

“School ends, but education doesn’t.”

Volume 31, Number 2

## “Help! How Do I Get Off This Sinking Ship?” and other trainer tips

Jennifer Fenton,  
Continuing Education and Training Coordinator,  
Washington State Library

As a trainer, I enjoy incorporating various features and activities into my trainings. When developing a training, I reflect on who my audience is and what their needs will be. I consider the topic and the best ways to approach the topic.

One of my activities is guided note-taking. Guided note-taking is deceptively simple. It engages the visual learners because they see the words on the screen and/or workbook. The oral learners hear the words read aloud. They get learning in an auditory manner. Even the kinesthetic learners get something out of this because they are writing in the missing words, giving their hand something to do which triggers learning and memory.

Other activities that I like to incorporate into my trainings include small group discussions with a recorder who uses a flip-chart. This allows those that learn by doing to write out the notes from the group who is discussing the topic (good for the auditory learners) and then the visual learners get engaged by seeing the conversation reflected on

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### **New ideas to share?**

Send your articles to the editors at  
[editor@alalearning.org](mailto:editor@alalearning.org)

## Open Access Week and Graduate College Workshop

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Information Specialist -- Senior,  
Arizona State University

The Scholarly Publishing and Academic Research Coalition (SPARC) sponsors Open Access (OA) Week each year. In 2014 libraries responded to the global initiative by creating programming and training to promote the benefits of Open Access. Arizona State University (ASU) hosted a series of events designed to inform the university body on the elements of OA and the potential it offered for maximizing research investments and increasing exposure. To stimulate conversation about the role of Open Access within scholarly publishing and encourage usage of ASU’s digital repository, the library’s Scholarly Communication department sponsored a series of events throughout the week for university constituency.

In collaboration with the Office of Graduate Education, ASU Libraries presented an informational session for graduate students demonstrating how OA and digital repositories are relevant within their own studies and professional development. Additionally, the workshop focused on the university’s institutional digital repository (IDR) and the students’ required submission of their theses/dissertations to the IDR. Designed to publicize the innovative research of ASU faculty and students, the IDR offers free online access worldwide.

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# Pat Carterette Professional Development Grant

There's nothing like attending a library conference or workshop to spark new interest, excitement and motivation in a library employee. That's why Pat Carterette, a former Staff Development specialist, was always in the forefront of encouraging people to sign up, go...learn something new!

In her memory and to help further that legacy, the Learning Round Table of the American Library Association is offering the Pat Carterette Professional Development Grant. The grant winner will be awarded up to \$1,000 to attend a continuing education event. Monies can be used to cover registration, travel, lodging or other expenses.

To apply fill out an online application before Dec. 15, 2014. For more information and the application, see: <http://www.ala.org/learnrt/pat-carterette-professional-development-grant>

The grant award recipient will be announced shortly after ALA Midwinter Conference in January, 2015.

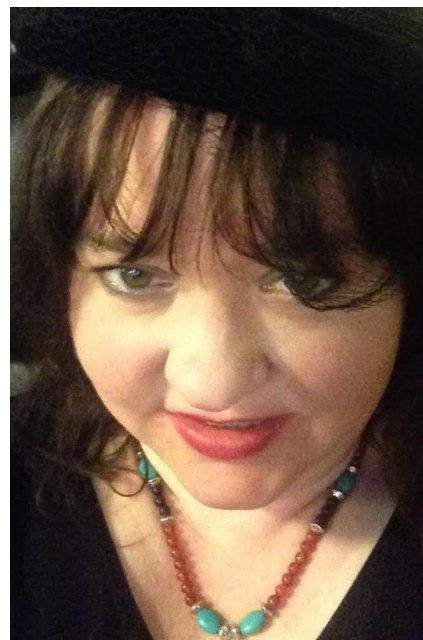


*Pat Carterette in Portugal (nd)*

# President's Message

Winter is already hitting us here in the beautiful Pacific Northwest with our first frosts and chilly temperatures. ALA Midwinter is actually just around the corner and I hope many LEARN RT members will stop by our LEARN RT Executive Board and Membership Meeting on Saturday, January 31, 9:00am-12:00pm. As always, the board meeting is open to anyone interested in learning more about LEARN RT. However, we've adjusted the format a bit this time and the first hour will be the general membership meeting followed by the open Executive Board meeting which will be 10:00am-12:00pm. We hope to see our LEARN RT friends at the meeting in Chicago. You'll also notice that we now only have one meeting instead of two separate meetings. ALA has been re-working their format for both Midwinter and Annual and encouraged us to consider consolidating our meetings. This works great for me as I hope to peek in on other open meetings at Midwinter.

Thanks for your support of the LEARN Roundtable, I know that getting involved in professional organizations has greatly enriched my career for many years. We have a full slate of officers running for the 2015-2017 Board and I encourage you to vote in the upcoming election. The names will be announced soon. I wish to extend a personal thank you to each and every person who volunteered to run for an office. If you missed the call for office this year, check us out at Midwinter and Annual and consider running in 2016. The way time flies, it will be here in the



*Jennifer Fenton, President, Learning RT*

blink of an eye.

Are you already dreaming of warm summer weather? If so, you may want to turn your thoughts to ALA Annual in San Francisco. I've never been to San Francisco and am excited that ALA Annual coincides with the Pride Parade. Because of this event (lots of people in the streets), we are aiming to host our programs on non-parade days and the Executive Board Meeting (open to all) will be first thing in the morning on Pride Sunday in San Francisco. Our programming committee is working hard to plan a great pre-conference and sessions at ALA Annual. Stay tuned for details. Thanks for contributing to LEARN RT, we couldn't do it without all of our members and followers. See you at ALA or online at our 2015 meetings (exact schedule TBD.)

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## ALA Midwinter Learn RT Meeting

Saturday, January 31, 9:00am-12:00pm: LEARN RT Executive Board and Membership Meeting. The first hour will be the general membership meeting and the Executive Board meeting will be 10:00am-12:00pm.

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## Upcoming Online Meetings

Log-in instructions will be made available closer to the meeting dates.

Monday, December 1st, 11:00am Pacific Time,  
12:00pm Mountain Time, 1:00pm Central Time,  
2:00pm Eastern Time

All LEARN RT members and interested members are welcome to attend these membership meetings.

## *Ships Continued from Page 1*

the flip-chart. Reporting out gives another person an opportunity to participate and use various skills.

Post-its with words and concepts that can be put up on the wall and moved around is another great way to engage a variety of learning styles.

Beyond the traditional learning styles, I try to add in learning elements that connect to the way adult learners now process information. These elements include gamification, the flipped classroom, self-directed learning, learner-centered, mobile and social media. Not all of these are appropriate for every training although they are becoming more popular.

Recently, I presented several programs at our Washington Library Employees (WALE) conference. Each one was unique and all three incorporate different learning styles:

*Gadget Menagerie:* Learn how various eReaders, tablets, and other devices work. Discover what they have in common, how they are different, and learn basic tips. Explore the Washington State Gadget Menagerie including Kindles, Nooks, Galaxy Tablets, iPads, Microsoft Surface, Google Nexus, and more!

*Help! How Do I Get Off This Sinking Ship?* In this interactive workshop, participants learned how to deal with stress and burn-out and still provide stellar customer service.

Activities included a participant stress test, demonstrating and having participants do some brain gym activities, small and large group discussions, pair and share, reporting out and live demos.

*Visioning the Futures of Libraries:* What do you think of when you think of a library? What services are essential in the 21st Century? Are there other services that libraries should offer? This session will be a forum for sharing a vision for the library of the future.

## *Open Access Continued from Page 1*

Through an open forum, the session endeavored to teach the advantages of OA and dispel associated myths. Through engaged dialogue, librarians and students connected. Common misconceptions amongst graduate students about posting their thesis to the university's IDR involve concerns of current research being scooped or companies' disinclination to invest in publishing content which is otherwise freely available. Discussing the students' ability to embargo the thesis and the university's IDR as a tool to market both the scholar and the research were designed to enlighten and convince the student of the benefits to posting their research.

Scholarly output by graduate students exceeds the thesis. Students are publishing peer-reviewed papers and presenting at conferences. A central component of the workshop was to encourage students to publish their research to ASU's IDR. To achieve the goal of increasing graduate student contributions to ASU's IDR, the workshop emphasized the benefits of publishing to IDR. Amongst the advantages from publishing research to IDR for students who are beginning an academic career include: establishing an accessible online portfolio, archiving research for preservation, creating a citable URL for a curriculum vitae, increasing dissemination by marketing yourself, and establishing professional credibility.

With many graduate students pursuing careers in academia and confronting the challenges of a rapidly evolving business model in scholarly publishing, it is vital for librarians to assert themselves and the library as a valuable resource to navigate its complexities. As the workshop served to be a resourceful method of outreach for connecting with a vital constituency of the university during Open Access Week, discussion occurred involving the benefit of providing the session closer to the conclusion of the spring 2015 semester. During which, students will be graduating and confronting the issue of making their thesis available online.



# Things to See and Places to Eat in Chicago

Colleen Hooks, Features Editor



*Chicago Sunset from Hancock Observatory*

*Photograph by Chris Smith [www.flickr.com/photos/cjsmithphotography/5518522177](http://www.flickr.com/photos/cjsmithphotography/5518522177)*

Looking for something to do during your downtime at the Midwinter Conference? Listed in Lonely Planet's top ten travel destinations for 2014, Chicago has lots of things to see and places eat!

## **Chicago Eats**

### *Pizza*

One could argue that you can't go to Chicago without getting some famous Chicago-style pizza. While we won't get into the debate of who has the best deep dish pizza in Chicago, Gino's East, Lou Malnati's and The Art of Pizza show up often in the list of contenders.

### *Portillo's*

If you're looking for a Chicago dog, look no further than Portillo's. This award winning restaurant started in Chicago as a hotdog cart and has since expanded across the U.S. They also offer Italian beef sandwiches, burgers and salads.

### *The Chicago Diner*

This vegan and vegetarian diner has been in business for over 30 years. The menu offers

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something to satisfy just about any craving and the food will appeal to herbivores and meat eaters alike. The Chicago Diner's long list of accolades can attest to that.

### *Alinea*

Considered to be one of the best restaurants in America, and a holder of a Michelin 3-star rating, Alinea is as much of a work of art as it is a dining experience; Offering a tasting menu of between 18 and 22 courses based on seasonal flavors.

### *Intelligentsia Coffee*

Founded and headquartered in Chicago, Intelligentsia's coffees are grown exclusively for the brand. If you're looking for a pick-me-up, there are 6 Intelligentsia Coffee bars in the Chicago area.

## **Chicago Sights**

### *Museums*

Chicago is home to many museums, so there is an option for any interest: The Field Museum for natural history, The Museum of Science

*Continued as Chicago Sights on page 7*

# CE -- A Bigger Picture

## *The Coalition to Advance Learning in Archives, Libraries and Museums*

Shirley Biladeau, Continuing Education Consultant, Idaho Commission for Libraries

A Continuing Education Summit was hosted by IMLS and OCLC in June 2013 with the aim of jump-starting coordinated, near-term plans for innovative projects and partnerships. An outcome of that summit was a shared understanding of organizational priorities toward improvement of the impact and sustainability of continuing education for the field. Further, participants came away from the event with a clear sense that they could work in cooperation to more effectively meet their own organization's goals while also advancing the goals of continuing education overall.

This effort resulted in the meeting of the Coalition to Advance Learning in Archives, Libraries and Museums, a cross-sector group of key audience representatives, representatives from organizations already committed to continuing education nationally, and individuals making significant contributions to continuing education in local environments. With impetus and funding from the Institute of Museum and Library Services and coordinated by OCLC, the group met March 27-28, 2014 in Washington D.C. to consider the challenges and initiate efforts to develop approaches for future collaboration.

The participants agreed that the purpose of the Coalition is to work in deliberate coordination across organizational boundaries to devise and strengthen sustainable continuing education and professional programs that will transform the library, museum and archives workforce in ways that lead to measureable impact on our nation's communities.

Key outcomes of this initial meeting were the creation of three working groups:

- Governance and coalition-building: an essential component to forging and sustaining collaboration will be ensuring and codifying agreements on purpose and directions, building effective internal relationships, guiding decision-making, and providing common information for dissemination on the work of the Coalition;

- Assessing the field: gathering information on the status of continuing education and professional development in each of the collaborating fields will

ensure solid data for planning, identify existing programs on which to build, and support effective development of further joint efforts;

- Developing a prototype: perhaps the most tangible demonstration of the value of collaborative continuing education/professional development will be creation of an education opportunity that quickly and effectively meets the needs of all cooperating professions in a common area of much-needed training.

The Coalition to Advance Learning in Archives, Libraries and Museums invites interested organizations and individuals to review and comment on its work and to consider becoming involved in this collaboration.

Current members of the Coalition are:

Susan Benton, Urban Libraries Council  
Clara Chu, Association for Library and Information Science Education  
Linda Crowe, Califa  
Mary Ellen Davis, Association of College & Research Libraries  
Victoria Garvin, Association of Children's Museums  
Laurie Gemmill Arp, LYRASIS  
Wendy Hancock, Association of Science – Technology Centers  
Barb Macikas, Public Library Association  
Nancy McGovern, Digital Preservation Management Workshops  
Douglas Newcomb, Special Libraries Association  
Mark Puente, Association of Research Libraries  
Lawrence Reger, Heritage Preservation  
Donna McCrea, Society of American Archivists  
Cal Shepard, North Carolina State Library and COSLA representative  
Katherine Skinner, Educopia Institute  
Greg Stevens, American Alliance of Museums  
Sharon Streams, OCLC  
Jennifer Thomas, Virginia Association of Museums  
Matthew B. Veatch, Council of State Archivists  
Beth Yoke, Young Adult Library Services Association

For more information contact Anna Shelton at [sheltona@oclc.org](mailto:sheltona@oclc.org).

Adapted from: <http://www.oclc.org/en-US/news/releases/2013/201348dublin.html>

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## *Chicago Sights Continued from Page 5*

and Industry, the Shedd Aquarium, the Adler Planetarium, the DuSable Museum of African American History, the Peggy Notebaert Nature Museum, and the Art Institute of Chicago - just to name a few.

### *Millennium Park - 201 E Randolph S*

Located in the heart of Downtown Chicago, Millennium Park is a showcase of architecture, sculpture and landscape design. It's the home of Cloud Gate - aka - The Bean, Wrigley Square and the Millennium Monument, Lurie Garden, and much more! You can also find the Nichols Bridgeway in Millennium Park; a bridge that will take pedestrians over to the Art Institute of Chicago.

### *Robie House - 5757 S. Woodlawn Avenue*

Created by the famous architect Frank Lloyd Wright, the Robie House on the University of Chicago campus is considered to be one of the most important buildings in the history of American architecture. There are many other Frank Lloyd Wright structures located in the Oak Park as well.

### *Navy Pier*

Located on the coast of Lake Michigan, the Navy Pier offers visitors many options, including rides and attractions, shopping and entertainment, as well as dining options and sightseeing cruises.

### *Willis Tower - Sky Deck*

The tallest building in North America, Willis Tower (formerly known as the Sears Tower) offers views that span up to four states. Visitors can take a look at exhibits and a theater presentation on their way up to the 103 floor Sky Deck.

### *360 Chicago*

Formerly known as the John Hancock Observatory, 360 Chicago was voted the best view in America by Travel and Leisure Magazine. Visitors can enjoy their view from the cafe on the 94th floor, while daredevils can see Chicago from a new angle on TILT.

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## **Book Review: Telling Ain't Training**

Amanda Hovious

Stolovitch, H. D. and Keeps, E. J. (2011). *Telling Ain't Training* (2nd ed.). Alexandria, VA: ASTD. (ISBN: 1562867016)

If the goal of professional training is for learning to take place, then those involved in teaching it must be aware of the fundamental principles of human learning and how to design instruction that supports the way people learn. If you find yourself in the role of trainer, but lack a formal background in the learning sciences, a good introduction to effective training is *Telling Ain't Training* by Harold D. Stolovitch and Erica J. Keeps. Here are key takeaways from the book:

- Training should begin with an explanation of why it is needed and what the learners will be able to do with it (i.e. rationale, objectives).
- Learning requires attention.
- Learners have limited memories.
- Learners need opportunities for practice.
- Learners need feedback.
- Training approach should match content, training goals and learner characteristics.
- Message design is more important than delivery mode (i.e. face-to-face vs. online).

*Telling Ain't Training* was created to serve as a how-to manual for developing effective training and instruction based on solid cognitive research. It includes strategies and models for structuring effective training, as well as examples of effective learning activities. It is a must-read for anyone involved in professional development or continuing education.



# Autumn Season Brings Beautiful Days and Lots of Learning for Montana Librarians

Lauren McMullen, Training and Development Specialist, Montana State Library



*Montana Photograph by FunGi\_(Trading)  
www.flickr.com/photos/v-neck/6145318478*

When librarians get together in Montana, there's usually some continuing education involved. That's especially true in the fall, when we're getting ready for the long months of winter to set in. September and October are very busy training months!

In September, the Montana State Library hosted more than 120 public and school library directors, staff, and trustees at the 14th annual Fall Workshops in Helena. This two-day event offered a selection of fifty four hours of continuing education in Library Administration, Services to the Public, Collection Management & Technical Services, and Technology. Librarians also had plenty of opportunities to meet informally to share what they learned, exchange best practices, and help each other out with problem solving and brainstorming.

The next opportunity came along in October, at the Montana Library Association Academic & Special Libraries Division/Public Library Division (MLA ASLD/PLD) annual retreat at the lovely Chico Hot Springs Resort and Day Spa in Emigrant, Montana. Thirty-five librarians attended interactive workshops on community engagement, communicating online, professional association leadership and more.

Also in October, teacher-librarians learned about digital projects, intellectual freedom, social media, and statewide databases in workshops at the Montana Education Association – Montana Federation of Teachers (MEA-MFT) Educator's Conference in Missoula. Trainings were presented by Montana Library Association members and Montana State Library staff members.

Three Library Federations offered training at their fall meetings this year on library finances and budgeting (at Golden Plains Federation in Wolf Point and Sagebrush Federation in Miles City) and collecting & reporting usage of electronic resources (Pathfinder Federation in Fort Benton).

The face-to-face training season wrapped up in early November with a workshop from the Digital Public Library of America (DPLA) western states road trip. They made a stop in Helena, where librarians and museum partners learned the nuts and bolts of creating digital collections.

For those librarians who were unable to travel, online learning opportunities were available from the State Library. The webinars and online meetings will continue throughout the winter months so that Montana librarians can continue learning and meeting with their peers until face-to-face opportunities open up again in the spring.

Brand new this year is a statewide contract with GoToMeeting (GTM) online meeting software for public libraries that is provided by the Montana State Library. Each library will have a 25-seat GTM room to use as they see fit: for collaborations, trainings, and demonstrations, with patrons and with each other. In Montana, we don't let distance or the weather get in the way of learning!