Title	URL	Association/ Region	Main Category	Sub-Category	Dates Offered	Cost	Frequency	Details/Ideas
Future-Proof Your Team: Be Ready for Anything	https://elearning.ala.org/local/catalog/view/product.php?productid=935	American Library Association	Administration & Leadership		On-Demand	$112.50/$125	Series	"In this new self-paced eCourse, library management expert Cathy Hakala-Ausperk, author of the bestseller Be A Great Boss, will help you and your team survive and thrive through change. Using an electronic edition of her planning workbook Future-Proof Your Team, you'll be guided through a series of recorded lectures, readings, and exercises."
Going Fearlessly Fine-Free	https://elearning.ala.org/local/catalog/view/product.php?productid=447	PLA	Administration & Leadership		On-Demand	$71.10/ $79	One Time	PLA 2020 Virtual Conference On-Demand Session on eliminting overdue fines.
Introducing: Strategic Planning for Public Libraries	https://elearning.ala.org/local/catalog/view/product.php?productid=251	PLA	Administration & Leadership	Strategic Planning	On-Demand	Free	One Time	"In this free on-demand webinar, author Joy Fuller introduces the strategic planning approach outlined in the book and provide a sneak peek into an important step in the planning process."
Best of Core at ALA Annual Conference: A Strategic Plan to Live By	https://elearning.ala.org/local/catalog/view/product.php?productid=973	ALA Core Forum	Administration & Leadership	Strategic Planning	On-Demand	$57.67 Core member, $71.10 ALA member, $79 nonmember	On Demand	Strategic planning is a routine part of library leadership, but what if you took the ordinary planning process and made it transformative? Learn how one library system developed a strategic plan to live by using the Harwood approach and leveraging staff and community input, creating data-driven measures of achievement and powerful outcomes, and engaging staff at all levels to take ownership. This panel presentation will include staff from the strategic planning process who will share success stories from PLS's strategic planning process, tips on how to craft your own strategic plan to impact your community, and ways in which staff from the administrator to frontline can lead and accomplish organizational goals. Learn how one document can help tell your library's story, help streamline budgeting, and empower staff at all levels. Discover partners in and outside your organization who will help implement and carry out this plan beyond the walls of the library.
Just the "T": Duty, Authority, Responsibility and Liability - Library Trustees as Public	https://elearning.ala.org/local/catalog/view/product.php?productid=1008	American Library Association	Administration & Leadership	Library Board	On-Demand	$71.10/ $79	One Time	How understanding their official duties, authority and responsibility (and potential liabilities) can help trustees and directors create policies and strategies for facing complex situations.
Leadership during COVID-19: Pivoting from Reactive Survival to Proactive Planning	https://elearning.ala.org/local/catalog/view/product.php?productid=415	American Library Association	Administration & Leadership		On-Demand	$71.10/ $79	One Time	How to apply crisis leadership to unique situtations.
Leveraging Staff Talent to Create Your Strategic Vision	https://elearning.ala.org/local/catalog/view/product.php?productid=499	PLA	Administration & Leadership	Strategic Planning	On-Demand	$71.10/ $79	One Time	This panel demonstrates how libraries of any size or scale can utilize staff to successfully create their own strategic vision by listening to staff input to create a true sense of teamwork, providing the resources to set staff up for success, and communicating the organization's ultimate vision and direction to staff.
Libraries Transforming Communities: Facilitation Training for Small and Rural Libraries	https://elearning.ala.org/local/catalog/view/product.php?productid=705	American Library Association	Administration & Leadership		On-Demand	Free	One Time	Leading and facilitating conversations.
Organizational and Governance Best Practices for Boards	https://elearning.ala.org/local/catalog/view/product.php?productid=1155	United for Libraries	Administration & Leadership	Library Board	On-Demand	$71.10/ $79	One Time	Learn the difference between bylaws and operational standards and what belongs in each along with tips for a regular review of both. Learn how to evaluate your current committee structure, determine the needs of your organization, and implement change for increased engagement and improved efficiency and outcomes.
Part Playground, Part Laboratory: Building New Ideas at Your Library	https://elearning.ala.org/local/catalog/view/product.php?productid=443	PLA	Administration & Leadership		On-Demand	$71.10/ $79	One Time	Learn how to build a process for intentional innovation and experimentation at your library
Building A Stronger Relationship with Your Library Board	https://elearning.ala.org/local/catalog/view/product.php?productid=871	United for Libraries	Administration & Leadership	Library Board	On-Demand	$71.10/ $79	One Time	The library's director is undoubtedly the single most important key to its success. An excellent library director works well with the Trustees/library board, the staff, local government, and the community. Nothing will ruin a good board-director working relationship faster than a board micro-managing the director or a director who does not communicate clearly with the board providing them with all the information they need to make good decisions within their prescribed roles.

This session will cover helping board members understand respective roles, including the difference between governance and management; onboarding, training, and succession planning; effective communication, and ways to engage the members. |
| Cardholder Signup Policies: Access in Practice | https://elearning.ala.org/local/catalog/view/product.php?productid=1427 | Brooklyn Public Library / PLA | Administration & Leadership | Policy | On-Demand | $71.10/ $79 | One Time | When was the last time you examined your library's cardholder policies to identify access barriers? In 2023, Brooklyn Public Library (BPL) launched a research project to collect and study cardholder signup policies from public libraries across the nation. Using the findings, BPL convened a diverse working group of public library leaders to develop a policy framework of guiding principles and best practices for cardholder registration.

In this on-demand webinar, representatives from the working group present how and why this project was conceived and share an analysis of the findings. They also provide opportunities for public library staff, leaders, boards, and community stakeholders to revisit their registration policies to better align with the library profession's values of access and intellectual freedom. Topics covered include residency requirements vs. managing costs of online content, youth signup, and considerations for non-English speakers. |

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Crisis Communications for Library Leaders	https://elearning.ala.org/local/catalog/view/product.php?productid=1190	ALA	Administration & Leadership		On-Demand	Free	One Time	A crisis, by its very nature, is unpredictable and often unanticipated. But preparation is key to effective communication in times of crisis. In this session, you will learn tools and tactics for responding to a crisis that may never happen in your library.
Trauma-Informed Supervision for Library Leaders Part 1: Understanding Trauma-Ir	https://elearning.ala.org/local/catalog/view/product.php?productid=930	ALSC (Association for Library Service to	Administration & Leadership		On-Demand	$71.10/ $79	One Time	It is not uncommon for library workers to be exposed to primary or vicarious trauma over the course of their career. According to the recent Urban Library Trauma Study, nearly 70% of respondents shared that they had experienced violent or aggressive behavior from patrons, while 22% indicated that they experienced similar behavior from their own coworkers.\n\nThrough an understanding of trauma-informed practices, library administrators and managers can better support staff in their service to the public while fostering an organizational culture of safety, trust, and inclusion. In this two-part webinar series, participants will learn various trauma-informed approaches and explore how to apply these concepts within their own library.\n\nIn Part 1 of this webinar series, participants will be able to define trauma and its causes, and identify principles of trauma-informed care.\n\nThis webinar was recorded live on June 7th, 2023.
Trauma-Informed Supervision for Library Leaders Part 2: Supporting Library Staff	https://elearning.ala.org/local/catalog/view/product.php?productid=931	ALSC (Association for Library Service to	Administration & Leadership		On-Demand	$71.10/ $79	One Time	In Part 2 of this webinar series, participants will be able to self-assess where opportunities lie to provide trauma-informed supervision, and explore practical strategies to mitigate compassion fatigue and professional burnout among staff through trauma-informed supervision.\n\nThis webinar was recorded live on June 13th, 2023.
Trustee Academy	https://elearning.ala.org/local/catalog/view/product.php?productid=264	United for Libraries	Administration & Leadership	Library Board	On-Demand	$202.50/ $225	One Time	The Trustee Academy is a series of online courses to help Trustees become exceptionally proficient in their roles on behalf of their libraries. All of the online courses are taught by a professional in the field.
United for Libraries Learning Live Series	https://elearning.ala.org/local/catalog/view/product.php?productid=692	United for Libraries	Administration & Leadership	Library Board	Live (Panel)	$134.10/ $149	Monthly	United for Libraries Learning Live sessions take place on the second Tuesday of each month at 2 p.m. Eastern Time. Each month's session will cover a hot topic of interest to Trustees, Friends and/or Foundations, followed by a Q&A and/or discussions.
Unreturned Materials as Barriers to Access	https://elearning.ala.org/local/catalog/view/product.php?productid=428	PLA	Administration & Leadership	Policy	On-Demand	$71.10/ $79	One Time	With public libraries increasingly eliminating fines as a means of reducing barriers to library access, Milwaukee Public Library and the University of Wisconsin-Milwaukee School of Information Studies dared to ask the most basic question: why don't people return their books?\n\nIn the fall of 2016, more than 10,000 people in the City of Milwaukee, WI had their fines forgiven and their library privileges restored. Within 90 days, 8% of those individuals found themselves in the same position, with fines and fees blocking access. Would fine elimination solve this problem, or were other factors preventing materials from timely return?\n\nLearn how the research team developed the methodology, executed the study, and what the surprising survey data revealed to help the team better understand the precipitating behavior.\n\nOriginally presented July 11, 2019.
Using the DEI Scorecard for Library and Information Organizations	https://elearning.ala.org/local/catalog/view/product.php?productid=856	United for Libraries	Administration & Leadership	Library Board	On-Demand	$35.10/$39	One Time	Do your library's mission/value statements, policies, and recruitment processes support a commitment to diversity, equity, and inclusion? The Diversity, Equity, and Inclusion (DEI) Scorecard for Library and Information Organizations, developed by the ALA Committee on Diversity, is a template to assist library administrators and other decision-makers with gathering actionable data for strengthening DEI in their institutions. In this session, library Trustees/board members will learn how to support the implementation and use of the DEI Scorecard in their libraries, and how using the scorecard can support DEI in the recruitment, hiring, retention, and promotion of people of color. Friends groups and library Foundations will also learn how to use and adapt the scorecard for their own organizations and programming.

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Using the Standards to Further Your Instructional Leadership	https://elearning.ala.org/local/catalog/view/product.php?productid=539	AASL (American Association of School Librarians)	Administration & Leadership		On-Demand	Free	One Time	Librarians are leaders. Join Jeanie Phillips and Ellen McNair, members of the AASL Standards implementation task force, as they unpack critical aspects of instructional leadership. We'll talk about aligning your superpowers as a librarian with the new standards and the needs of your school community. We will collaborate to discover opportunities, strategies, and leverage points, so you can flex your instructional muscles to impact your entire school community.
Welcoming Everyone: Creating Equitable and Inclusive Library Policies	https://elearning.ala.org/local/catalog/view/product.php?productid=489	PLA	Administration & Leadership	Policy	On-Demand	$71.10/ $79	One Time	Public libraries must constantly adopt and manage policies. Crafting legal policies means wrestling with multiple considerations. Should considerations include the impact on specific communities such as immigrants, BIPOC, LGBTQ+, the elderly, and the disabled? How should the needs of these populations determine amendments or shifts in policy? This session looks at library policies through the lens of minorities, particularly the BIPOC community and provides drafting tips and suggestions for libraries striving to be more inclusive. Originally presented as part of the PLA 2022 Virtual Conference on March 25, 2022.
Strategic Planning: What Your Library Board Needs to Know	https://elearning.ala.org/local/catalog/view/product.php?productid=915	United for Libraries	Administration & Leadership	Library Board	On-Demand	$71.10/ $79	One Time	An overview of the strategic planning process, the board's role, how to know if and when you should hire a consultant, and more.
Supporting Neurodiverse and Atypical Leadership in Libraries	https://elearning.ala.org/local/catalog/view/product.php?productid=1256	PLA	Administration & Leadership		On-Demand	$71.10/ $79	One Time	In this on-demand webinar, atypical managers from various public library departments will share their experiences to help you learn strategies for success, gain tools for immediate action, and techniques for self-acceptance. It's time to stop hiding these perceived weaknesses and unleash their superpowers!
Interim Leadership Series (Part One): Making the Most of Your Interim Leadership	https://elearning.ala.org/local/catalog/view/product.php?productid=1406	ALA Core Forum	Administration & Leadership		April 22	$57.67 Core member, $71.10 ALA member, $79 nonmember	One Time	This webinar will explore ways to prepare for, develop skills in, and maximize the interim leadership experience so that taking on an interim leadership role does not have to seem so precarious and may in fact open a world of possibilities. This webinar will review current knowledge on this topic and present the experience of two academic librarians who accepted interim leadership roles.
Interim Leadership Series (Part Two): Your Interim Leadership Role: Succession P	https://elearning.ala.org/local/catalog/view/product.php?productid=1407	ALA Core Forum	Administration & Leadership		April 23	$57.67 Core member, $71.10 ALA member, $79 nonmember	One Time	Interim leadership is increasing throughout librarianship. The library field, in general, does not adequately undertake succession planning on this topic. It will also share the experiences of four academic librarians who accepted interim or acting leadership roles with minimal or no succession plans in place; the succession plans created by two of the interim leaders who did not apply for the permanent positions; and general succession planning considerations and recommendations. Participants will be able to identify ways to address, initiate, and enact succession planning in their libraries.
Responding to Online Negativity: A Guide for Libraries	https://elearning.ala.org/local/catalog/view/product.php?productid=1086	eLearning Solutions	Administration & Leadership	Policy	April 30	$71.10/ $79	One Time	In this webinar, you'll examine the most common kinds of negative online behavior and the best methods for dealing with them. You'll also learn what differentiates an online troll from other kinds of negative users and what to do if you encounter one. Next time you encounter a negative e-mail, insulting comment, or unfair review, you'll be prepared!
Libraries as Climate Resilience Hubs: Working with Your Community to Take Action	https://elearning.ala.org/local/catalog/view/product.php?productid=402	PLA	Advocacy		On-Demand	$71.10/ $79	One Time	Step-by-step guide to incorporating sustainable decision-making strategies into library policies and practice to bring about transformational change.
Data Storytelling: Advocating for the Library and Community	https://elearning.ala.org/local/catalog/view/product.php?productid=269	ALA	Advocacy		On-Demand	Free	One Time	Do your eyes glaze over at the sound of the word "data" or the sight of a table? Telling an engaging story makes data more powerful and meaningful to its intended audiences. Narratives communicate data in ways that can effectively showcase community needs or the impact of your library's services, programs, and collections. Learn how to use data to tell a compelling story about the library and its role in the community. Presenters cover the basics of data storytelling and provide examples of using Census data to advocate for digital equity and influence community engagement and decision-making.
Embracing a Public Service Mindset to Better Demonstrate Your Library's Value	https://elearning.ala.org/local/catalog/view/product.php?productid=1069	PLA	Advocacy		On-Demand	$71.10/ $79	One Time	Public library workers and those we serve can get narrowly focused on the stuff that are housed in libraries. Yet public libraries serve the community in many ways besides book borrowing and computer use. By shifting our mindset to a public service focus and rethinking how we approach and talk about our work, we can not only demonstrate our value to the community but also change how the public perceives and talks about us for the better.

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Understand Your Library's Community Better with Census Data	https://elearning.ala.org/local/catalog/view/product.php?productid=167	PLA	Advocacy		On-Demand	Free	One Time	How well do you understand the diverse communities your library serves? Leveraging Census data can inform program and service development at your library. Data on education, home Internet use, income and poverty status, languages spoken, housing characteristics, and more can help you understand your patrons and reach more. Panelists discuss how they use Census data to make decisions that better meet the needs and interests of their communities. Census data can also be used in tandem with the library's output and outcome data. Learn how PLA's tools, including Project Outcome and Benchmark: Library Metrics and Trends, and others can assist in connecting Census data to library metrics. Panelists also share examples and tips that can help your library make the most of all the data available to you. Originally presented December 8, 2021.
Social Media and Library Policies	https://elearning.ala.org/local/catalog/view/product.php?productid=857	United for Libraries	Advocacy		On-Demand	$35.10/$39	One Time	Learn how to ensure you are complying with legal guidelines, what library board members and staff should know about posting on their personal accounts, and how the library, board, Friends, and/or Foundation should work together on social media policies and procedures.
The Library Ecosystem: ONE VOICE for Advocacy	https://elearning.ala.org/local/catalog/view/product.php?productid=952	United for Libraries	Advocacy		On-Demand	Free	One Time	Learn about the ALA Ecosystem Initiative, an effort to strengthen library advocacy across library types through identification of shared priorities for action and unified messaging.
Careers in Public Librarianship	https://www.ala.org/pla/resources/tools/careers	PLA	Careers		2010	Free	One Time	webcast from 2010 & a FAQ with info on scholarship opportunities, educational requirements, salary information, jobs list
Professional Development Theory of Change	https://www.ala.org/pla/education/theoryofchange	PLA	Careers	Continuing Education	2018		One Time	The Theory of Change helps library professionals identify professional growth opportunities aligned with these critical roles, recognize and build upon the competencies and skills needed to support them, and see how their own professional development links to important outcomes in their library work and the library's impact in the community.
Sustainable Librarianship: Core Competencies and Practices	https://elearning.ala.org/local/catalog/view/product.php?productid=670&_zs=aK3En1&_zl=phG2A	American Library Association	Careers	Continuing Education	March 10-April 6, 2025	$188.10/$209.00	Series	4-week ecourse about modeling sustainable practices within the library.
Get On Board: Emerging Leaders eCourse	https://elearning.ala.org/local/catalog/view/product.php?productid=961	American Library Association	Careers	Continuing Education	On-Demand	Free	One Time	"This course was created by the 2023 Emerging Leaders cohort with the sponsorship and assistance of United for Libraries. It is meant to be a self-paced, asynchronous course that will help participants explore their knowledge around library boards, and encourage additional engagement."
What Candidates Want: Revamping Your Recruitment	https://elearning.ala.org/local/catalog/view/product.php?productid=1016	ALA Core Forum	Careers	Personnel	On-Demand	$57.67 Core member, $71.10 ALA member, $79 nonmember	On Demand	Interested in improving your recruitment practices? This talk will highlight practical steps managers can take to make the search process kinder, gentler, and more inclusive. Drawing from a recent survey of 446 job hunters (spanning multiple library types), we'll hear some hair-raising stories and look at how to avoid some of the least effective hiring practices. Then we'll explore the foundations of a well-considered recruitment strategy, delving into current research as well as techniques from programs such as Oregon State University's Search Advocates. You will leave with a practical guide to revamping your recruitment processes and reaching great candidates, including a resource list that will help you delve further into current best practices and legal considerations.
Empowering Future Managers through Cohort Mentoring	https://elearning.ala.org/local/catalog/view/product.php?productid=992	San Mateo County Libraries / PLA	Careers	Mentoring	On-Demand	$71.10/ $79	One Time	Since before the pandemic, San Mateo County Libraries in California struggled to retain top performing staff and fill key management roles internally. Promotional candidates felt they lacked the skills to make the jump to manager and didn't know how to obtain them. Meanwhile, existing managers were less concerned about skillsets and more concerned with candidates' ability to navigate the library system's unique organizational culture. Mentorship is a proven way to help staff gain perspective, practical skills, and second-hand experience, but can be difficult to manage with limited time and resources. That's why San Mateo County Libraries developed a program that brings the best of all worlds. Learn how cohort mentoring addresses skills that are hard to gain on the job and is an investment in staff growth that positively impacts an organization's equity goals, long-term sustainability, and success.
The Mentor Monitor Program as a Supplement to Security and Resource to Staff	https://elearning.ala.org/local/catalog/view/product.php?productid=991	PLA	Careers	Mentoring	On-Demand	$71.10/ $79	One Time	In this on-demand webinar, learn about the benefits of mentor monitors from staff of the Cuyahoga County Public Library in Ohio, where the mentor monitor program has been in place for more than a decade.

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Saying Less, Asking More: Expand Your Impact with Coaching	https://elearning.ala.org/local/catalog/view/product.php?productid=1430	ALA Core Forum	Careers	Mentoring	April 2	$57.67 Core member, $71.10 ALA member, $79 nonmember	One Time	Leading staff in an ever-changing, unpredictable environment can be difficult. Right now, library staff at every level are facing new (and old) challenges to their emotional well-being at work. When both staff and supervisors are feeling overloaded, it can be hard to find the time and space to lead staff effectively. Coaching can be a powerful tool for proactively supporting staff, even in times of constant transition. In this session, we'll discuss the impact that coaching methods can have on building resilient employees and teams. We'll share tools and techniques that help supervisors create intentional space for thoughtful, productive conversations with staff that address concerns, provide feedback, and enhance professional development. We'll discuss ways to create a habit of using coaching skills and how proactive coaching sessions can positively impact your employee development and team-building efforts. Join us at this session to learn how adding coaching to your professional toolbox can yield substantial benefits.
Serving Deaf Patrons in the Library	https://elearning.ala.org/local/catalog/view/product.php?productid=401&_zs=aK3En1&_zl=RjA1A	American Library Association	DEI		March 17 and 19, 2025	$116.10/$129.00	Series	Two-part webinar series on how to make the library welcoming for deaf and hard-of-hearing people.
Libraries Respond: Racial Healing and Transforming Communities through Mental	https://www.ala.org/events/libraries-respond-racial-healing-and-transforming-communities-through-mental-health	ALA	DEI		February 2025	Free	One Time	The ninety minute virtual event will begin with mental health professional Grace Le sharing her expertise on how mental health can impact our individual journeys towards racial healing. Following the presentation is a moderated panel that will share ALA leaders' perspectives and experiences on collective community healing towards racial equity and our roles in our library spaces.
Championing Trans Inclusion for Library Leaders	https://www.ala.org/pla/education/onlinelearning/webinars/championing	PLA	DEI		March 2025	$47.40 for PLA personal members; $71.10 for ALA personal members; $79.00 for nonmembers	One Time	This webinar will examine the interlinked concepts of safety and support in libraries through a conversation between two librarians: a cisgender administrator offering perspectives on hiring and supporting trans employees, and a trans librarian giving insight into the daily experience of "working while trans" in a public library.
Best of Core Forum: Neurodivergent Leadership: Learning to Lead in a Neurotypic	https://www.ala.org/events/best-core-forum-neurodivergent-leadership-learning-lead-neurotypical-world	ALA Core Forum	DEI		On-Demand	$57.67 Core member, $71.10 ALA member, $79 nonmember	One Time	This presentation will focus on the lived experience of a librarian who recently moved into a large middle management role at a sizable R1 institution, while adjusting to a new discovery of their neurodiversity. Through discussing their lived experience, the presenter hopes to illustrate some of the lessons about neurodiversity in their current leadership role. They will also discuss their new journey into understanding their life as a neurodivergent person and how it intersects with their career. Finally, while this presentation will provide tips that the presenter has found helpful in their experience with neurodiversity and library leadership, it will also stress that part of neurodiversity is a lack of universality to our experiences. The presentation will address the importance of discovering what works on your own path. It will also discuss how to work with your neurodiverse colleagues to discover what will help them best succeed in their roles in their own institutions.
How to Be an Inclusive Leader: Your Role in Creating Cultures of Belonging Where	https://elearning.ala.org/local/catalog/view/product.php?productid=273	American Library Association	DEI		On-Demand	$71.10/ $79	One Time	"...Step-by-step guide for the personal and emotional journey we must undertake to create an inclusive workplace where everyone can thrive."
IDEAS (Inclusion, Diversity, Equity, and Accessibility Solutions) in the Library	https://elearning.ala.org/local/catalog/view/product.php?productid=1043	American Library Association	DEI		On-Demand	$71.10/ $79	One Time	Originally presented in 2024. "Learn about the foundations of accessibility and universal design principles in communication, programming, services, and marketing. "
Transgender People in Libraries Webinar Series	https://elearning.ala.org/local/catalog/view/product.php?productid=1003	ALA Core Forum	DEI		On-Demand	$94.17 Core member, $116.10 ALA member, $129 nonmember	Series/On Demand	An introductory look at gender and gender identity, this webinar places emphasis on translating knowledge and awareness into actionable best practices in a library setting. Attendees will come away with a better grasp of concepts of gender, gender identity, and pronouns, as well as why it is a vital topic in our society today. Tips for best practices give attendees concrete actions they can implement in order to better serve patrons and colleagues across the spectrum of gender identities in their libraries.

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Using Critical Reflection to Navigate Diversity, Equity, and Inclusion Issues	https://elearning.ala.org/local/catalog/view/product.php?productid=1087	ALA Core Forum	DEI		On-Demand	$57.67 Core member, $71.10 ALA member, $79 nonmember	On Demand	Over the last several years, diversity, equity, and inclusion (DEI) have become critical issues for the library community. This essential focus is codified in the Diversity section of the American Libraries Association's "Core Values of Librarianship". At the same time, the tremendous benefit of creating more inclusive libraries is becoming increasingly apparent. Everything from improving a library's ability to respond to the needs of its community to attracting a workforce with broad skills can be improved by building inclusive libraries, yet becoming competent in this area can be challenging and deeply emotional. Situations can be complex to navigate and individuals can experience shame, fear, and self disappointment. In her book, How to Be an Inclusive Leader, author Jennifer Brown describes a model for navigating self-growth in this area. The Inclusive Leaders Continuum includes four stages: Unaware, Aware, Active, and Advocate. Particularly in the Aware stage, Brown calls for "deep self-reflection and internal dialogue". One way of doing this is through intentional critical reflection, actively observing experiences often through writing, while offering practical tools for continuous learning. We will explore Brown's model, emphasizing the Aware stage and present specific reflective techniques that participants can use to increase their own competencies.
Accessible and Inclusive Library Design	https://elearning.ala.org/local/catalog/view/product.php?productid=1148	ALA Core Forum	DEI		On-Demand	$57.67 Core member, $71.10 ALA member, $79 nonmember	On Demand	Join this webinar with Architect Kate Michaud and Interior Designer Lauren Gardner of MSR Design in Minneapolis, MN to explore ways to make your library more accessible and inclusive to patrons and staff. We will cover the basics of the ADA guidelines and how they apply to you. Kate and Lauren will discuss designing beyond the ADA, looking holistically at the patron experience, from the broad lens of exterior building access down to best practices for inclusive furnishings selections. We will review case studies from public library projects and end with a checklist of things you can do today to improve accessibility and inclusion at your library.
Library Policies and Diversity, Equity, and Inclusion: What Trustees and Boards Ne	https://elearning.ala.org/local/catalog/view/product.php?productid=701	United for Libraries	DEI		On-Demand	$71.10/ $79	One Time	Learn how the library board and the director can work together to ensure that the library's policies are inclusive to those who identify as BIPOC, disabled, and/or LGBTQ+, etc.
Meeting the Needs of Our Disability Community: Building Inclusive Spaces	https://elearning.ala.org/local/catalog/view/product.php?productid=502	PLA	DEI		On-Demand	$71.10/ $79	One Time	The disability community is unfortunately often overlooked when considering public library spaces. By building more inclusive, diverse, and welcoming spaces, public libraries can meet the needs of all members of their community.
Microaggressions: What Are They and Why Are They So Harmful?	https://elearning.ala.org/local/catalog/view/product.php?productid=1325	PLA	DEI		On-Demand	$71.10/ $79	One Time	In this on-demand webinar, examine how seemingly harmless comments or actions can perpetuate biases and marginalize certain groups, hindering productivity, engagement, and overall well-being.
Advancing Access for Library Customers with Sensory Needs	https://elearning.ala.org/local/catalog/view/product.php?productid=462	Akron-Summit County Public Library / Grapevine Public Library / KultureCity / PLA	DEI		On-Demand	$71.10/ $79	One Time	Are diversity and inclusion core values of your library? Are your services, resources, and programs developed through a lens of equity and access? One in six individuals has a sensory need in the United States today. These individuals represent all demographics and include those who experience autism, PTSD, dementia, ADHD, anxiety, Parkinson's, and more. Learn how to ensure that your library is a welcoming place for all customers with sensory needs. The Akron-Summit County Public Library in Ohio and the Grapevine Public Library in Texas were among the first libraries to partner with KultureCity, an international nonprofit aimed to create acceptance and inclusion for those with sensory needs. This collaboration worked to make sensory inclusion a reality in the libraries' diverse facilities and communities through a scalable commitment of resources; all-staff expectations and professional development; and an unwavering commitment to providing a seamless library experience for all community members, one that is not limited by time or location. Webinar participants will connect the experiences of two libraries, very different in size and community, and the work of a non-profit dedicated to sensory-inclusive community spaces, to their own library contexts; define challenges and opportunities in their own diversity and inclusion efforts; and determine next steps toward collaborative resource-building for sensory inclusion.

Title	URL	Association/ Region	Main Category	Sub-Category	Dates Offered	Cost	Frequency	Details/Ideas
Trans Identities: Myths and Misinformation	https://elearning.ala.org/local/catalog/view/product.php?productid=994	United for Libraries	DEI		On-Demand	$35.10/$39	One Time	Provide support for librarians and library staff working to create gender-inclusive spaces and programs. Information about trans identities has exploded into the mainstream media over the past few years, and as a result, transgender people have become the subject of an intense national debate. As information has proliferated, however, so too has misinformation. Learn more about the common myths and misinformation around trans identities, people, and experiences, as well as how to better judge what out there is fact, what's fiction, and what's merely opinion--and why it should matter to libraries.
Cultural Intelligence: A PLA Webinar Series	https://elearning.ala.org/local/catalog/view/product.php?productid=460	PLA	DEI		On-Demand	$116.10/$129	One Time	Two part series: Building & Applying CQ. You've heard of IQ and EQ, but what about CQ? Cultural Intelligence (CQ) refers to our ability to function effectively across national, ethnic, and even organizational cultural boundaries. Cultural Intelligence involves four interdependent skills: Knowledge, Motivation, Interpretation, and Behavior.
BIG IDEA: A Roadmap to Inclusion, Diversity, Equity, and Access	https://elearning.ala.org/local/catalog/view/product.php?productid=484	Toledo Lucas County Public Library / PLA	DEI		On-Demand	$71.10/ $79	One Time	The BIG IDEA is Toledo Lucas County Public Library's roadmap to build, improve and grow in the areas of inclusion, diversity, equity and access. This presentation outlines its three phases: build a foundation on awareness, assessment and conversations; improve through application and grow with execution and measurement. The roadmap is the strategic guidance for TLCPL to ensure substantive and measurable change in recruiting, hiring, training, collection development, programs, digital access, physical investments and organizational strategy.
Brave Voices, Brave Choices	https://elearning.ala.org/local/catalog/view/product.php?productid=425	Howard County Library System	DEI		On-Demand	$71.10/ $79	One Time	Brave Voices, Brave Choices (BVBC) is a public promise to learn, grow, and act on our collective commitment to move past anti-racism statements, engage residents and local systems, advance equity, and create the reality we want for all people. While Howard County in Maryland is acclaimed for its diversity, its Black residents increasingly have the worst outcomes across most self-sufficiency indicators, such as unemployment, poverty, and evictions. In this on-demand webinar, learn how the Howard County Library System provided the data-informed foundation needed to lead and drive change through their BVBC initiative. BVBC features parallel tracks of internal and external racial equity work that includes leadership development, racial equity training, thought design led by subject matter experts, a racial equity alliance, story collection, and events for taking action on local equity issues. Since launching BVBC, more than 500 people have completed racial equity training, and residents have submitted more than 600 stories of racism and discrimination. Participants include elected and appointed leaders, library staff, community members, and leadership affiliated with the county's major systems and organizations. Demand continues to exceed capacity with more than ninety-eight percent of participants noting new knowledge for informed action.
Building Community Through BIPOC Library Worker Affinity Groups	https://elearning.ala.org/local/catalog/view/product.php?productid=493	RAILS BIPOC Library Workers Group / PLA	DEI		On-Demand	$71.10/ $79	One Time	Are you one of a few BIPOC (Black, Indigenous, People of Color) library workers in your institution? Build your network to connect with other BIPOC library workers and share your experiences in a safe, open space. We'll teach best practices to create and maintain a BIPOC library workers' affinity group that empowers members through community and leadership development via recruitment and methods of engagement during meetings. This session is for people who identify as BIPOC.
Decreasing Barriers to Library Use	https://elearning.ala.org/local/catalog/view/product.php?productid=448	Cedar Rapids Public Library / PLA	DEI		On-Demand	$71.10/ $79	One Time	In an effort to respond to the needs of an increasingly diverse community, the Cedar Rapids (Iowa) Public Library conducted its first diversity audit. Library staff took a serious look at the diverse needs of the community and created an audit catered to those needs. This session discusses the process and results of an audit of the young adult materials, lessons learned, exciting trends, and great additions to your collection.
Putting the Let's Talk Race Curriculum into Practice	https://elearning.ala.org/local/catalog/view/product.php?productid=942	Richland Library/PLA	DEI		On-Demand	$71.10/ $79	One Time	In this on-demand webinar, participants get step-by-step instructions and best practices on how to implement the Let's Talk Race curriculum in their library.
Recruiting and Supporting Employees Who Are Neurodivergent	https://elearning.ala.org/local/catalog/view/product.php?productid=847	PLA	DEI		On-Demand	$71.10/ $79	One Time	This on-demand webinar focuses on how to successfully attract, retain, and collaborate with coworkers who are neurodivergent in public libraries
Recruiting, Retaining, and Engaging Transgender and Nonbinary Library Staff	https://elearning.ala.org/local/catalog/view/product.php?productid=476	PLA	DEI		On-Demand	$71.10/ $79	One Time	Come hear from transgender and nonbinary library staff and managers about what makes an agency or position attractive, how a workplace can be inclusive and welcoming, and ways employers can recognize the value of transgender and nonbinary staff at all levels.

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Scalable Web Accessibility Training for Library Staff in Every Position	https://elearning.ala.org/local/catalog/view/product.php?productid=463	PLA	DEI		On-Demand	$71.10/ $79	One Time	Learn how to scale accessibility training whether your library is small and/or rural, or a much larger institution. We'll also discuss the skills and supports needed by managers, tech staff, and those on the front lines.
Trans Identities: Myths and Misinformation	https://elearning.ala.org/local/catalog/view/product.php?productid=994	PLA	DEI		On-Demand	$35.10/$39	One Time	Information about trans identities has exploded into the mainstream media over the past few years, and as a result, transgender people have become the subject of an intense national debate. As information has proliferated, however, so too has misinformation. Learn more about the common myths and misinformation around trans identities, people, and experiences, as well as how to better judge what out there is fact, what's fiction, and what's merely opinion--and why it should matter to libraries.
Transgender Inclusion at Burnaby Public Library: An EDI Roadmap	https://elearning.ala.org/local/catalog/view/product.php?productid=487	PLA	DEI		On-Demand	$71.10/ $79	One Time	In August 2019, the Burnaby Public Library formed a Transgender Inclusion Working Group to identify barriers trans and nonbinary staff and patrons face in the library and to make recommendations to remove these barriers. In this session, we will discuss the formation and successes of the Transgender Inclusion Working Group, the challenges of our first year and beyond, and the processes and supports we relied on to bring meaningful change to the library. Originally presented as part of the PLA 2022 Virtual Conference on March 24, 2022.
Tackling Racism and Bias in the Library Catalog	https://elearning.ala.org/local/catalog/view/product.php?productid=226	PLA	DEI		On-Demand	Free	One Time	Share resources for libraries looking to make and maintain local revisions to subject headings.
Neurodivergent Leadership: Learning to Lead in a Neurotypical World	https://elearning.ala.org/local/catalog/view/product.php?productid=1451	ALA Core Forum	DEI		May 21	$57.67 Core member, $71.10 ALA member, $79 nonmember	One Time	This presentation will focus on the lived experience of a librarian who recently moved into a large middle management role at a sizable R1 institution, while adjusting to a new discovery of their neurodiversity. Through discussing their lived experience, the presenter hopes to illustrate some of the lessons about neurodiversity in their current leadership role. They will also discuss their new journey into understanding their life as a neurodivergent person and how it intersects with their career. Finally, while this presentation will provide tips that the presenter has found helpful in their experience with neurodiversity and library leadership, it will also stress that part of neurodiversity is a lack of universality to our experiences. The presentation will address the importance of discovering what works on your own path. It will also discuss how to work with your neurodiverse colleagues to discover what will help them best succeed in their roles in their own institutions.
Fundraising/Grantsmanship	https://elearning.ala.org/local/catalog/view/product.php?productid=380	Human Resources Development and Recruitment	Finance & Funding		March 3- April 14, 2025	$360 / $400	Series	This is an introductory class that will immerse public librarians in a collection of readings, podcasts, and other exercises designed to elevate understanding of the processes of grant writing and fundraising. By the end of the course, students will have produced substantial work towards a complete grant application and fundraising plan.
Finance and Budgeting for Library Staff	https://elearning.ala.org/local/catalog/view/product.php?productid=843	eLearning Solutions	Finance & Funding		April 7 - May 18	$260.10 ALA member. $289 non-member	Series	Participants will examine the connection between the theory and the best practices of strategic financial resource management. Topics include revenue models, types of budgets, internal controls, resource allocation, financial planning, and acquiring outside resources. This course will also pay special attention to updating budgets during times of declining revenue and advocacy for increased community support during times of uncertainty. This course will be helpful for experienced and new library managers, supervisors, directors, and other leaders who want to understand better how to develop and manage budgets, particularly in times of uncertainty. No previous experience is required.
FYI: The Public Libraries Podcast	https://publiclibrariesonline.org/category/media/podcast/	PLA	General		On-going	Free	Series	
Call Number With American Libraries (Podcast)	https://soundcloud.com/dewey-decibel-703453552	American Libraries	General		On-going	Free	Series	Call Number is the popular podcast series from American Libraries, the magazine of the American Library Association. Each month, your host and American Libraries Associate Editor Diana Panuncial will be your guide to conversations with librarians, authors, thinkers, and scholars about topics from the library world and beyond. (119 eps)
List of Resources for Public Librarians	https://www.ala.org/aboutala/offices/hrdr/abouthrdr/hrdrliaisoncomm/otld/otldalaresources#publib	ALA/PLA	General		Not Active			

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ALA Learning Showcase	https://elearning.ala.org/local/catalog/view/product.php?productid=332	ALA	General		On-Demand	Free	One Time	We've curated this sampling of some of the most popular programming from across ALA. Explore a wide range of topics from leaders and experts and learn more about all ALA has to offer. Included in this showcase: Defending Intellectual Freedom: LGBTQ+ Materials in School Libraries Don't #%?$ My Graphic Novels: Conquering Challenges and Protecting the Right to Read Tackling Racism and Bias in the Library Catalog Saying No Harassment in the Library Library Career Alternatives: How to Market Your Transferable Skills Making the Move from Summer Reading to Summer Learning Collecting and Preserving after Tragedy Celebrating Open Access How to Engage and Program for LGBTQ+ Youth EDI In Our Libraries Challenges & Crises - Preparing Your Board of Trustees Library Boards, Intellectual Freedom and Challenges
The Search For Meaningful Work: Overcoming Low Morale, Quiet Quitting, and De	https://elearning.ala.org/local/catalog/view/product.php?productid=1010	American Library Association	Health & Wellness		On-Demand	$57.67/$71.10/$79	One Time	One-hour webinar focusing on creating a meaningful work life and inclusive environment for career development.
Information Safety, Identity Protection and Anti-doxxing Measures for Librarians	https://elearning.ala.org/local/catalog/view/product.php?productid=711	American Library Association	Health & Wellness		On-Demand	$71.10/ $79	One Time	"This on-demand course will cover digital personal safety in the face of book challenge related threats."
Burnout in Libraries: A Research and Advocacy Panel	https://elearning.ala.org/local/catalog/view/product.php?productid=1092	ALA Core Forum	Health & Wellness		On-Demand	$57.67 Core member, $71.10 ALA member, $79 nonmember	On Demand	In a panel discussion led by Lynn Hoffman (Deputy Director, Somerset County Library System of New Jersey), Matthew Weirick Johnson (Director of Research & Instruction, University of South Florida) and Jessica Jones (Library Director, Takoma Park Maryland Library) will discuss burnout in libraries as researched and witnessed in both academic and public institutions. Burnout is as persistent a topic in libraries as it is a concern for the people who work in them. Building on the scholarship and discussions around vocational awe, this panel will be equal parts research and advocacy. We will look at how and why burnout is manifesting in library staff so pervasively, as well as some ideas for changing our workplaces to mitigate, ameliorate, and prevent further harm.
Asking for Help in a Helping Profession	https://elearning.ala.org/local/catalog/view/product.php?productid=1082	ALA Core Forum	Health & Wellness		On-Demand	$57.67 Core member, $71.10 ALA member, $79 nonmember	On Demand	In our work as librarians we encourage all library patrons to ask for help. Librarianship is the profession of "Ask Us" and "Get Help Here" but are we applying that same ethic to our colleagues and ourselves in the workplace? Asking for help or support is an act of bravery and vulnerability, one that can carry a great deal of risk in the wrong environment. Yet it is essential to growing and developing as a library professional. This session will explore practices, attitudes, and structures that can encourage and promote, help-seeking behaviors among library workers. Panelists are a mix of library managers and librarians without supervisory responsibilities who will examine how help-seeking can mitigate against internal barriers such as perfectionism and imposter syndrome, promote a workplace culture that values learning and intellectual humility, and diminish the harmful effects of hierarchy in libraries. Participants will examine their own experiences with help-seeking behaviors, including barriers to asking for help, in hopes that at the end of the session they will leave with ideas on how to promote asking for help at their own libraries. This webinar was previously presented in-person as a session at the 2023 Core Forum. We are hosting this webinar, with the session adapted and presented live as a virtual event, to extend its reach.
Library In-Reach to Boost Morale and Realize Our Full Potential	https://elearning.ala.org/local/catalog/view/product.php?productid=1281	ALA Core Forum	Health & Wellness		On-Demand	$57.67 Core member, $71.10 ALA member, $79 nonmember	On Demand	Does your departmental or organizational staff need a morale boost to realize their full potential? Is your library looking for creative approaches to better serve individuals, families, students, businesses, and community partners while maximizing your staff's skills and talents? Sometimes what we need in administrative planning is a new way of learning, thinking, and doing! Try the in-reach role, the ability to develop our inner best and bring that to the table. In-reach, a play on "library outreach," helps to develop fresh and different perspectives – and boost morale. In this session participants will learn seven easy-to-use in-reach techniques or can-do-isms. It will show how in-reach can stretch us to tap a reservoir of inspiration and goodwill – whether we are navigating internal communications or discovering community needs. It will teach how to cultivate a kind, cheerful, and even-tempered attitude in oneself and staff. In-reach skills reduce friction and tap creative intelligence to move an organization forward.

Title	URL	Association/ Region	Main Category	Sub-Category	Dates Offered	Cost	Frequency	Details/Ideas
Understanding Trauma-Informed Approaches in Public Libraries	https://elearning.ala.org/local/catalog/view/product.php?productid=429	PLA	Health & Wellness	Social Work	On-Demand	$71.10/ $79	One Time	Join members of the PLA Social Work Task Force for this introduction to the use of trauma-informed approaches in public libraries. A trauma-informed approach generally means understanding that library patrons may have experienced trauma and working with them to engender trust in libraries. Adopting trauma-informed approaches reduces barriers to library access, makes the library a more welcoming place, and positions the library as part of the solution for many of the issues faced by patrons experiencing trauma. In this on-demand webinar presenters clarify the concept of trauma-informed approaches; detail what this looks like in a public library environment; and preview how understanding and beginning to implement this approach can aid your community and your library. Originally presented September 24, 2019.
Social Emotional Learning in the Library	https://elearning.ala.org/local/catalog/view/product.php?productid=513	PLA	Health & Wellness		On-Demand	Free	Series	This free on-demand webinar series covers key SEL concepts and how to integrate them into library programs and activities.
The Pursuit of Happiness: Community Wellbeing as a Library Outcome	https://elearning.ala.org/local/catalog/view/product.php?productid=497	PLA	Health & Wellness		On-Demand	$71.10/ $79	One Time	Participants will understand the foundation of the Happiness Policy, the role of libraries and the collaboration required to ensure community happiness.
Practicing Adaptive Leadership: Library Management for Staff and Personal Wellness	https://elearning.ala.org/local/catalog/view/product.php?productid=1101	eLearning Solutions	Health & Wellness		May 6-May 8	$170.10 ALA member, $189 non-member	Series	In this webinar series, management expert Cinthya Ippoliti will guide you through a new approach to leadership that begins with your core values. Participants will engage in reflective activities to explore tools they can proactively apply to navigate a complex and ever-changing environment while emphasizing wellness and mental health. Participants will learn how to push through organizational challenges and community struggles to build a positive work culture in any situation. In three 90-minute live, active-learning sessions, Cinthya will apply concepts from Acceptance Commitment Theory, Inclusive/Equity-centered Leadership, and Stoicism to teach the tools needed to explore values, manage time, deal with stress, and engage in shared equity leadership as a journey towards discovering authenticity, earning trust through vulnerability, and building confidence along the way.
The Library of the Future: Health, Wellbeing, & Sustainability	https://elearning.ala.org/local/catalog/view/product.php?productid=1458	ALA Core Forum	Health & Wellness		June 18	$57.67 Core member, $71.10 ALA member, $79 nonmember	One Time	Come and learn the best practices that are having an impact on the lives of so many community members across the nation through the healthy and sustainable libraries they have built and how they are contributing to diminish climate change through the 2030 challenge and COTE Top Ten Principles. This session will provide information from case studies and current methods that are being successfully used and implemented along with ways to fund these needed methodologies such as how to access federal funds from the Inflation Reduction Act.
Get Familiar with Freedom of Information Laws	https://elearning.ala.org/local/catalog/view/product.php?productid=1450&_zs=pmOVm1&_zl=Lej4A	American Library Association	Intellectual Freedom		February 25, 2025	Free	One Time	Learn how freedom of information laws work, how you can use them to obtain information from federal, state, and local agencies, and how to protect your privacy from freedom of information requests.
Horrible, Evil Library Books: Intellectual Freedom Standards in Customer Service	https://elearning.ala.org/local/catalog/view/product.php?productid=479	PLA	Intellectual Freedom		On-Demand	$71.10/ $79	One Time	Originally presented at PLA 2022 Virtual Conference in 2022 on how to "train library staff to be conversational about issues concerning access, privacy, inclusiveness, diversity, and equity."
Affecting Change in a Middle Management Role	https://www.ala.org/pla/education/onlinelearning/webinars/ondemand/affecting	PLA	Management		2021	Free	One Time	Panel discussion for public library staff in supervisor, coordinator, or other middle management roles, or for those who aspire to lead in their organizations.
Effective Library Project Management	https://elearning.ala.org/local/catalog/view/product.php?productid=924	American Library Association	Management	Project Management	On-Demand	$57.67/$71.10/$79	One Time	One-hour webinar on project management for libraries.
Best of Core at ALA Annual Conference: The Top 5 Mistakes Renovating Your Library	https://elearning.ala.org/local/catalog/view/product.php?productid=955	ALA Core Forum	Management	Facilities	On-Demand	$57.67 Core member, $71.10 ALA member, $79 nonmember	On Demand	A renovation is a golden opportunity to renew your space for a new generation of patrons. But not every library has staff with current experience renovating, so every year, libraries make the same 5 mistakes when renovating. Join NYU professor and author of Library Space Planning: A PLA Guide David Vinjamuri, leading library architect Joe Huberty of Engberg Anderson and community librarian Julie Retherford (who just finished a two-year pandemic renovation) to learn the secrets of a successful renovation and how you can avoid the most common pitfalls.
Build Better: Effective Library Project Management	https://elearning.ala.org/local/catalog/view/product.php?productid=924	ALA Core Forum	Management		On-Demand	$57.67 Core member, $71.10 ALA member, $79 nonmember	On Demand	This webinar provides a project management overview that can be applied to all types of library improvements that will help you achieve your system's objectives. You will be presented strategies for effectively communicating your project goals to a design and construction team and will leave with the tools necessary to prepare a detailed needs assessment and project scope.

Title	URL	Association/ Region	Main Category	Sub-Category	Dates Offered	Cost	Frequency	Details/Ideas
From Management to Engagement: Skilled Volunteers in Public Libraries	https://elearning.ala.org/local/catalog/view/product.php?productid=427	American Library Association	Management		On-Demand	$71.10/ $79	One Time	Originally presented in 2015. "We often hear about "skilled volunteerism" but what does it mean and how can it help to build capacity in your library? How do you plan for and recruit skilled volunteers? What changes might you need to make to your traditional volunteer services to be successful with skilled volunteers?"
Growing and Training Your Staff at Any Level!	https://elearning.ala.org/local/catalog/view/product.php?productid=1302	American Library Association	Management		On-Demand	$71.10/ $79	One Time	Originally presented in 2024. "In this webinar, libraries will learn how to think outside of the box with professional development and training in order to retain great staff members."
How the Work of Fred Rogers Supports the Evolution of Public Libraries	https://elearning.ala.org/local/catalog/view/product.php?productid=1331	American Library Association	Management	Human Resources	On-Demand	$71.10/ $79	One Time	Originally presented in 2024. "...Attendees learn how Rogers' philosophy aligns with the mission of public libraries and the three philosophical keys identified in a recent study; how to implement the Neighborhood of Make-Believe as an asset model approach when evaluating library services; and how to apply Rogers' philosophy to support the wellbeing of library staff."
Best of Core at ALA Annual Conference: The Marvelous Middle; Finding Ways to G	https://elearning.ala.org/local/catalog/view/product.php?productid=970	ALA Core Forum	Management		On-Demand	$57.67 Core member, $71.10 ALA member, $79 nonmember	On Demand	Do you ever feel stuck in the middle? You might have manager in your title, but it has assistant before it, and often you can't actually make decisions. Many people dread middle management. Instead of just surviving being a middle manager learn how to grow, thrive, and spread influence in your role. Come for a candid discussion with three middle managers while they discuss their roles, their struggles, and strategies they use to develop staff and gain influence in their organization. Our panel features three middle managers with different titles, responsibilities, experience and time on the job. We will discuss ways we have worked to improve our own organizations as well as other opportunities we created as middle managers.
Integrative Reflection in Action	https://elearning.ala.org/local/catalog/view/product.php?productid=1015	ALA Core Forum	Management	Assessment	On-Demand	$57.67 Core member, $71.10 ALA member, $79 nonmember	On Demand	Reflection as an assessment tool has consistently been a topic of trending library research, especially in regard to information literacy instruction and public services. However, the main tenets of reflective practice are more relevant now than ever before for all types of library work since the advent of the pandemic, the popularity of remote and hybrid work arrangements, and the reality that switching jobs is increasingly more common. Library workers may be feeling lost or unsupported, and not as motivated to invest in daily work, let alone the assessment of that work and other projects. After learning about different methods of reflective practice, the presenters, three librarians in different positions and organizations, have continued to successfully implement these practices to improve varying assessment projects. During this presentation, the presenters will show how each method of reflective practice can be integrated into daily work and how it can be used to improve qualitative and quantitative library assessment projects from real examples from management to collections. In addition to sharing the successes of assessment projects the presenters will also share, on a more personal level, how group reflective practices have improved mental health and productivity output in their respective jobs.
Opportunity in the Face of Crisis	https://elearning.ala.org/local/catalog/view/product.php?productid=979	ALA Core Forum	Management	Facilities	On-Demand	$57.67 Core member, $71.10 ALA member, $79 nonmember	On Demand	Our library managed multiple facilities projects and operational challenges while responding to a series of crises. The past three years have embodied change at libraries as services have been re-envisioned in response to COVID. At the height of the pandemic our university also addressed a severe budget crisis that resulted in layoffs, early retirements, and reorganization of many institutional partners. Recent administrative leadership changes further contributed to a sense of uncertainty. Now the future is bright. Crisis response, years of data collection and opportunity intersected to spur exciting change in library facilities and the reconsideration of most services. We will describe how an HVAC upgrade and plans for a neighboring auditorium were elevated into a major remodel of the existing library, the construction of a new library facility, and a radical change in services that will move our library from an afterthought to a hallmark space on campus. The importance of diverse data collection, relationship building, listening, opportunism, and general openness to rethinking facilities, collections and services will serve as centerpieces for the discussion. Presenters will also address managing change and diverse interests during the renovation process. The information provided can be scaled to fit any size academic or public library.

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Translating Mission Statements into Metrics	https://elearning.ala.org/local/catalog/view/product.php?productid=1080	ALA Core Forum	Management	Asessment	On-Demand	$57.67 Core member, $71.10 ALA member, $79 nonmember	On Demand	Useful metrics must balance alignment, objectivity, measurability, and ease of communication. Mission, vision, and values statements can help anchor and direct a library, but their high degree of abstraction makes them difficult to measure, making it hard to set institutional goals and communicate successes. However, identifying the priorities that align with these statements allows you to choose metrics that effectively and efficiently measure performance. This webinar was previously presented in-person as a session at the 2023 Core Forum. We are hosting this webinar, with the session adapted and presented live as a virtual event, to extend its reach.
Evaluating Your Library Assessment Program	https://elearning.ala.org/local/catalog/view/product.php?productid=1089	ALA Core Forum	Management	Asessment	On-Demand	$57.67 Core member, $71.10 ALA member, $79 nonmember	On Demand	In assessment, we measure all manner of library services and outcomes, but how often do we assess ourselves? Due to personnel constraints and an increased demand for data-driven decision making, library assessment/analytics librarians have difficulty finding time for reflection, much less a structured assessment. This presentation describes how to use an information maturity model to assess the current internal data culture of each library. The information maturity model establishes the baseline levels of an organization's data culture across three categories: people, processes, and tools. By understanding the library's information maturity, we can surface issues related to data management, communication, and technical skills, and discuss the consequences of these issues on productivity and decision-making. The information maturity model can also be used to set new targets for a more effective data culture, and this presentation will demonstrate ways to use the results to improve assessment programs.
Project Management (Two-Part Series)	https://elearning.ala.org/local/catalog/view/product.php?productid=1163	ALA Core Forum	Management		On-Demand	$94.17 Core member, $116.10 ALA member, $129 nonmember	Series/On Demand	This is a two-part webinar series on project management presented by seasoned project management consultant Jami Yazdani. Attendees will be introduced to basic principles and best practices as well as given an overview of Agile management and its methodologies.
Fundamentals of Management 2025 - Session 5.0	https://elearning.ala.org/local/catalog/view/product.php?productid=1394	ALA Core Forum	Management		On-Demand	$165.11 Core member, $188.10 ALA member, $209 non-member	Series/On Demand	The Fundamentals of Management course is designed for new managers to build the skill set they need to successfully lead their department or organization, as well as support existing managers looking to improve their skills. Upon completion of this four-week course, attendees will: Recognize the key differences between management and individual contributor roles. Define your own leadership style. Effectively build relationships in the workplace. Identify strategic practices for managing employees and their work. Understand HR fundamentals and how to implement them in the workplace.
Human Resources Crash Course for Library Managers	https://elearning.ala.org/local/catalog/view/product.php?productid=327	American Library Association	Management	Human Resources	On-Demand	$170.10 ALA member, $189 non-member	Series/On Demand	Three part webinar series: Most managers come to the position with no HR training, and while they may have skills that teach them how to be an effective librarian, they may not necessarily have the training to be an effective manager. This series will provide current or future managers and directors the foundation they need to excel in their new role. Participants will go through the life cycle of an employee, focusing on how they can create inclusive and welcoming environments by applying an EDI lens to HR decisions while also covering how to navigate various HR laws. Event Outline:
It's a New Day, So Be a Great New Boss	https://elearning.ala.org/local/catalog/view/product.php?productid=525	American Library Association	Management		On-Demand	$71.10/ $79	One Time	"Hard skills such as cataloging, budgeting, reference work, and even schedule building have taken a back seat to the soft leadership skills needed for effective team building. In this on-demand webinar, learn how to add and enhance these talents..."
Keeping Governance on Track	https://elearning.ala.org/local/catalog/view/product.php?productid=325	American Library Association	Management		On-Demand	Free	Series	Actions, training, and preparation that boards and library directors can take now to be ready for problems and issues, and tips and best practices for handling problems in board meetings.
Leading from the Middle	https://elearning.ala.org/local/catalog/view/product.php?productid=442	PLA	Management		On-Demand	$71.10/ $79	One Time	Identifies key skills and communication styles for middle management.
Let's Talk About It: Developing Training Programs for Difficult Topics	https://elearning.ala.org/local/catalog/view/product.php?productid=957	PLA	Management	Training	On-Demand	$71.10/ $79	One Time	In this on-demand webinar, you'll learn ideas for developing a training model, how to implement training with ongoing assessment and adaptation, and best practices for the maintenance of training tools and staff knowledge.

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Creating Engaging Library Spaces for All Ages	https://elearning.ala.org/local/catalog/view/product.php?productid=1400	Cumberland County Public Library / PLA	Management	Continuing Education	On-Demand	$71.10/ $79	One Time	Learn to create engaging spaces for library patrons of all ages! In this on-demand webinar, Heather Hall, deputy director at Cumberland County Public Library in North Carolina, presents real-life examples and outcomes to showcase how you can incorporate manipulatives, interactives, sensory elements, and engaging activities in library spaces with minimal staff moderation needed. Learn about creating a strategic plan for the vision of spaces, how to seek funding and include low-budget items, identify intended outcomes for spaces, and seek community feedback.
Creating Meaningful Connections within a Hybrid Environment	https://elearning.ala.org/local/catalog/view/product.php?productid=490	PLA	Management		On-Demand	$71.10/ $79	One Time	Library staff quickly pivoted to connecting online with colleagues and patrons in response to COVID-19, and this experience came with both winning and challenging moments. The lessons learned in this transition to virtual meetings and programs can be applied to a hybrid approach to running meetings, creating programs, and onboarding staff. Learn about adult learning theory concepts and tools, and discover resources that can be used to foster optimal engagement in a hybrid environment.
Don't Let the Bed Bugs Bite: Prevention and Treatment in Public Libraries	https://elearning.ala.org/local/catalog/view/product.php?productid=713	PLA	Management	Facilities	On-Demand	$71.10/ $79	One Time	So, your library has discovered bed bugs in your facility or collections. Or maybe your library is lucky and hasn't yet had a bed bug introduction, but you'd like to be prepared if and when that introduction happens, so you're not trying to have months' worth of policy discussions in a few hours or days. This on-demand webinar will provide everything you need to know, from identifying bed bugs, to ways they are introduced into the library, to treatment and mitigation options that will help you protect your library's facilities and collections on a daily basis. Libraries around the country and world have successfully dealt with bed bugs—you can too!
The Future of Libraries: Innovative Spaces for Community Learning	https://elearning.ala.org/local/catalog/view/product.php?productid=470	PLA	Management	Facilities	On-Demand	$71.10/ $79	One Time	Hear how CCPL navigated design, fundraising, construction, staffing, partnerships, and opening this unique library space focused on education and workforce development.
Fundamentals of Management 2025 - Session 2.0	https://elearning.ala.org/local/catalog/view/product.php?productid=1391	ALA Core Forum	Management		March 3 - March 28	$165.11 Core member, $188.10 ALA member, $209 non-member	Series	The Fundamentals of Management course is designed for new managers to build the skill set they need to successfully lead their department or organization, as well as support existing managers looking to improve their skills.
Fundamentals of Management 2025 - Session 3.0	https://elearning.ala.org/local/catalog/view/product.php?productid=1392	ALA Core Forum	Management		March 3 - March 28	$165.11 Core member, $188.10 ALA member, $209 non-member	Series	The Fundamentals of Management course is designed for new managers to build the skill set they need to successfully lead their department or organization, as well as support existing managers looking to improve their skills.
Only Managers in the Building; Everything You Wish You Knew Before Becoming a	https://elearning.ala.org/local/catalog/view/product.php?productid=1449	ALA Core Forum	Management		March 26	$57.67 Core member, $71.10 ALA member, $79 nonmember	One Time	You're a manager! Now what? Transitioning from staff member to management, even as an assistant, can be tough. Now you have to make decisions, learn to say no, set policy, create culture, and find a way to create work-life balance for yourself and your staff. It's overwhelming. Don't just survive your first few years of management--find ways to thrive. Come for a candid panel discussion of three managers ranging from Supervisor to Deputy Director where they discuss the transition to management, their struggles, failures, and successes. This session will provide a candid peek behind the curtain of the struggles of being a manager both as a new manager, and throughout management. We'll discuss strategies that have helped us manage the transition, how we work with our staff, and lessons we've learned from experience
Project Management in Libraries	https://elearning.ala.org/local/catalog/view/product.php?productid=278	ALA RUSA	Management	Project Management	March 31 - April 25	$129.50 RUSA member, $141.08 student, $188.10 ALA member, $209 non member	Series	In this class, participants will review the skills and experiences needed to be exemplary project managers in a library organization. Interactive and dynamic activities such as discussions, reading assignments, and class exercises will accompany each week's lectures. The four-part topical tour of project management will culminate with a final project management principles. The course is self-paced.
Library Reboot for the Mid-21st Century	https://elearning.ala.org/local/catalog/view/product.php?productid=1481	ALA Core Forum	Management	Facilities	April 8	$57.67 Core member, $71.10 ALA member, $79 nonmember	One Time	This presentation will help pull the shroud of mystery off library design by briefly exploring the history and roots of 20th century libraries through the interplay of technology, space design, information access, and services that continue to drive the design of Mid-21st century libraries. Beginning with a broad overview of the history of libraries and key aspects of library design from ancient to modern, we will survey programmatic elements and design concepts that inform contemporary library design. We will explore programmatic themes from physical asset management approaches, to partnering, space activation, and cross programming in both public and academic libraries to frame the discussion on rebooting library design for the Mid-21st Century to create legible, permeable, transparent, and connected library buildings.

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Fundementals of Management 2025 - Session 4.0	https://elearning.ala.org/local/catalog/view/product.php?productid=1393	ALA Core Forum	Management		June 2 - June 27	$165.11 Core member, $188.10 ALA member, $209 non-member	Series	The Fundamentals of Management course is designed for new managers to build the skill set they need to successfully lead their department or organization, as well as support existing managers looking to improve their skills. Upon completion of this four-week course, attendees will: Recognize the key differences between management and individual contributor roles Define your own leadership style Effectively build relationships in the workplace Identify strategic practices for managing employees and their work Understand HR fundamentals and how to implement them in the workplace
Fundementals of Management 2025 - Session 6.0	https://elearning.ala.org/local/catalog/view/product.php?productid=1395	ALA Core Forum	Management		September 15 - October 10	$165.11 Core member, $188.10 ALA member, $209 non-member	Series	Upon completion of this four-week course, attendees will: Recognize the key differences between management and individual contributor roles Define your own leadership style Effectively build relationships in the workplace Identify strategic practices for managing employees and their work Understand HR fundamentals and how to implement them in the workplace
User Engagement: New Approach and Tools	https://elearning.ala.org/local/catalog/view/product.php?productid=825	ALA Core Forum	Marketing & Outreach	Community Engagement	On-Demand	$57.67 Core member, $71.10 ALA member, $79 nonmember	On Demand	Public libraries face challenges and opportunities in reshaping their community profile, especially post COVID. This webinar, taking an international perspective, highlights how emerging community engagement solutions can help target existing and potential users in repositioning public libraries and refreshing their services. While public libraries have always engaged with their users and the wider community a new generation of community or patron engagement solutions has now emerged to help libraries revitalise engagement with their communities. The presentation will describe their attributes, the opportunities they address and benefits they can bring. Learning Outcomes: At the end of this webinar, the attendees will be able to: demonstrate the need for more effective community engagement; better understand the context and articulate the need for a new approach to community/patron engagement; understand the capabilities of new 'community/patron engagement' solutions and other engagement tools; define the value and benefits that new 'community/patron engagement solutions can bring; and articulate the wider strategic context for the need for new tools to support new approaches to community/patron engagement
Providing Immigration Help with Community Partnerships	https://elearning.ala.org/local/catalog/view/product.php?productid=358	PLA	Marketing & Outreach	Community Partners	On-Demand	$71.10/ $79	One Time	By leveraging community partnerships, you may be able to meet the needs of immigrant populations while simultaneously advocating for your library.
Adult Learning: Beyond Literacy for Economic Impact that Changes Lives	https://elearning.ala.org/local/catalog/view/product.php?productid=483	Pueblo City-County Library District / PLA	Marketing & Outreach	Community Partners	On-Demand	$71.10/ $79	One Time	Completing a high school diploma is the key to further education and better jobs. In Pueblo we have safety nets in place for learners under 21, but what about our adults? Career Online High School has allowed us to support adult learners in returning to work at better jobs and heading toward new experiences in college. We have built strong community partnerships to support our program with funding and resources.
Training Staff to Serve Patrons Experiencing Homelessness in the Suburbs	https://elearning.ala.org/local/catalog/view/product.php?productid=439	PLA	Marketing & Outreach	Community Engagement	On-Demand	$71.10/ $79	One Time	Libraries in suburban communities are seeing a rise in homelessness, and many staff are unprepared to handle the needs of this population. We look at situations that have occurred at Mid-Continent (Missouri) Public Library and steps that we took to train staff in ways to serve the needs of this demographic, from locating social services resources to de-escalation techniques. We discuss easy to implement training and techniques for libraries of all sizes
Small Library Makes Big Impact through Community Networking	https://elearning.ala.org/local/catalog/view/product.php?productid=879	PLA	Marketing & Outreach	Community Partners	On-Demand	$71.10/ $79	One Time	During this on-demand webinar, Erickson and Sheldon share stories, tips, and timelines on how to elevate the image and usage of your public library.

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Politics & Partnerships	https://elearning.ala.org/local/catalog/view/product.php?productid=225	Human Resources Development and Recruitment	Marketing & Outreach	Community Partnerships	May 19 - June 30	$360 ALA member / $400 non-member	Series	This course will provide attendees with the ability to identify social/political/economic issues that may affect a library, the people it serves, or the work it does. Students will be able to develop relationships with people who can exercise influence in federal, state, or local decisions. This course will also help students to better understand the role of key constituents, the library governing body and its Friends and/or Foundation. A better understanding of politics and partnerships will also increase effectiveness in work with the media.
How Data and Mapping Help Libraries Meet Their Patrons' Needs	https://elearning.ala.org/local/catalog/view/product.php?productid=455	American Library Association	Technology		On-Demand	$71.10/ $79	One Time	"Using real-world examples, this on-demand webinar demonstrates how KCLS staff have used PolicyMap to better understand their communities, develop services that are responsive to local and regional needs, and allocate library resources in alignment with organizational values."
Data Visualization and Dashboards; Lessons Learned	https://elearning.ala.org/local/catalog/view/product.php?productid=1100	ALA Core Forum	Technology		On-Demand	$57.67 Core member, $71.10 ALA member, $79 nonmember	On Demand	Like many libraries, ours has storehouses full of operations data. However, challenges frequently arise when trying to analyze data from across frequently siloed and proprietary data sources in a timely manner. Available toolsets, meanwhile, leave us wishing for more — many apps handle data from specific products or only harvest specific types of data. Other apps are extremely expensive and/or require steep learning curves. Our goal was to find a sustainable workflow for analyzing, then publishing our data and visualizations in a data dashboard, so our entire library staff and administration could reliably use the data to better plan our services and communicate our worth with our community. In this session, we will share the lessons learned from our dashboard project and how they could be applied in libraries of any size. These lessons include doing an environmental scan of all the data used in our library, and methods of harvesting, analysis, and publishing our interdepartmental data for easy access and comprehension. Finally, we will offer demonstrations of the data applications we use in our workflow with pros and cons of their use.
Love Library Data: Project Outcome 101	https://elearning.ala.org/local/catalog/view/product.php?productid=268	PLA	Technology		On-Demand	Free	One Time	Learn about outcome measurement in libraries and Project Outcome toolkit.