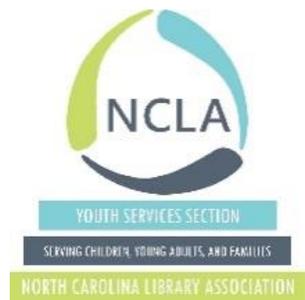


LinkkUp

CONNECT | CREATE | COLLABORATE

#NCLAYSS2020



Better Together!

Erin Foley & Melissa Green
Wake County Public Libraries

NCLAYouth Services Section Retreat
October 2020

Critical Questions

1. How can colleagues effectively share the load in a youth services department?
2. What are the benefits of collaboration for the institution?
3. What are the benefits of collaboration for the employee?

Wake County Public Libraries

- Youth Services Librarians work with a specific age group

Regional Libraries:

- Baby/Toddler Librarian
- Preschool-2nd Grade Librarian
- School Age (3rd-5th Grade) Librarian
- Teen Librarian

Community Libraries

- Young Child Librarian
- School Age Librarian

Our Experiences

Wake Forest Community Library

- Melissa: Young Child Programs
- Erin: School Age & Teen Programs

Northeast Regional Library

- Shared the Baby/Toddler Librarian position



Question 1:
How can colleagues
effectively share the
load in a youth services
department?

Divide and conquer!

- Work toward your strengths
 - Examples:
 - Melissa would source songs & rhymes for toddler storytime, Erin would source songs & rhymes for baby storytime and also format the powerpoint for both
 - Melissa would stay on top of readers' advisory and new books, Erin would build displays
- Make sure the division feels fair and equitable
- Optimize your time
 - While one person is hosting the program, one person is available for readers' advisory for patrons

Provide
consistent
programs
without
losing your
autonomy

- Work together to decide on themes
- Create a template together
 - Decide which elements are going to stay the same each week
- Change or adapt to fit your comfort, style, and personality

Acka Backa Soda Cracker

Acka backa soda cracker,
Acka backa peek-a-boo,
Acka backa soda cracker,
I love you!

Acka backa soda cracker,
Acka backa peek-a-boo,
Acka backa soda cracker,
Up goes you!





Put your **hands** up high,
Put your **hands** down low,
Put your **hands** in the middle
And wiggle just so.

Put your **elbows** in front,
Put your **elbows** in back
Put your **elbows** to the side
and

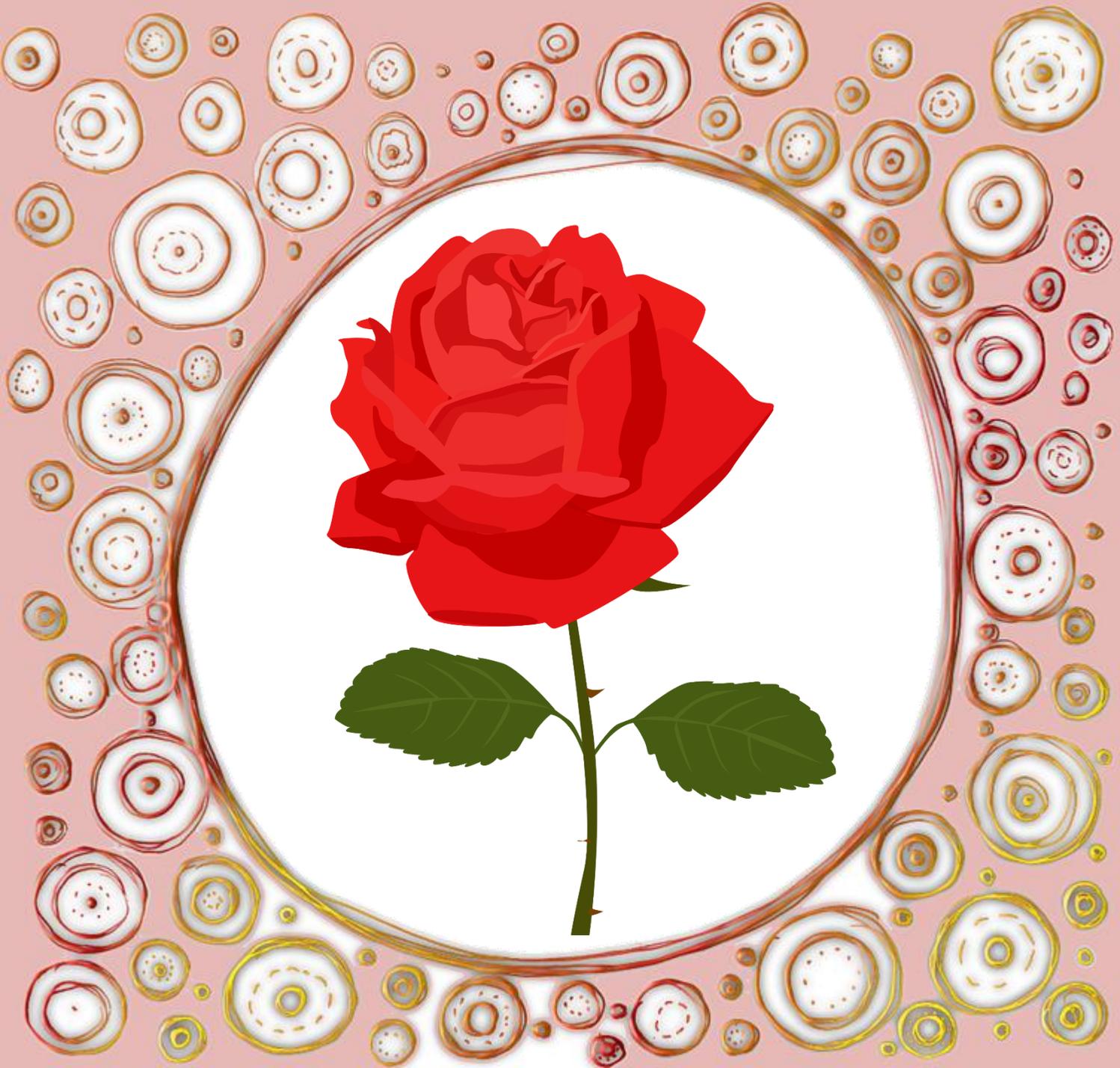
QUACK, QUACK, QUACK!

Where is the Flower?

Oh, little **flower**
where is your
hiding spot?

Could it be under the
_____ flowerpot?





Can we find
a **red flower,**
red flower,
red flower?

Can we find
a **red flower?**
We want to say
hello!



Oh, Mr. Rabbit

Tune: Down by the Station

Oh, Mr. Rabbit

You've got a mighty habit

**Of running through my
garden**

And eating all my...



Oh, Mr. Rabbit

Oh, Mr. Rabbit

(Yes, ma'am)

Got a mighty habit

(Yes, ma'am)

**Of running through my
garden**

(Yes, ma'am)

And eating all my...

In order to
work
together, you
have to *work
together*

- It is important to make sure your schedules overlap at some point each week
- Use email or text to frequently check in
- Use clear communication



Question 2:
What are the benefits of
collaboration for the
institution?

AT WORK LIKE



I CAN'T!

Prevent Burnout and Boosts workplace morale

Splitting up the workload feels lighter

Built in partner to troubleshoot, problem solve (and sometimes vent)

Stronger Customer Relationships

- One partner in storytime, one on the desk providing RA and greeting families provided families with a strong sense of who the young child librarians were.
- Partners helped each other place names and faces and were able to share information with each other to help meet each family's needs

Stronger Program of Service

- Balance strengths and weaknesses
- Brainstorming and Resource Sharing
- Ability to focus in on best practices by using shared experiences

Flexibility in Coverage

- This worked best at Northeast Regional where there was overlap- but had its moments at Wake Forest Community as well
- Seamless Storytime coverage in cases of illness, sick kids, or vacation
- Ability to switch with each other provided benefits for employee as well as institution

Breadth of Knowledge

- Institutional knowledge
- Double Reader's Advisory
- Double program experience
- At Northeast Regional able to provide leadership working collaboratively

Question 3:
What are the benefits of
collaboration for the
employee?

Grow Skillset

- Offered opportunities to grow but having a partner eliminated fear of failure
- Front row seat to partner's expertise allowed employee to see the process
- Built in sounding board for new challenges

Time Management

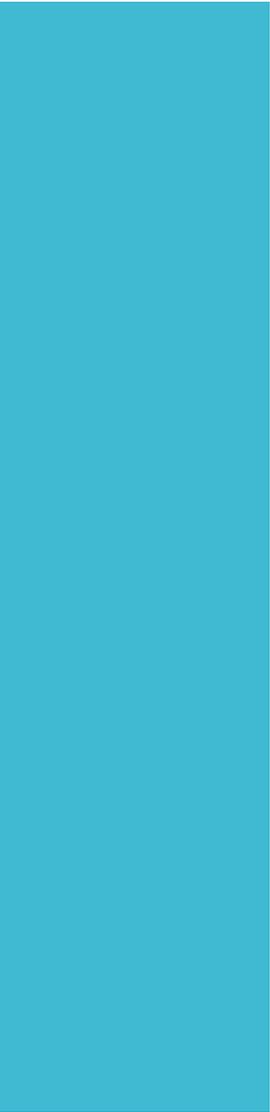
- Developed a strategy for collaboration that allowed for an equitable division of labor
- Allowed employees to do our best work without duplicating efforts
- Degree of flexibility- could team up if needed for time sensitive tasks

Flexibility

- Easy to re-arrange schedules
- Banish the working mother guilt
- Helped establish life/work balance

Engagement and Morale

- Reduce burnout- not solely responsible for entire program of service
- Support- co-worker who is always "in your corner"
- Snowball effect- one person's excitement is contagious



Thank you!

**Any
questions?**

