

Governor's Advisory Council  
on Library Development

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*December 3, 2020*  
*Virtual Zoom Meeting*

***Minutes - Approved***

Present: David Belanger  
Marsha Everton  
Mary Garm  
Robert Lambert  
Rebecca Long  
Allison Mackley  
Beth Mellor  
Olga Negron  
Larry Nesbit  
Patrick Oates  
Susan Werner  
Barbara Zaborowski

Office of Commonwealth

Libraries (OCL): Susan Banks, Director, Bureau of Library Development (BLD)  
Cindy Heasley, Admin Assistant, Office of Commonwealth Libraries (OCL)  
Corri Hines, Library Development Advisor for School-Age Services (BLD)  
Anne Kruger, Public Library Advisor (BLD)  
Glenn Miller, Deputy Secretary / Commissioner for Libraries (OCL)  
Heather Sharpe, Division Manager, Grants and Subsidies (BLD)

Guests: Noe Ortega, Acting Secretary, Department of Education (PDE)  
Josh Bound, Video Games Clubs of America

**1. Call to Order & Introductions**

Garm called the meeting to order at 9:32 AM.

Council members and Office of Commonwealth Libraries (OCL) staff then introduced themselves.

**2. Approval of the Minutes of the September 17, 2020 meeting**

Marsha Everton moved that the minutes of the September 17, 2020 meeting be approved as submitted. Robert Lambert seconded the motion. Olga Negron abstained from voting. Motion carried.

**3. Chair's Report – Mary Garm**

Garm thanked the Communications Committee for developing highlights of the meeting. This is an informal document sent to the field to provide a more timely update of information, rather than

waiting for minutes to be approved at subsequent meetings. She also expressed appreciation for the state budget, which provided libraries with level funding. She noted that the Bylaws have been revised for approval by Council, and the Governor's Advisory Council on Library Development (GAC) will meet soon to discuss 2021 goals. The GAC has also been working with OCL on the transition to a new District Center for Lancaster County.

#### **4. Deputy Secretary's Report – Glenn Miller**

Miller noted that state employees will be teleworking through June 30, 2021 per Governor Wolf's order. He said that the office will send more information to public libraries soon about the changing COVID-19 mitigation orders and compliance. Miller thanked librarians for all their hard work to stay open and safe during the pandemic. He thanked Anne Kruger for her years of service as she plans to retire at the end of this month. With sadness, he noted the passing of Debra Blascovich, a Bureau of Library Development staffer who recently passed away.

#### **5. LSTA Spotlight – Video Games Club of America – Josh Bound**

Corri Hines introduced Josh Bound, a public-school teacher who founded Video Games Club of America. The students meet regularly, take on various leadership roles, and become socially active through sponsored activities. The clubs focus on Wii games such as Just Dance.

Corri Hines noted that there is now LSTA funding for 50 school libraries to start VGCA's of their own. Robin Burns at PSLA (Pennsylvania School Librarians Association) is assisting with this effort.

Beth Mellor asked if this could be expanded to public libraries. Public libraries can provide a neutral territory to help students with social issues in schools. Corri Hines indicated that this is just the first year and including public libraries in subsequent years is under consideration.

### **6. Bureau Reports from the Office of Commonwealth Libraries**

#### **Bureau of Library Development (BLD) – Susan Banks**

**2020 in Hindsight:** BLD is nearing completion on our annual report to the IMLS on our LSTA activities, which has brought the whole picture of BLD work over this course of this year into focus. We have reached so many more people than we could have expected and had outcomes we never predicted because of the changes brought by the pandemic. I can safely say we did our best to pivot all plans, responded to emerging needs as best we could and explored new ways of conducting business on a statewide level.

**Leadership and Training** – More than 2000 participants completed 33 classes for library staff, board members and volunteers participated in the Statewide Library Training and Virtual Board Retreat, facilitated, and designed by - **Trina Walker of TLW Strategy, assisted by Amy Geisinger, Matt Finch, Dr. Steve Albrecht, and Sheila Washington.**

More detail is available at this link:

<https://drive.google.com/drive/folders/1OPQa516y6UnmhKzmy4gekqz-k6w1wlaK>

Once again, thanks go to BLD Staff Diana Megdad and Anne Kruger for their leadership, support, and guidance; and to Matt Spiegel, Stacey Mulligan, and Corri Hines for providing support in the training sessions – and especially to our training consultant Trina Walker for keeping us all growing and learning during a challenging time.

Also, under Diana's leadership, BLD staff and our trainers are working diligently to get our **Niche Academy Library Staff** training academy up and running. Both the Library Staff Academy (<https://my.nicheacademy.com/paocl-staff>) and the PA Online Learning Academy (<https://my.nicheacademy.com/paocl>) for library users opened for business in October. The content in those Academies will continue to grow and change as we add content that we generate from the LSTA-funded work in Leadership and Training for Library Staff and Youth Services.

**New Directors' Orientation** activities took place in October and November, led by Diana Megdad and involving almost 30 public library directors who have been in their position for less than two years. We'll hope to hear more about that project at a future GAC meeting.

### **Community Engagement**

Community Engagement Reimagined with the Humanities Council –

Much of the outcomes from that work is captured in the documents linked here.

<https://drive.google.com/drive/folders/1O06rGQDR98zdEVxrCD5RU5DPY7leHawp>

### **Bureau of State Library (BSL) – Sarah Greene**

Sarah Greene was unable to attend the meeting but submitted the following written report: The State Library of Pennsylvania has remained closed to government employees and the public in accordance with the Governor's directive to close the Capital Complex. State Library staff have been teleworking since Monday, March 16, 2020. The State Library will reopen when PDE and the Governor re-open the Capital Complex and state government employees are cleared to return to work.

The General Assembly passed the 7-month budget for the remainder of fiscal year 2021 on Friday, November 20, 2020. The State Library appropriation was cut by 1.8% and the Library Subsidy, LBPH, and Library Access appropriations were level funded. The State Library has been reviewing the budget to determine where cuts could be made to online resources or collections purchasing to offset the budget cut.

State Library staff participated in the PaLA Annual Conference in October of 2020. Due to COVID the conference was held virtually this year. Five staff members presented at the conference. Amy Woytovich presented a poster on Genealogy, Mary Spila participated in a Tech Services panel about the future trends, and Bill Fee, Nicole McCune and Ellen Shenk partnered with Tamara Peffer, Environment at Ecology Content Advisor at PDE on a session about creating

environmental programs at libraries. All the staff who participated in PaLA did a wonderful job representing the State Library and leadership would like to thank them for their hard work and excellent job showcasing our Library.

The State Library continues to focus on providing online services and resources to our patrons. The Library has experienced an increase in usage of our electronic resources since the closure. Demand for research related to the State Police background checks for firearms purchases has also increased dramatically. Other services we are providing online are ILL, chat with a librarian, and email reference questions. The State Library has also been working on pivoting all our programming to a virtual format. The makerspace held online summer camp programming, is working with the Harrisburg Homeschool Association to provide online coding classes to students and participated in The World of Scouting online event. The Library has held multiple online sessions on genealogy so that patrons can come learn and ask questions about how to do genealogy research. On December 9<sup>th</sup> at 1 pm the State Library will be providing the online program *One Hundred Voices: Harrisburg's Historic African American Community, 1850-1920* with a panel discussion including Calobe Jackson Jr., Lenwood Sloan, Dr. Sharon Williams, Dr. Jean Thompson Corey, and Dr. David Pettegrew. More information and registration information for this program can be found on the State Library website.

#### **7. Special Guest – Noe Ortega, Acting Secretary, PA Department of Education**

Mr. Ortega previously was the Deputy Secretary for Postsecondary and Higher Education. He was nominated to become Secretary of Education in October 2020 upon the departure of Pedro Rivera, Secretary of Education.

Mr. Ortega intends to focus on closing attainment gaps, increasing diversity of the educator workforce, and improving teacher training in cultural respect. He hopes to gain a better understanding of libraries and their roles in the community.

He also will increase collaboration in Postsecondary education, which will include open resources and access for more students. One of the issues is how publishers work with libraries. Currently, in the way services are provided to students, access is limited, and this perpetuates inequity.

Mr. Ortega is looking at the pandemic as a chance to review how things have been done yesterday and make changes that result in addressing inequities, renewing public trust, and encouraging dialogue within the educational community.

Garm asked for advice on how to make these thoughts intentional. Mr. Ortega responded that developing a framework for questioning allows for operations to be more diverse and inclusive. He explained how incorporating gender diversity in literature (i.e., authors from different backgrounds) allows students to see themselves reflected in literature, opening more possibilities to them.

Garm noted that the GAC had a good working relationship with Secretary Rivera and expressed hope that that will continue. Mr. Ortega replied that he absolutely wants that relationship to continue.

Garm asked Mackley to give a description of the Pennsylvania School Librarians Association's three-tier leadership development program regarding equity, diversity, and inclusion. This program is supported by an LSTA grant. School librarian leaders, board members, and the Leadership Institute for School Librarian (LISL) members are receiving basic equity, diversity, and inclusion training. The School Librarians Leadership Academy (SLLA) members and LISL mentors will receive training in one of the following: Equity in Action: Fostering an Antiracist Library Culture or Equity in Action: Building Diverse Collections. Mr. Ortega thanked Mackley and noted that he is looking at professional development access, since it is usually outsourced.

Marsha Everton commented that the Braver Angels put principles first. This group's mission is based on Abraham Lincoln's inaugural address and concepts in the Gettysburg Address. The goal is to bring Americans together to bridge the partisan divide and strengthen our democratic republic. Mr. Ortega thanked Everton, commenting that he appreciated the perspective.

#### **8. Public Comment on Agenda Items Only**

Dale Hamby, President of the Board of the Library System of Lancaster County (LSLC) thanked OCL for their help transitioning to a new district center in Lancaster County. Garm thanked the Library System of Lancaster County for their cooperation.

Anne Shincovich from Pocono Mountain Library commented that since the pandemic started, offering trainings virtually has allowed smaller libraries to participate more. At smaller libraries, a staff member's absence for training can leave a library without enough staff to open. She hopes that virtual meetings and trainings will continue once the pandemic is over.

Joe Sherwood, Chester County Library System, noted that resource allocation is a huge challenge for libraries. Knowing that soon libraries will have smaller budgets, what is the best way to allocate those resources.

Banks commented that regulations need to be updated to reflect twenty-first century collections. The field needs to look at what outcomes they want with collections – is it just books on shelves. She would like to see the state help local communities with what they need to develop better collections.

Beth Mellor commented that training is needed for using new resources. Supporting libraries collections through training and partnerships will make libraries more relevant to the community.

David Belanger noted that there is some changing taste on the best-seller lists, and libraries should offer diversity in their collection, as the community seems to be more aware of these issues.

Mary Catherine McGarvey, Free Library of Springfield Township, commented that smaller libraries may be open fewer days and with shorter hours, but electronic use won't stop once the pandemic is over.

Garm agreed that the pandemic has certainly increased electronic use of library resources, and that use will not end once the pandemic ends.

**9. Update on Lancaster Public Library and District Library Center – Sue Banks and Mary Garm**

Planning is in progress for the transition of the District Library Center to a new agency. The Library System of Lancaster County (LSLC) has been invited to serve temporarily as a District Library Center (DLC) for 1 fiscal year (June 2021 through June 2022). The Board of LSLC is looking at the feasibility of this request. The LSLC Board has not yet accepted. Sue Banks noted that she will take over as District Liaison for LSLC when Anne Kruger retires on January 1, 2021.

**10. State Budget and Public Library Funding – Glenn Miller**

Miller expressed relief that the 7-month budget for 2020 resulted in only a slight dip in OCL's budget and the amount was small enough that it would not cause any significant cut in services or staff layoffs.

**11. COVID and Public Libraries – Glenn Miller**

Miller noted that the State will be teleworking until June 30, 2021. OCL will send out updated guidelines reflecting new mitigation orders from Governor Wolf soon. These changes affect travel and the size of group gatherings.

**12. School Libraries Update – Allison Mackley**

Mackley reviewed the PSLA LSTA grant program. There are three tiers of the Pennsylvania School Librarians Association's leadership development program with a focus on equity, diversity, and inclusion. School Library Journal will offer four sessions of training for the Leadership Institute for School Librarians (LISL). Participants, who are leaders in the association, will help to infuse EDI in the work of the association. The School Librarians Leadership Academy (SLLA) with LISL mentors will choose one of the following workshops: Equity in Action –Building Diverse Collections or Equity in Action: Fostering an Antiracist Library Culture. The third tier, Leading at Any Level, builds self-awareness and leadership skills.

**13. Rare Books Fund Update – Larry Nesbit**

Nesbit noted one expense, for HVAC repair by HB McClure, for \$1300.00. Currently, \$205,673 remains in Mansfield funds.

#### 14. Committee Reports

- a. **Bylaws** - The committee (Allison Mackley, Barbara Zaborowski, Larry Nesbit, and Mary Garm) announced that the revision has been completed. There is now clear language for each section, clarifying roles and Committees. The Bylaws are now aligned with the Library Code. The revisions defined meetings and the process for appointing officers, the purpose and scope of the GAC, and membership terms and lengths.

Marsha Everton asked for a clarification in Article 4, Section 4 that virtual meetings of the GAC are allowed. This change moves the word “virtual” to the beginning of the sentence and deletes it from the end of the sentence.

Larry Nesbit moved to amend the final sentence of Article 4, Section 4 to read “Virtual participation in a meeting constitutes presence in person at the meeting.” Allison Mackley seconded the motion, and it was approved unanimously.

Beth Mellor thanked the committee for their work.

- b. **Communications** – Will continue to prepare and distribute highlights piece for Library community.
- c. **Legislative** – no report
- d. **Guidelines and Policies** – no report
- e. **Planning – 2021 Process** – As work continues, the committee will build on the 2015 plan. Achievable goals & objectives will be added. The library community and leadership will be asked for input. Council members will be asked to volunteer, and a chair will be appointed in 2021.

#### 15. Public Comment

Maryam Phillips at Hosting Solutions and Library Consulting (HSLC) commented that they are busier than usual during the pandemic, as there is a greater demand for electronic services. HSLC is focusing on removing barriers to access, such as developing a single sign-on for Power Library. HSLC is also working on a PowerLibrary video to be used in Niche Academy trainings. In the fall, HSLC conducted training for 600 online Niche Academy trainings. Spring 2021 training will remain virtual. Phillips announced that Ed Wolf has joined HSLC as a virtual design director and will expand the “Chat with a Librarian” feature and virtual reference capabilities.

Christi Buker of the Pennsylvania Library Association (PaLA) noted the hard work of the Legislative Committee and thanked them for their efforts. In February, work on the next budget will begin. She stated that the Annual Conference in October 2020 went well and,

hopefully, the October 2021 Annual Conference will be in person. Spring chapter workshops will be conducted virtually.

Rebecca Long, GAC member, asked for ideas to help libraries build useful, diverse collections that do not just sit on shelves unused by the community.

**16. Adjourn**

The meeting was adjourned at 12:24pm.

Respectfully submitted,  
Cindy Heasley, Administrative Assistant  
Office of Commonwealth Libraries

**Meeting Dates for 2021 – All meetings are expected to be virtual**

Thursday, February 11, 2021, 9:30am

Thursday, May 13, 2021, 9:30am

Thursday, September 2, 2021, 9:30am

Thursday, November 18, 2021, 9:30am

The GAC also will host a virtual Open Forum at the annual conferences of the Pennsylvania School Librarians Association in the spring and of the Pennsylvania Library Association in the fall. More details will be announced later.