## **Staff Engagement for Success:**

Establishing Digital Literacy as a Core Public Library Service

Pam Ryan

QPLA 2015 Conference

Spread the words.



# **About EPL**

- One Library, One Staff, One Collection
- Community-led
- 18 branches, 1 eplGO
- 2 lending machines & 1 epl2GO
- \$54 million; 670 staff
- 878,000 Edmontonians





# 2015 American Library Association (ALA) Presidential Citation for Innovative International Library Project:

EPL's Digital Literacy as a Core Service model

# **The Way We Share**

**EPL BUSINESS PLAN** 2011 - 2013

### STRATEGIC GOALS

### How we will get there

### **OUR COMMUNITY**

We strengthen neighbourhoods and communities by creating connections and understanding needs. We go beyond traditional boundaries, fostering collaborative relationships to build relevant and responsive library services.

### **OUR CUSTOMERS**

We are an integral part of the daily lives of all Edmontonians – at every stage of their lives. We know and listen to Edmontonians. Everyone feels comfortable and welcome.

### **EVOLVING TECHNOLOGIES**

We leverage evolving technologies to help Edmontonians connect locally and globally with ideas, information, entertainment and each other – when, where and how they choose.

### **OPEN SPACES**

We create open, safe and inspiring physical and virtual spaces.

### A LEARNING CULTURE

We are passionate, engaged and confident in our work. We learn and share knowledge and skills to achieve our potential and beyond. We build our capacity for change by working together.

### SERVICE EXCELLENCE

We deliver efficient and effective services with creative, sustainable, diverse and eco-friendly resources and practices.



### **OUR CUSTOMERS**

We are an integral part of the daily lives of all Edmontonians – at every stage of their lives. We know and listen to Edmontonians. Everyone feels comfortable and welcome.

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### **OBJECTIVE**

Position digital literacy services as a core library service with staff and customers.

### **STRATEGIES**

- Define, expand and promote our digital literacy services and programs (2011-2012)
- Review and implement recommendations of the Technology Training Subcommittee (2011-2012)
- Offer digital literacy programs when and where customers want them (e.g. evening, weekend, online) (2012)
- Develop partners and sponsors for digital literacy services (2013)

### DESIRED OUTCOME

- Increase in offerings and attendance at digital literacy programs
- Rating of "Excellent" from 95% of program attendees achieved



### A LEARNING CULTURE

We are passionate, engaged and confident in our work. We learn and share knowledge and skills to achieve our potential and beyond. We build our capacity for change by working together.

1

### **OBJECTIVE**

Staff are skilled and enthusiastic in helping customers with technology.

### STRATEGIES

- Implement a training model to increase staff skills and confidence in use of technology (2011-2012)
- Champion digital literacy services as core services, incorporating innovative approaches (e.g. recognition, peer coaching) (2011-2013)

### DESIRED OUTCOME

- Staff surveys reflect increased comfort levels and competence with technology
- Decrease in referrals to e-Services



### **EVOLVING TECHNOLOGIES**

We leverage evolving technologies to help Edmontonians connect locally and globally with ideas, information, entertainment and each other – when, where and how they choose.

2

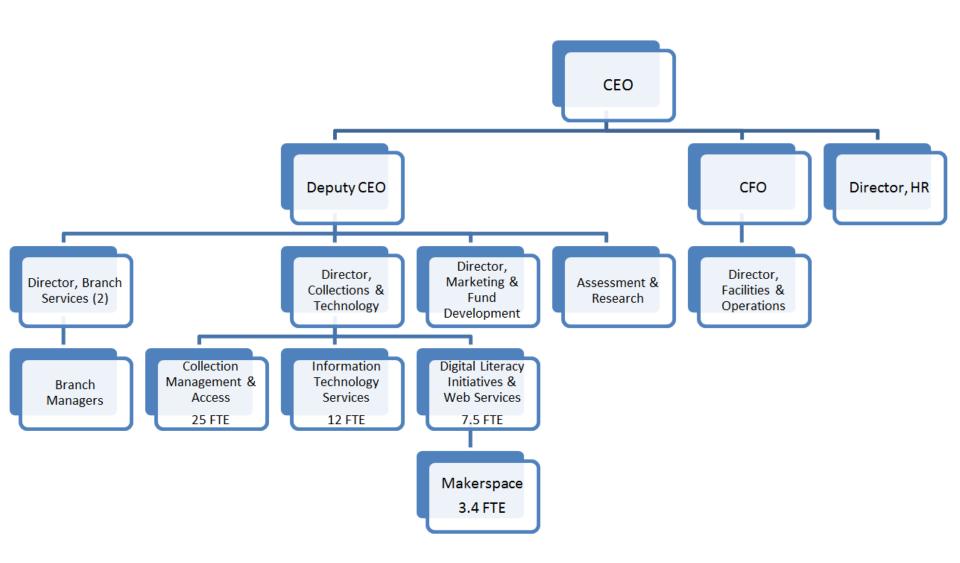
### **OBJECTIVE**

EPL is our community's digital workspace.

### **STRATEGIES**

 Create digital learning spaces within and beyond EPL walls (e.g. mobile labs, media labs) (2013)





# **Digital Literacy Initiatives**

Champion digital literacy services

Provide staff with a digital technology sandbox for training and programs

Provide staff with training and support to build their digital literacy skills

Develop and support creation of digital literacy services and programs



MY LEARNING

**CALENDAR** 

# epi.ca EDMONTON PUBLIC LIBRARY

MY TEAM

Navigation Home My learning Site pages

HOME

Upcoming events





PM (time zone:

### Welcome to the Edmonton Public Library's Learning Management System

MY REPORTS

Learn about the LMS! Take the Welcome to the LMS Course by clicking on the link below.



### Course categories

- Circulation & Collections (0)
- Communication & Interpersonal Skills (9)
- Digital Literacy (19)
- Discovery Services (10)
- Diversity & Inclusion (4)
- ▶ Health & Safety (2)



You currently have no tasks

#### Alerts

Showing 1 of 1



Collapse all

Reminder to complete the Course Feedback for Webinar: Developing Coaching Systems that Drive Results

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FIND LEARNING

# epi.ca EDMONTON PUBLIC LIBRARY

MY TEAM **HOME** MY LEARNING **MY REPORTS** CALENDAR FIND LEARNING Home ► Courses ► Digital Literacy Course categories: Digital Literacy Navigation Search courses: Home My learning Site pages Gale Course: Indroduction to Windows 8 My profile My courses Gale Course: Introduction to Microsoft Excel 2010 Courses Circulation & Collections Gale Course: Introduction to Windows 7 Communication & Interpersonal Skills Gale Courses: Introduction to Microsoft PowerPoint 2010 Digital Literacy Gale Course: Lynda.com Course: GarageBand Essential Training Indroduction to Windows 8 Gale Course: Lynda.com Course: iMovie for iPad Essential Training Introduction to Microsoft Excel 2010 Lynda.com Course: Outlook 2010: Effective Email Management Gale Course: Introduction to Windows 7 Lynda.com course: Outlook 2010: Time Management with Calendar and Gale Courses: Tasks



Introduction to



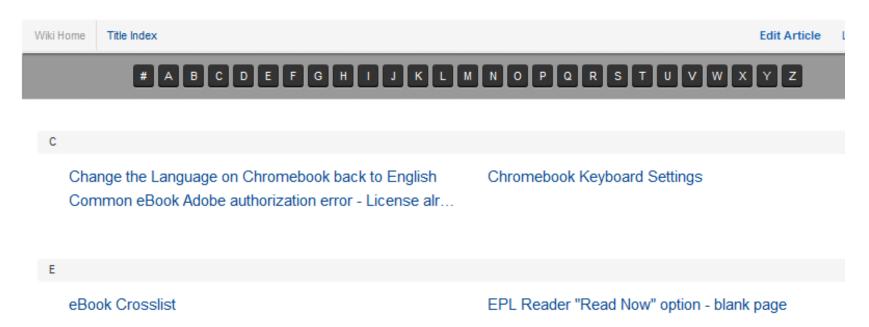
People & Groups > Departments > Digital Literacy Initiatives > Help Articles >

Help Articles

### Common Issues

**DLI News** 

Home



**Bookable Kits** 

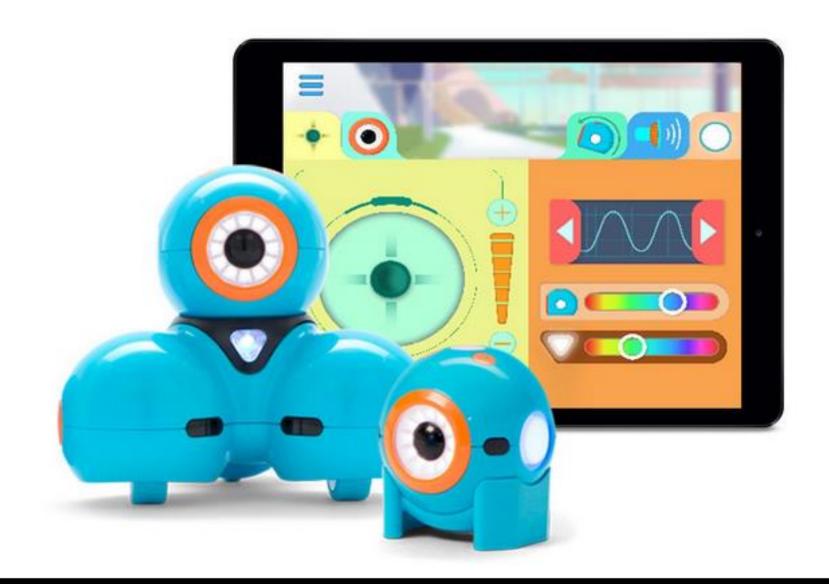
**Programs** 

Folders

**DLI Forums** 







# **Discovery Service**

### Surprise and Delight:

We are exciting, current and relevant. We surprise customers with unexpected service offerings, collections and levels of service. Customers leave with more than they expected!

#### Search:

We are expert navigators. We identify resources to provide relevant information. We provide customers with access to people, tools and opportunities to promote literacy, and skill creativity building.

### Discovery Service

### Spread the Words:

epl

We are engaged and passionate about the services we provide and the amazing collections we share! We want all Edmontonians to enjoy EPL, so we spread the words inside and outside the library. "Did you know we have a [program, resource, service] for that?"

### Discovery Service

### Recommend:

We love helping our customers find incredible content that matches their interests. We provide options that fit their needs.

#### Learn:

We are knowledge seekers and lifelong learners. We grow our skills and share them with customers and colleagues. We are curious and assume we can learn with the customer to find an answer to their question or discover with them how to do something.

### Make it Personal:

We listen. We are personable, compassionate and empathetic. We take a genuine interest and discover what our cutomers want. It is easy to be ourselves because we believe in what we do - we make a difference in people's lives.



## **ADULTS**



Tech Help @ EPL

EPL can help you feel tech savvy! We offer one-on-one time with friendly EPL staff to learn about computer basics, the Internet, email, word processing and social media services like Twitter and Facebook. Learn how to access and play with our eCollection, including eBooks, eReaders, audiobooks, databases, the library catalogue and apps. You're welcome to bring your own tablet, laptop or smartphone or use one of our computers. No need to book an appointment or register. Just come by your local branch, and get ready to have some fun.

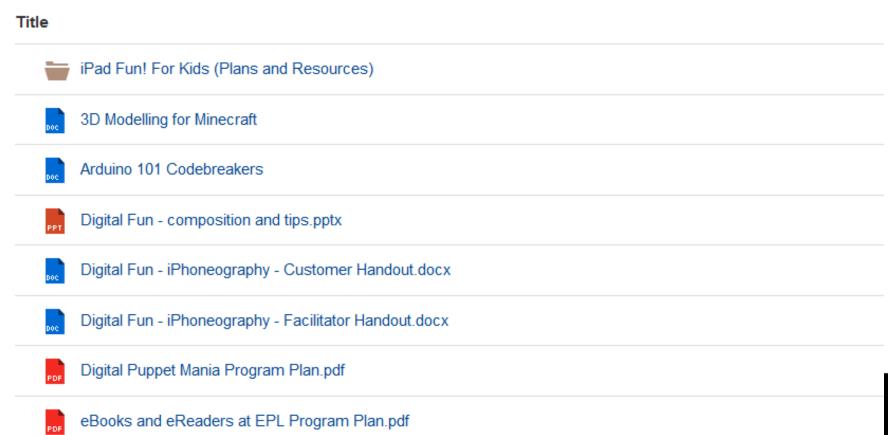


Forms People & Groups Home Customers Internal Resources Programming

Home **DLI News** Help Articles **Bookable Kits Programs** Folders **DLI Forums** 

People & Groups > Departments > Digital Literacy Initiatives >

### **Program Plans**





3 x Laptop Kits (1 kit = 10 laptops in 2 cases of 5)

Laptop kits contain speedy ultrabooks. They are great for computer instruction, creativity, and Minecraft programs.

Other equipment required: Plan to have a 25ft. extension cable and spare power bars on hand.

3 x XBox 360 kits



Xbox 360 kits come with 4 controllers, 1-2 games, Kinect controller, and video cables. Great for gaming programs. Combine with games on shelf at your branch.

1 x Makey Makey Kit (1 kit = 10 Makey Makeys)

Makey makey is a USB microcontroller than allows you to create a controller or human-computer interface from any materials that conduct electricity (the sillier, the better). Great demonstration of a simple circuit, very interactive (rec. ages 6 – 14). Check out the Makey Makey website for tips on getting started and for project ideas.

Other equipment required: a computer with USB ports (e.g., laptop kits)

1 x Little Bits Synth Kit (1 kit = 5 Little Bits Synth sets)



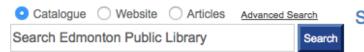












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### **eLearning**

# You're One Click Away!

Edmonton Public Library is a place for learning. Attend great programs in our branches, get one on one tech help from our staff, take home a huge variety of resources. We are thrilled to be offering an expanded suite of online learning opportunities for you.

These tools go way beyond electronic reference books and databases and we think you will love them and learn with them. Best news of all - with your EPL card it is all free.

#### Contact Us

Text us: 780.800.4929

#### Your Branch

### Stanley A. Milner Library

780-496-7000

### Lynda.com

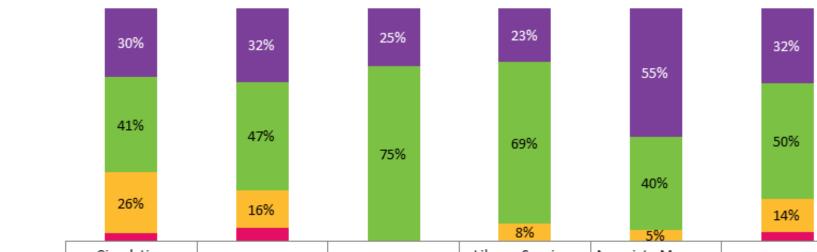
Online learning library that helps anyone learn business, software, technology, and creative skills from over 3,100





# Staff skills - 2014

### Overall, how satisified are you with your current level of digital literacy? (n=262)



	Circulation Assistant	Library Assistant	Librarian	Library Services Coordinator	Associate Manager / Manager	Totals
■ Satisfied	8	55	7	3	11	84
■ Somewhat satisfied	11	81	21	9	8	130
Somewhat dissatisfied	7	28	0	1	1	37
■ Dissatisfied	1	10	0	0	0	11

# Staff confidence - 2014

How confident are you in your ability to improve your digital literacy skills, if needed? (n=262)



	Circulation Assistant	Library Assistant	Librarian	Library Services Coordinator	Associate Manager / Manager	Total
■ I do not need to improve my skills	2	0	0	0	0	2
■ Confident	11	129	22	7	19	188
■ Somewhat confident	8	38	6	6	0	58
Somewhat unconfident	5	6	0	0	1	12
■ Unconfident	1	1	0	0	0	2

# The EPL MAKERSPACE is now here.

What will you make? The EPL Makerspace is now open on the main floor of the Stanley A. Milner Library. The space is open during regular branch hours, and offers cutting-edge technology and equipment that the public can use to create.



You'll find equipment such as 3-D printers, an Espresso Book Machine, creative workstations (PCs and Macs), gaming consoles, a green screen and the brand new sound booths. Stop in and record your own song or album—the possibilities are endless.

To learn more, visit epl.ca/makerspace.



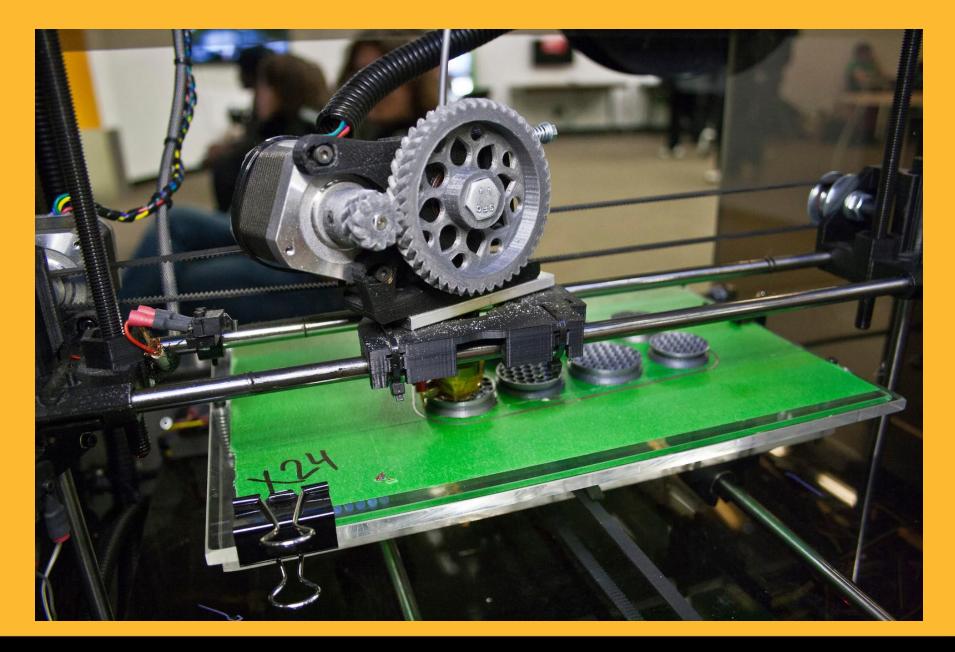
2014

 Branch makerspaces in four new branches (Total 5/19)

2015

 Branch makerspaces in one more new branch + 3 existing branches + epIGO (Total 10/19)

January 2016  Branch makerspaces in 4 more existing branches (Total 14/19)









My favourite part of the day was the Maker Space in the EPL. liked it because ... - I leathed so much of what technology can do such as the 3D Printer. I didn't know what a 3D Printer does before I saw the Maker Space. - I used to think alof of those things (like the 30 Printer.) were impossible.



Another @EPLdotCA Maker Space fan. I think that'll be a busy place this summer. pic.twitter.com/5GfjnPi5zD





2014 - 2018 EPL Strategic Goals 2014 - 2016 EPL Business Plan





Spread the words,

# ACT AS A CATALYST FOR LEARNING, DISCOVERY AND CREATING:

## OBJECTIVE 1:

WE HAVE FLEXIBLE, MULTIMEDIA, STUDY, MEETING AND CREATION SPACES.

### ACTIONS:

- Develop community gallery spaces outside of Milner (2015)
- Expand creation technology and services to other service points (2014-16)

# fun technology

# 3-D Printing

In this small group session, we'll cover the basics of 3-D printing. We'll help you get started making your own basic design with the beginner-friendly TinkerCAD 3-D modelling application. Our friendly and knowledgeable staff will share examples of great 3-D prints and tips to create models that will print well.

#### Stanley A. Milner

Tuesdays: Jun 9, Jul 7, Aug 4 » 6:30 p.m. Ages: 12 and up Register online, in person or by calling 780-496-7000.

# Pop-Up Makerspace

Robot challenges, Makey Makey hacks, DIY music, art and 3-D design are just the beginning at this pop-up maker event. You're invited to drop in, hang out, bring friends, try things and make fun stuff

#### Clareview

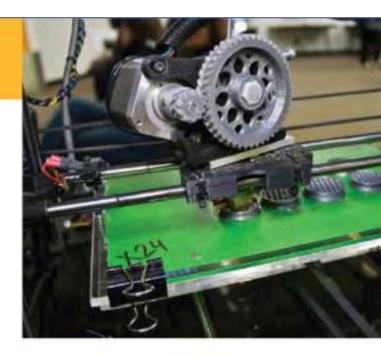
Thursdays: Jun 4-Aug 27 » 3:30 p.m. Saturdays: Jun 6-Aug 29 » 3 p.m.

#### Highlands

Thursdays: Jun 4-Aug 27 » 7 p.m.

#### Jasper Place

Sundays: Jun 7, Jun 21, Jul 12, Jul 26, Aug 9, Aug 23 » 1:30 p.m.



#### Meadows

Thursdays: Jun 4-Jun 18 » 3 p.m. Saturdays: Jun 6, Jun 13 » 3 p.m.

Friday: Jun 26 » 3 p.m. Friday: Jul 17 » 1:30 p.m.

#### Mill Woods

Tuesdays: Jun 2-Aug 25 » 4 p.m.























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