Greetings LRLers! Hope everyone’s enjoying the early fall days. That chill in the air means it’s time for everything pumpkin and... for the jam-packed, fall 2017 issue of Newsline. In it you’ll find news, summaries, highlights and photos from both the NCSL Legislative Summit held in August in Boston, Mass. and the LRL PDS held in September in Helena, Mont, plus much more.

The 2017 Legislative Summit combined interesting presentations, historic sites and great people. LRL co-sponsored several sessions including Research Methods, Critical Thinking, and Expecting the Unexpected. We also sponsored tours of the Massachusetts State Library and the JFK Presidential Library and Museum. At the LRL Business Meeting held during Summit in Boston, we installed the new slate of officers for the coming year and presented the 2017 Notable Documents Awards and the LRL staff achievement award to this year’s recipients.

The LRL Professional Development Seminar in Helena was also chock full of thought-provoking presentations, historical tours and numerous opportunities to network with colleagues. Noteworthy presentations include Public Employees During Difficult Times and an historical look at the Montana Constitutional Convention. Tours of the Montana State Capital, Historic Helena and the State Law Library were enjoyed by all. Many thanks to Sonia Gavin for putting together such a fantastic seminar and showing us incredible hospitality!

Read many more details about both of these interesting meetings in the following pages.

Thank you to Catherine Wusterhausen (Texas) for her exemplary leadership during the past year. As she moves into the Immediate Past Chair’s role and I become Chair, the 2017-2018 Executive Committee is rounded out by Betsy Haugen (Minn), Vice-Chair and Teresa Wilt (Nev.), Secretary.

LRL offers many opportunities to support and connect with fellow legislative research librarians nationwide. These include sharing information via our listserv, viewing professional development webinars, and attending the annual NCSL Summit and the LRL Professional Development Seminar. The benefit of connecting with colleagues is immeasurable and I hope you will take advantage and become more involved in this great group.

In the coming year, I look forward to hearing from you and welcome any ideas or suggestions about ways LRL can better serve you.

Julia
LRL Presents: the 2017 Notable Documents Awards Winners

The annual Notable Documents Awards are presented by the Legislative Research Librarians Staff Section.

Awards were given to recipients at the LRL Business Meeting and Award Ceremony in Boston, MA during the 2017 Legislative Summit.

This year’s winners are as follows:

**Economy**
- **Business Ready Community Program** – Wyoming Legislative Service Office
- **Climate Solutions and Economic Opportunities** – Minnesota Environmental Quality Board
- **History, Public Policy, and the Geography of Poverty: Understanding Challenges Facing Baltimore City and Maryland** – Maryland Department of Legislative Services, Office of Policy Analysis

**Education**
- **Allotment-Specific and System-Level Issues Adversely Affect North Carolina’s Distribution of K-12 Resources** – North Carolina General Assembly, Program Evaluation Division
- **Arizona School District Spending: Fiscal Year 2016** – Arizona Office of the Auditor General
- **Distribution of State Funds for K-12 Public Education** – Idaho Office of Performance Evaluations

**Recess and Physical Education (K-5)** – Kentucky Legislative Research Commission

**Intergovernmental Relations**
- **State Jurisdiction in Indian Country** – Idaho Office of Performance Evaluations

**Legislatures**
- **Report of the Legislative Salary Council** – Minnesota Legislative Salary Council

**Public Health**
- **Opioids: Preventing and Addressing Prescription Drug Abuse** – Office of Minnesota Attorney General
- **Prescription Drug Costs: Maximizing State Agency Purchasing Power** – New Mexico Legislative Finance Committee

**Student Mental Health Services Inventory** – State of Washington Joint Legislative Audit and Review Committee

**State Comparison**
- **Hands-Free and Distracted Driving Laws in Other States** – Kansas Legislative Research Department

Notable Document Award Judges: Elizabeth Lincoln, Minnesota, Chair; Sabah Eltareb, California; Ingrid Hernquist, New Jersey; Molly Riley, Minnesota; and Jenna Steward, Louisiana.
LRL Legislative Staff
Achievement Award Winners

The Legislative Research Librarian Staff Section is happy to announce that immediate past LRL chair and co-head librarian at the Connecticut Legislative Library, Jennifer Bernier and director of the Minnesota Legislative Reference Library, Elizabeth Lincoln are the 2017 Legislative Staff Achievement Award Winners.

Jennifer Bernier has served for many years as librarian with the Legislative Library of the Connecticut General Assembly, rising to co-head librarian. As a leading member of the Connecticut Legislative Library team, she has made an invaluable contribution to the smooth operation of the library and to the legislative process. Bernier has been an active member of the LRL staff section for many years. She has given her time and talents freely to help promote legislative research libraries, working tirelessly to increase communication among members and to promote professional development opportunities. Her energy and enthusiasm have helped raise the profile of legislative librarians within NCSL and encouraged more active involvement within LRL.

Elizabeth Lincoln has provided outstanding support to the Minnesota Legislature in the Legislative Reference Library for 24 years in progressively responsible roles. In these roles, she has made information available to legislators, staff members and citizens in a variety of traditional and innovative ways. Her strengths is the ability to manage and deliver traditional content in technologically creative ways. She is a humble and much-loved manager. Lincoln also has been a major contributor to the work and spirit of LRL and NCSL as a whole, and is truly someone who signs up for the hard jobs. She was LRL chair in 2009-10 (after her secretary and vice chair stints) during which time she was also active on the Legislative Staff Coordinating Committee. She’s been chair of the demanding Notable Documents Committee since 2013 (having served on the committee since 2005) and is LRL Central Northern Regional Director. She was also a member of the Elections Committee for the Bylaws rewrite in 2013. Lincoln has been generous and tireless in service to the staff section. Her contributions include a number of LRL/NCSL programs over the years. In addition, her library hosted the 2009 LRL Professional Development Seminar and the LRL portion of NCSL’s 2014 Summit.
Below are summaries of LRL sessions at the 2017 NCSL Legislative Summit held at the Boston Convention and Exhibit Center in Boston, Massachusetts.

In the Trenches with Social Media

*Sonia Gavin, Montana Legislative Services Division*

Presenter: Eva Guidarini from Facebook

Facebook attracts 77 percent of internet users and most people spend 50 minutes a day on the site. The 2016 election was the most talked about topic on Facebook. Eva talked about the difference between a profile and a page. Most candidates and elected officials would want a page, not a profile. Ninety percent of those using Facebook are on a mobile device so they only see content when it pops up in their newsfeed.

Facebook town hall is a feature that can be set up for candidates and elected officials so their constituents, as well as the public, can interact with them. There should be a clear policy on your page for comment moderation. To avoid Facebook trolls, comment regularly so individuals know you are monitoring your page which is easy to do.

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There are good occasions to go live. These include hot topics, question and answer sessions, a behind the scenes video of the statehouse or your office, breaking news, or an interview. Using these tools makes you a real person to the public. Other suggestions for great content is to be authentic. If you look like a real person, the public will care about you as a real person, not just an elected official. Having an interactive event such as a live Q and A also makes you a real person. Having timely, frequent and varied content are also other proven strategies. NCSL has posted to its website a Facebook Guide for State Legislators.

The session also included legislative staffers providing feedback from their own experiences with their constituents. Some set up the pages for their members and work with them to assist with content and maintaining the pages. Other states provide social media support for their members.

Continued on next page
LRL at the Legislative Summit

Legislative Staff University: Making Work Worthwhile

Sonia Gavin, Montana Legislative Services Division

Speaker: Willow Jacobson, School of Government - University of North Carolina

Willow Jacobsen talked about managing a multi-generational workforce. There are currently four generations working together in the workplace. They all have different methods of communication and expectations of time in an organization. Each attendee was given a worksheet where we wrote down certain items for each generation. We were to describe historical events, salient values of the political culture, and the leaders and public figures of each generation: mature, baby boomers, Gen X and Gen Y. The discussion regarding the worksheet was very interesting, and it brought to light how we all work differently.

The presentation continued with listening techniques. “Every good conversation starts with good listening.” She talked about the concept of “yes, but” versus “yes, and” which is a great tool for good discussions. We all need to test our assumptions and be aware. These three things need to be considered: assumption, inference, and attribution.

Massachusetts State Library Tour

Ingrid Hernquist, New Jersey Office of Legislative Services

On Monday, LRL was treated to a behind-the-scenes tour of the Massachusetts State Library. The library is located in the Massachusetts State House. It was founded in 1826 but the collections originate back to 1813 with official maps and books. The library started as an exchange of information between cities. In the 1840s, it was moved from the basement and finally moved to its current location in 1895. An annex was added for additional stack space in the 1920s. This annex would become the Library’s Special Collections Department in the 1970s, where rare and special items such as maps, photographs, atlases and manuscript materials are now located. Currently, it is a comprehensive research library which supports the work of the legislature, governor’s office and other public officials and their staff. The library falls under the Executive Office of Administration and Finance of the Massachusetts state government. It is the main legislative library and a repository of government documents in the state. There is currently a staff of 11. The public can come to use the facility and material but the collection is not circulated. The online catalog is also available to the public.

The main collection is housed in the reading room. This area was refurbished in 2014 to bring it back to how the library originally looked. There is a bust of Roosevelt that was made by the same artist who created Mount Rushmore, Gutzon Borglum. There are stained-glass panels depicting three historical events of Massachusetts: 1620 the Plymouth colony, 1775 the Revolutionary War and 1861 the Civil War.

The collection includes legislative histories, official and annotated statutes, house and senate journals, acts and resolves going back to 1692 (these are also available online), court decisions, Code of Massachusetts, history of the code back to 1976, and an extensive collection of municipal annual reports going back to early 1800s. Bills from 1890s to 2008 are in the process of being digitized. Eventually the bills going back to the 1830s will be digitized. Annual reports are also in the process of being digitized.

Librarian Kaitlin Connally who conducted the tour showed us some interesting pieces from the special collection. The title on one set was called “Legislative Documents.” Within these volumes are bills, reports including various committees, and a subject index. We also saw annual reports from the 1840s, reports of contested elections through 1942, Department of Commerce tourism pamphlets, town monographs, town reports, municipal books Continued on next page
listing deaths and births, Native American tribe legal books, digitized manuscripts from Governor William Bradford on his recollection of the Mayflower, early journals of the Senate which were handwritten, an Old Boston city directory from 1789, maps by a local artist, a transcript about Jane Toppan who was a serial killer in Boston from 1895 to 1901, a sizable collection of legislators papers (70 to 80 legislators), and the legislator’s biographies card catalog files up to 2008. Since 2008 the legislator’s biographies are computerized.

The tour was informative and interesting. It provided a wonderful opportunity to network with fellow legislative librarians to see what services other legislative libraries offer.

Conversations that Sparkle, Inform and Amaze

*Sonia Gavin, Montana Legislative Services Division*

Speaker: Celeste Headlee, Celeste Headlee Media LLC, Georgia

Communication is very important, but with increased use of technology, good communication is declining. The higher the use of technology, the less empathy that we have. In an experiment when a cell phone was placed on a table 60 percent of the subjects said that the other person was unfriendly. A cell phone is extremely distracting to your brain. There are several factors that are important parts of good communication, including vocabulary, body language, and tone of voice.

Ms. Headlee outlined several things not to do when communicating. These included:

- Do not multitask
- Do not pontificate or lecture
- You can always learn from someone else
- Go with the flow
- If you do not know something, admit it
- Do not equate their experience with yours
- Do not repeat yourself
- Stay out of the weeds
- Listen
- Be brief

Critical Thinking: An Objective Analysis for Today’s World

*Elizabeth Lincoln, Minnesota Legislative Reference Library*

Kevin deLaplante is a former philosophy professor who left academia to become a speaker and consultant in critical thinking. He spoke to a full house of legislative staff on Tuesday afternoon during the Legislative Summit on ways to evaluate information and how to filter bias and recognize misrepresentations.

Professor deLaplante’s speech was wide-ranging but his key point is that most cognitive biases operate unconsciously. He presented several examples in which people interpreted meaningful images or sounds from ambiguous stimuli. One memorable example is the famous image of the dress which appears blue and black to some and white and gold to others; another memorable example is hearing phrases when listening to a popular song backwards. Ambiguities in interpretation are resolved unconsciously. The examples point to the possibility that different people can experience the same experiences in very different ways and not be aware of it.

Research Methods: Which One Do I Chose?

*Julia Covington, North Carolina Legislative Library*

Panelists: Jennifer Bernier, Connecticut General Assembly; Greg Fugate, Colorado General Assembly; and Anne Sappenfield, Wisconsin State Legislature

In-depth, thorough legislative research is an essential part of the legislative process. Legislators, legislative drafters, committee staff and program evaluators depend on good research to make sound decisions. Each of the three panelists drew upon their specific area of expertise to provide suggestions to improve research methods.

Ms. Jennifer Bernier, Connecticut Legislative Library, laid out the process she follows to answer a research question. First, she makes sure she understands and defines the question. Next, she selects appropriate resources and then compiles the information. Finally, she reports her results to the requestor and documents the work.

Ms. Bernier described her library’s Book of Uncommon Knowledge - a record of answers to previous research questions. No need to reinvent the wheel as it has proven to be an excellent resource through the years. She emphasized that contrary to what some requestors believe, not everything of value is online.

Mr. Greg Fugate, Office of the State Auditor, Colorado General Assembly, also stressed the importance of first defining the question. Next, his approach is to find and evaluate the evidence to answer that question. It is important to review the quantity, quality and the types of evidence before drawing any conclusions.

Ms. Anne Sappenfield, Legislative Audit Bureau, Wisconsin State Legislature, added that to familiarize herself with a topic, she often begins with Wikipedia or Google. She emphasized that it’s important to ask for help if needed and that fellow colleagues often serve as invaluable resources of background information. Finally, she advised that it’s always best to be honest and admit that you don’t know the answer to a question.

It’s better to take additional time and provide the correct information later.
JFK Presidential Library and Museum

On Wednesday afternoon, we visited the JFK Presidential Library and Museum, which was a real treat! The Library is right on the water outside of Boston Harbor, a truly beautiful setting. It is one of 14 presidential libraries. We were able to visit with the Director of Archives, Karen Adler Abramson, who explained that each presidential library is quite different because they are private nonprofit corporations that are then managed by the National Archives and Records Administration. Being a hybrid, they are not governed by the Freedom of Information Act and are bound by the family’s wishes expressed in the deed of gift but they are committed to cataloging, preserving and sharing as much of the collection as possible. The Library continues to receive donated items and there is quite a backlog.

They have also digitized many items and put them on their website. After our visit with the Director, we dispersed and toured the Museum exhibits which were beautifully done, including a replica of rooms in the Kennedy White House. It was just fascinating to reflect on the myriad of issues that were front and center for President Kennedy!
2017 LRL Professional Development Seminar
Helena, Montana

LRL met September 13-16 in Helena, Montana for a successful and enjoyable professional development seminar. Generously sponsored by Montana Legislative Librarian, Sonia Gavin and the Montana Legislative Services Division. Below are summaries of some of the sessions and tours that attendees enjoyed during our time in Big Sky Country.

Montana Stockgrower’s Association
Jennifer Bernier, Connecticut Legislative Library

After the initial introduction and welcome from Sonia Gavin and NCSL staff chair, Chuck Truesdell, we began the opening session of the LRL PDS which provided attendees with an overview of Montana’s agricultural industry, the leading industry in the state by cash receipts. According to Jay Bodner and Corey Anderson, of the Montana Stockgrower’s Association, Montana’s top five agricultural products are cattle and calves, wheat, hay, barley and dry edible peas. About 62% of Montana’s nearly 60 million acres is used for farms and ranches. Mr. Bodner spoke about the cattle industry in more depth including the role of the U.S. Forest Service, livestock and wildlife management, and the impacts of endangered species and that the average age of livestock producers is steadily increasing.

Historic Helena Trolley Tour
Susan Cole, Maryland Department of Legislative Services

On the first day of the PDS we were treated to a tour of beautiful historic Helena by Last Chance Tour Trains. Unfortunately, the weather made a tour in their open air trains unfeasible, but one of their trolleys kept out the rain and cold weather. Led by a well-informed guide we learned about Helena’s past as a gold mine boomtown. We saw a restored miner’s village, opulent mansions built by miners who had struck it rich, and the Cathedral of St. Helena (which was itself endowed by a wealthy miner). Our tour also visited both the old governor’s mansion and the new one built in the 1960s. Throughout, the guide delighted us with tales of scandals of yore, including how the name of town (originally called Last Chance Gulch) was decided by a rigged vote. One highlight of the tour for your faithful correspondent was seeing the oldest extant building in Helena: a miner’s cabin built in 1864.

State Law Library of Montana Tour
Catherine Wusterhausen, Texas Legislative Reference Library

The Montana State Law Library works to make legal resources and information available to lawyers, judges, court officials, state employees, and to the public. Director Sarah McClain and technical services librarian Stephan Licitra provided an introduction to resources and services offered by the library. The collection includes a wide range of resources for legal and legislative research, including Montana Supreme Court briefs,
executive agency regulations, legislative history files and bill books, and a wide selection of law reviews and general legal resources. An unusual collection features English law books dating back to the 16th century, acquired to provide insight into the influence of English common law on early Montana jurisprudence.

The Law Library strives to provide a high level of service to members of the public; initiatives include offering a staffed legal self-help center; participating in the Access to Justice program; providing legal resources intended for non-lawyers; and offering public access to Westlaw and LexisNexis.

**Public Employees During Difficult Times**

*Jennifer Bernier, Connecticut Legislative Library*

Speaker: Patrick B. Edgar, Montana State Professional Development Center

Dr. Edgar introduced the session by indicating that we are in a time of societal shift from an industrial to a post-industrial society. He described it as a limited period in which we have left the old ways but have not quite entered the new period. He pointed to a few examples that are likely to impact workers: Bureaucracies, part of the older system, were created to control information but now the flow of information is uncontrollable. Employees are moving away from single purpose roles to network and project based positions where they are required to have different roles within the same position. The biggest and fastest growing institution is the “gig economy” where people work on one project with a group of people then move to a new project rather than stay a single employer for a career.

Dr. Edgar said it is likely the societal shift we are currently experiencing will transform public service. He said that public employees will need to eliminate silos of thought and tasks and network across offices, departments, and branches to complete projects, and become nimble. Because the shift is not yet complete, it has yet to be determined how public employees can build resilience and engage in constructive challenge; we will need to “redesign the plane while flying it.”

Dr. Edgar stated that workers, including those in the public sector, need to have a fundamental mindset shift from how functions are currently performed. He referred to having an “outward mindset” to solving problems and performing tasks, taking a more holistic approach when contemplating our functions, and move from a “my results” to an “our results” mentality.

It is Dr. Edgar’s belief that right now, in changing times, it is important that public employees produce authoritative information and look for opportunities for shared resources, all while maintaining a positive attitude. He concluded by asking each attendee to take a 21-day challenge: find 3 things each of us are grateful for each day for three weeks, trying not to repeat any item.
Montana Constitutional Convention

Julia Covington, North Carolina Legislative Library

Mr. Greg Petesch, retired director of Montana Legislative Legal Services and Code Commissioner, spoke to us about the history of the Montana Constitutional Convention of 1971. He described the interesting and unique events that led to passage of the Montana Constitution of 1972.

The Montana Constitutional Convention of 1971 was composed of a very progressive group of citizen delegates who were chosen based on the 1970 census data and a federally imposed redistricting plan. This plan gave more power to Montana’s populated urban areas and therefore it was an urban focused group. It was made up of 19 women which was very unusual at the time. It also contained 24 lawyers, 13 educators, 20 farmers and ranchers, 18 former legislators, 1 beekeeper and 1 minister.

Although the delegates were citizens and not legislators, they were astute politicians who compromised throughout the process to assure buy in from various important constituencies.

The Convention produced a progressive document which included the main themes of environmental preservation, local community pride and the improvement of society and government. The proposed Constitution was supported by the League of Women Voters and Environmental groups and it was approved by a bare majority of the voters.

Mr. Petesch gave us a fascinating historical perspective on the process. He emphasized that it is highly unlikely that such events would ever take place in Montana today.

Montana State Library Programs

Betsy Haugen, Minnesota Legislative Reference Library

On Friday afternoon of the PDS, staff from the Montana State Library told us about the innovative and wide-ranging services they provide. They do amazing work! Here are some highlights from those who shared their work with us:

Library overview - First we heard from Evan Hammer who talked about their Digital Library. The State Library collection is electronic only at this time. The Montana State Library, the Montana Historical Society, University of Montana, and the Montana State University have formed a partnership called the Big Sky Country Digital Network.

GIS data - Erin Fashoway told us that Montana is the first state in the nation to create a GIS-based statewide Cadastral database. Cadastral data is the information about rights and interest in land. The Montana Cadastral online mapping application allows the public to view the cadastral data and provides a basic research tool that shows the extent, value and ownership of public and private property in Montana.

Montana Natural Heritage Program - The Heritage Program method for organizing data was initially developed by The Nature Conservancy in the early 1970s. Bryce Maxell told us the Montana NHP was established in 1985 and operates under a contract with the University of MT, but is housed in the State Library. The founders felt the program would have a neutral office within the State Library as opposed to within a state agency where they would be subject to management decision by the agency. The Heritage Program produces field guides, and individual species accounts on the status and distribution of MT’s native animals and plants, emphasizing species of concern and high-quality habitats. Amazing fact: the field guides get 56 hours of use by the public and state agencies every day! The program has 12 permanent staff and currently 5 additional staff working on a wetlands project.

State Publications – Jim Kammerer discussed how the State Library provides public, permanent access to state agency publications, and supplies 18 depository libraries. Collaborating with the Internet Archive, their digitization project includes publications back to 1890 - providing text and digital archives to 25,656 publications so far. For every publication digitized by the Internet Archive, MT is supplied eight file formats, including an audio file. For those of you wondering about costs to partner with IA, they shared that the Library pays 10 cents for every page, with publications housed for free indefinitely. A print copy of all state publications goes to the Historical Society for additional preservation.

MT. GovConnect – The State Library also contracts with the Internet Archive to ‘crawl’ through their state agency websites, capturing pdfs and many file formats. They include legislative, executive and judicial branch websites. The cost is $16,000/yr for 1.5 terabytes of data. They ask all state agencies to put a piece of code within their page footers which allows anyone to see the historical web pages. Look for the “Page history” link.

State Librarian, Jennie Stapp, concluded things by telling us how the State Library updates the Legislature on issues of importance by supplying briefing sheets on key topics and by offering updated “Legislative Snapshots” on a variable basis. These snapshots include live links and data sources to help deepen members research on specific topics such as Next Generation 911, state infrastructure, and the State Water Plan.

LRL members on the Gates of the Mountains Boat Tour
State Agency Database

Anne Rottman, Missouri Legislative Library

The Government Documents Roundtable of the American Library Association began the State Agency Database project in 2007 through the acquisition of a wiki. Daniel Cornwall of the Alaska state library proposed that this become a project of GODART and provided a structure for the wiki. It has now progressed beyond a simple wiki to what you see today. The web address for this resource is: www.godart.libguides.com/statedatabases. The goal in creating this very useful resource was to locate, annotate, and provide links to publicly available, searchable databases produced by agencies in all 50 states plus the District of Columbia. This group felt that while some of these databases were readily available on search engines, some were part of the “invisible web” and so were not accessible to the general web user. The list is kept current by volunteers from each state. In Missouri, this duty falls to the government documents librarian at the State Library. Volunteers agree to periodically check for broken links and users are also asked to report any broken links to that state’s point person. There are statistics kept on the number of visits to both the subject guides and the state guides, which are available on the dashboard tab on the website.

A companion to this is the State Blue Book and Encyclopedias hosted also by GODART and maintained by the State and Local Documents Task Force through volunteers from each state. The URL for this resource is: www.godart.libguides.com/bluebooks. For Missouri, links are provided not only to the current blue book, or Official Manual as it is called, but there are also links to an archive going back to 1878.

Did You Know?

The NCSL Executive Committee is composed of 63 members: Seven officers, 30 at-large legislators, four regional legislators from the Council of State Government, six ex officio members, and 16 legislative staff.

The LSCC is made up of the NCSL staff officers, legislative staff serving on the NCSL Executive Committee, the staff officers of the NCSL Standing Committees, two officers of each of the ten staff sections, and four discretionary appointees.

Legislative Staff Week

This coming December, 4-8, NCSL will be hosting our very first Legislative Staff Week. There will be blogs, website content, magazine and other pieces all about legislative staff! Interested in having a profile included in the content? Contact LRL Liaison, Megan McClure for details!

Legislative Staff Week will be a bi-annual feature across NCSL’s many platforms, seeking to highlight the crucial role played by legislative staff in state legislatures and within NCSL.
Resources for Staff Training

Training new staff can present a myriad of challenges and logistical issues. How do you train someone when you already have your plate full with your daily duties? How do you train staff in the middle of a session? Or on a shoestring or non-existent budget? Below is a list of NCSL resources to help you train new and old staff without over stretching your time, ability and budget!

Webinars:

- **NCSL Bill Information Service** - for legislators and legislative staff only (this webinar is held on a monthly basis as an introduction to the NCSL Bill Information Service)
- **Primaries and Beyond: The Legislative Role**
- **What I Wish I Knew When I Came to the Legislature**
- **Top Challenges and Best Advice for working in the Legislative Environment**
- **Moving On Up! Advancement, Promotion and Lateral Movement**
- **Ten Ways to a Great Webinar**
- **Legislative Staff Training Programs: A Look at Diverse Approaches Across the Nation**
- **The Keys to an Effective, Engaging Presentation**
- **NLPES Webinar on Two Outstanding Research Methods**

Podcasts:

- **Conversations, Business Cards and Handshakes: Preparing to Engage at Summit**
- **Leadership in the Legislature**
- **Federalism: The “Hamilton” State Legislative Mix-Tape**
- **Brain Science for Legislators and Legislative Staff**
- **State of State Legislatures: 2017**

Blogs:

- **Today’s Social Media can Create Blurry Lines**
- **Making Your Case: Develop and Deliver Your Message**
- **My How Things Have Changed**
- **What’s in a Recipe for a Bill?**
- **Great Managers Aren’t Born**
- **Going Whole Hog in the Colorful World of Legislative Vernacular**

Other Resources:

- **Colorado LegiSource: A Great Way to Reach and Teach Legislators**
- **NCSL’s Staff Training and Professional Development Website**
- **Are you a young and/or new professional working in a state legislature?**

NCSL has a professional group for you! The [YNP (Young and New Professionals Group)](http://www.ncsl.org) works to engage, educate, and support the state legislative leaders of tomorrow through targeted professional development, networking opportunities and recognition.

YNP sponsors programming at both the annual Legislative Summit and Capitol Forum. Along with webinars and other training and networking opportunities and a newsletter for those newly hired or elected in state legislatures.
NCSL Publications

Note: Legislators and legislative staff are entitled to a free copy of all NCSL publications. You will need your NCSL password to download the documents from NCSL. If you don’t have a password, you can create one on NCSL’s website.

LegisBriefs

October 2017

- Tackling Teacher and Principal Shortages in Rural Areas | Vol. 25, No. 40
- Recalibrating The Motor Fuel Tax | Vol. 25, No. 39
- Oral Health Care in Rural America | Vol. 25, No. 38
- Regulating Hemp and Cannabis-Based Products | Vol. 25, No. 37

September 2017

- Connecting Workers with Jobs Through Apprenticeships | Vol. 25, No. 36
- Keeping State Lottery Revenue Alive | Vol. 25, No. 35
- Redistricting Criteria | Vol. 25, No. 34
- Financing Clean Energy Projects Through Property Assessments | Vol. 25, No. 33

August 2017

- Primary Runoff Elections | Vol. 25, No. 32
- Paid Family Leave in the States | Vol. 25, No. 31
- Amending the U.S. Constitution | Vol. 25, No. 30
- Police-Community Safety and Trust | Vol. 25, No. 29

News from LRL’s Liaison

Hello LRL,

I just wanted to let you all know that the LRL Portal on the NCSL website is updated regularly at least two or three times a month, with news I think you all may find interesting. Webinars and training opportunities, NCSL documents and reports, research and news along with notices for awards, and the LRL newsletter are all things that have recently been up on the portal. I encourage you to think of the LRL portal as a way to keep up with what’s going on with LRL and your peers as well as happenings at NCSL that you might find useful.

Another great resource is the Legislative Staff Services portal. I also keep this page updated with information, training opportunities, newsletters from other staff sections, and other NCSL research documents and news.

Also, I am working on collecting staff profiles for NCSL’s State Legislatures Magazine. We are seeking to highlight legislative staff. Do you have some work or a project you’ve been working on that you are proud of or that your library peers would find interesting? Do you have a colleague who you think is great and want to recognize? Do you have a great legislative story you want to tell? Let me know! NCSL wants to get the word out!

- Megan McClure