- Streamline member grant and award application process527.58 Tm[(Stre)-3

| Goal | Accountabilities | Performance Measures |
|---|---|---|
| ALA: Total membership will grow by 2% over the total number of members as of 08/31/10. There will be a specific focus on retention of first year members. | | |
| YALSA: By August 31st 2011, YALSA will have implemented a recruitment effort targeted at increasing the diversity of its membership. | Send recruitment materials to targeted ALA Affiliate and Round Table members<br>Advertise YALSA membership in ALA Affiliate and Round Table publications<br>Develop new recruitment materials that will appeal to a wide variety of potential members<br>Work closely with the Spectrum program to ensure Spectrum Scholars are aware of YALSA programs and services and to encourage them to become active in the Division<br>Make plans for a YALSA presence at the 2011 REFORMA conference (Sept. 15 ±18) | Track the number of individuals from Affiliates who join in FY11<br>Ads appear in publications<br>Updated recruitment materials are available online and in print<br>Interactions with ALA Diversity Office staff<br>Participation in events, such as the Spectrum Professional Options Fair |
| Personal:<br>BY: By August 31st 2011, I will have collaborated with YALSA leaders to develop resources and strategies for L Q F U H D V L Q J W K H G L Board and other leadership positions. | Create and complete a Board Profile document and distribute an updated profile annually to the Nominating Committee<br>Work with the Board &Nominating Committee on a process to identify members with diverse backgrounds with an interest in leadership positions<br>Work with the Board to evaluate the structure and work of the Nominating Committee and to incorporate strategies to recruit qualified individuals from diverse backgrounds, as needed<br>Compile and share association/governance diversity materials for Board members | Board Profile document created and disseminated<br>Interactions with Board<br>Expanded resources on diversity available to the Board via their Board wiki<br>Composition of future election slates<br>Expanded resources for the Nominating Committee are available |

## Personal Learning

| Goal | Accountabilities | Performance Measures |
|---|---|---|
| ALA: 100% of staff will undertake a training, educational and/or developmental activity and will complete and submit to their supervisor the Personal Learning Form. | | |
| YALSA: By August 31st 2011, each staff member will develop & implement a personal learning plan that incorporates at least 3 learning or teaching activities to address identified needs. | Create job-specific learning plan to be presented with FY11 goals<br>Periodic check-in with supervisor to review/revise learning plan<br>Integrate learned skills/concepts into daily work and share new skill/knowledge with other staff when appropriate | Completed personalized learning plan<br>Document improvements in job performance resulting from personal learning/teaching |
| Personal:<br>BY: By August 31st, 2011 I will increase my knowledge and expertise of best practices in association marketing and branding. | Seek out CE from relevant professional organizations<br>$ S S O \ N H \ F R Q F H S W from CE<br>Work with HR and supervisor as appropriate | Participation in at least one workshop, webinar, etc.<br>Incorporated new skill or adjusted existing skills based on what was learned in CE<br>Interactions with staff |