

Chicago Public Library
Children and YA Services
Cohort Group Leaders Fact Sheet

Cohort

/Ko-hort/ n. a group of warriors or followers 2 : companions, accomplices.

Why me?

You have been chosen to lead a small team of peer librarians through this major redesign of the Summer Reading Program. You were chosen for your:

- Vision
- Ability to community
- Leadership abilities
- Commitment to serving children in Chicago
- Demonstrated commitment to thinking forward and ability to making change work for kids

What next?

What is a cohort group?

This is a small group of peers who work together through the duration of a project plan, implementation and evaluation. In our case, that's this planning period and implementation of the Summer Learning Challenge.

Why add this to our already busy schedules?

Cohort groups help people adapt to change. Working in small groups gives people a less threatening environment to air concerns and develop new work plans and strategies. Your leadership will help them see that this project, while new in many ways, has its roots in what we have always done.

We are doing this to help everyone at every level of CPL feel they are being heard and that their concerns matter, because...they DO! Your leadership facilitates the great ideas you and your peers have, helps people work through concerns and develop a work plan around new ideas.

Okay, I'm on board, but how do to make this work?

Communication is critical to the success of these groups! Pull your group together, actively listen to their concerns about our process, hash through problems (don't be afraid of their fears!) and communicate back to your "parachutes" in CYAS if you run into true impediments or roadblocks.

So...what do I do next?

Communicate—share your vision—reiterate the research about summer learning loss, what our large goals are—share your enthusiasm about the program (if you are feeling the love for this!) and listen to your peers concerns. --Set up a time during the March orientation when you can meet with your cohort group for 10-15 minutes to listen to share ideas, build teamwork with them and point out interesting or new ideas they can use to personalize this summer's program.

What if I run into issues with which I am uncomfortable? Who you gonna' call?

Call the Fear-Busters, your CYAS liaisons:

North District: Shilo Pearson
Central District: John Glynn
South District: Elizabeth Basile