



A New York State Library Initiative

Training

A Statewide Approach

Established in 2014, *Ready to Read at New York Libraries: Early Childhood Public Library Staff Development Program* provides comprehensive training and resources to develop lasting,



research-based early learning services and re-imagined spaces for families with young children in public libraries across New York State. The ambitious project, with its strong focus on partnership development and outreach, aims to serve all families, but particularly those with high need and/or those previously unserved.

Using a train-the-trainer process, *Ready to Read* has developed a cohort of **Certified Trainers** (primarily youth services librarians), representing each of the state's 23 public library systems. These individuals were prepared by experts to offer training in the program's Five Foundation Components.

Training Tool Kits for each of the components, complete with PowerPoint presentations, presenter notes, supporting handouts, and evaluation tools, were also developed. The kits can be used with other audiences as well, such as with daycare or preschool staff. From 2014 to 2017, the kits were successfully used to offer 120 workshops!

Five Foundation Components

1. Everyone Serves Families with Young Children

The first component empowers library staff at all levels (including administrators, board members, and volunteers) to identify and embrace their capacity to make the library welcoming to families with young children. It covers the challenges faced by modern families, and provides insight into children's brain, physical, and social development.

2. Strengthening Young Families through Early Literacy Practices

The second component includes the successful *Every Child Ready to Read®* program (2nd edition) as its foundation. Participants learn to create library programming that models and teaches effective early learning strategies to parents and caregivers. The five early learning practices (talking, singing, reading, writing, and playing) are presented, and New York State school preparedness expectations are also explored.

3. Early Literacy Community Asset Analysis

The third component provides training participants with an essential foundation for planning early literacy services in their libraries. The training focuses on collecting and interpreting information about communities, helping participants better understand the needs and assets of the areas they serve. There is also special emphasis on identifying new or underserved audiences.

4. Strategies for Successful Partnerships and Outreach to Families with Young Children

The fourth component builds directly on the third by using identified needs and assets to develop a plan for building partnerships and conducting outreach. Focus is on the importance of moving beyond the library walls to collaborate with others that share the common missions of improving early literacy and fostering kindergarten preparedness.

5. Early Learning Spaces

The last component teaches participants how to create a physical environment in libraries that encourages play and supports early learning. Ideas and solutions are presented for multiple scenarios, for libraries of all sizes with and without readily available space, staff, and/or resources.

Want to Learn More? Visit:

<http://www.nysl.nysed.gov/libdev/earlylit/index.html>