

Governor's Advisory Council on Library Development

October 16, 2022: 9:00a.m.

Venue: Harrisburg Hilton, Leland Room preceding the Pennsylvania Library Association Annual Conference with virtual Zoom Meeting option for hybrid attendees

Minutes

Present: David Belanger, Marsha Everton, Rebecca Fetzner-Long, Mary Garm, Dale Hamby, Allison Mackley, Larry Nesbit, Barbara Zaborowski

Excused: Robert Lambert, Beth Mellor, Patrick Oates

Office of Commonwealth Libraries (OCL): Susan Banks, Deputy Secretary, Carrie Cleary, Executive Assistant, Sarah Greene, Director, Bureau of State Library (BSL), Corri Hines, Library Development Advisor for School-Age Services (BLD), Stacey Mulligan, Library Development Advisor for Special Populations (BLD), Heather Sharpe, Division Manager, Grants and Subsidies (BLD), Heather Warren Smith, Early Childhood Services (BLD)

Other In Person Attendance: (from sign-in sheet) Mardia Bishop, Bishop Weeks Consulting; Jessica Church, Eric County Public Library; Elizabeth Davis, PaLS; Karen DeAngelo, Montgomery County, Norristown; Tammy Garrison, Annie Halenbake Ross Library; Kelly Hughes, Mt. Jewett Memorial Library; Laura Keller, Plymouth Public Library; Neva Lilla, New Castle; Ryan McCrory, Lititz Public Library; Hannah Miller, Bucks County Free Library; Jessica Miller, Fredricksen Library; Richard Miller, Osterhout Free Library; Sylvia Orner, University of Scranton; Karen Pierce, Erie County Public Library; Karl Rebon, Reynoldsville Public Library; Amy Reihl, Berks County Public Library; Jennifer Roberts, Upper Dublin Library; Jennifer Soliday, Punxsy Memorial Library; Denise Sticha, Centre County Library; Karla Trout, Library System of Lancaster County; Robyn Vittek, Mt. Lebanon Public Library.

From Virtual: Melissa Adams, Brenda Beikert, Brandt Ensor, Sue Erdman, Marissa Guidara, Erin Joyce, Michele Kushmeder, Leslie LaBarte, Jeffrey Swope, Becky Wanamaker, Stephanie Williams, Leslie Wishard

1. Call to Order & Introductions – Mary Garm, Chair. Meeting opened at 9:02a.m.
2. Banks performed the Oath of Office for new GAC Trustee Member Dale Hamby.
3. Approval of Minutes of the April 22, 2022 meeting – Mary Garm asked for corrections or questions. Motion introduced by Everton. **Motion: Accept the meeting minutes as submitted.** Zaborowski second. Minutes stand approved as submitted.
4. Chair's Report – Mary Garm
 - a. Garm shared highlights from [written report attached](#).
5. Deputy Secretary's Report – Susan Banks, Deputy Secretary, Commissioner for Libraries, and State Librarian
 - a. Banks shared highlights from [written report attached](#).

- b. Nesbit commented on the need for increased understanding about municipal funding for libraries based on his own work with Mansfield Public Library. It is important to help communities and individuals understand library funding
- 6. Spotlight on Pennsylvania Library Association – Christi Buker and Jennifer Knisely
 - a. Knisely and Buker thanked the GAC and shared information about association and its history, membership, volunteers, and staff. Programs and services offered by the organization were highlighted including advocacy, PA Forward, PALS, and Frontline Online.
 - i. Garm thanked the association for its work.
 - ii. Banks gave Buker the printed copy of the Governor’s Resolution for Wednesday that Libraries are Keystones of the Community.
- 7. Bureau Reports from the Office of Commonwealth Libraries
 - a. Bureau of Library Development – Heather Sharpe, Director
 - i. Sharpe shared highlights from [written report attached](#).
 - a. Nesbit asked about staffing at OCL. There are currently 33 filled positions, and Nesbit recalled a time when there were 100 FTE.
 - b. Mackley asked about the new directory. Sharpe answered, In Phase 1, public libraries will be populating information for a new directory. Future phases could include school, academic, and/or other library types.
 - b. Bureau of State Library – Sarah Greene, Director
 - i. Greene shared highlights from [written report attached](#).
 - 1. Nesbit asked about costs of renovations. Greene answered that BSL has created a relationship with Department of General Services and have advanced the needs of the library within the building. She clarified that OCL doesn’t “own” the space within the Forum building, we are tenants.
- 8. Public Comment on Agenda Items Only
 - a. None.
- 9. Public Library Subsidy – Heather Sharpe, Director
 - a. Sharpe explained how the subsidy was distributed based on the appropriation language. BLD works with PDE Legal and Budget to follow the letter of the law and apply it as expected.

- i. The formula for distributing the various types of aid hasn't been used for about 20 years. This year \$10,250,000 applied to each organization proportionately was about a 17% increase over the prior year.
- ii. \$750,000 was dedicated to the District Library Centers who hadn't received statutory requirement of \$200,000 in prior years. There were 8 districts not at that level. After the recent 17% increase, there were still 7 districts that fell below. \$47,000 was distributed to bring them to \$200,000, then the remainder was distributed, calculated as a percentage that each district should receive as restorative aid. The intention is that no district will fall below the statutory threshold again.

10. Evolving District Services Report – Cathi Alloway, Consultant

- a. Alloway shared a report on the final recommendation for District Library Centers from a slide deck, attached.
- b. GAC discussed and thanked Alloway and the task force for their work. OCL has received the report and will continue to review where continued work may fit into the 5 Year Plan.

11. Final Report on Lancaster District Library Center (DLC):

- a. Garm recommended that action to appoint Library System of Lancaster County (LSLC) to be the District Library Center should proceed. She and Banks met with library directors in Lancaster County who were unanimous in their support of the decision. The Board of LSLC is excited to accept the DLC designation.
- b. Hamby thanked the GAC for the opportunity for the system to take on the district role and praised staff for their work.
- c. Karla Trout, Executive Director of LSLC, extended thanks to GAC and OCL for giving the opportunity and explained that Lancaster Library District started fresh and is working in collaboration with library directors, gathering the understanding of the needs of the people of Lancaster County and the libraries. Through this they have created a successful district that will provide equitable services to the people and the district to provide support and professional development.
- d. Motion introduced by Everton to ratify the agreement in the last meeting: **Motion: Ratify the agreement to appoint the Library System of Lancaster County to serve as District Library Center for Lancaster County.** Werner second.
Comments or questions: Garm: Thanked the libraries and leadership of LSLC as well as OCL, Sue and her team. Call for vote: All in favor; none opposed. Hamby abstained.

12. Rare Books Fund Update – Larry Nesbit

- a. Nesbit shared the history of the Mansfield Fund which started in the early 90s with funds from Capitol Preservation set up to be distributed through Mansfield University for maintenance and rare book collection needs of the State Library of Pennsylvania. At one point there was about \$6M for collections and money for location, and the fund was used effectively for purpose designated. Now there is about \$161,000 remaining. Because the State System of Higher Education has changed, there will be a choice necessary in the future to ensure the funds can be accessed when needed. Options include transferring the fund to another entity, spending it, or keeping where it is.

13. Committee Reports

- a. Bylaws: No report
- b. Communications: No report
- c. Education and Advocacy: No report
- d. Guidelines and Policies: Library Service Areas : Belanger reported that work continues to develop guidelines for service area changes. The guidelines will be based on whether the library is in a place with a system, in a county that has a system, or in a county without a system, etc. The committee hopes to have a draft early next year. The guidelines for Hours of Operation will likely be the next project of the committee.
- e. Planning: Zaborowski presented the GAC 5 Year Plan for 2023-2028 to the group for consideration, [as attached](#).
 - i. Motion introduced by Mackley. **Motion: Accept the GAC Strategic Plan as submitted and presented today.** Belanger second. Motion passed unanimously.
- f. Ad Hoc Committee / Statute and Regulations : Garm reported that a working group was established in January 2022, composed of OCL, GAC, and PALA members with the charge to review and bring clarity to statute and regulations that are complex and some outdated. The group did a line-by-line review of existing statute and regulations and discussed areas that they didn't fully understand or agree on. The group agreed that it is time to look at beginning a process of revision and urges a need for patience and time for recommending changes through a fully considered approach. After the working group has developed recommendations for changes to the regulations, OCL will review, then they will go to Independent Regulatory Review Commission process, that process can take 18 months to 2 years. The process doesn't start until we agree on what to push forward as suggested changes. The group will begin by

focusing on regulations. Library field comments will be solicited via listening sessions and open forums going forward. Public comments are a part of the regulatory process. Continue to look for progress reports from this committee at upcoming meetings.

i. Terminology to understand:

1. Statute: Title 24 is the statute most relevant to libraries. Statute is the law.
2. Regulations: Title 22 contains the library regulations. Regulations are interpretations of the law and guidance that serve to add clarification and make more specific the impact of the law.

14. Public Comment

- a. Cleary read aloud comment from virtual attendee for the record in reference to the distribution of funds to bring districts to the \$200,000 statutory minimum.:
Leslie LaBarte, Seneca District: “Yes, thank you from an underfunded district.”
- b. Maryam Phillips, Executive Director of HSLC, HSLC shared a printed report, that was submitted for the GAC Open Forum. Phillips also highlighted the savings provided by POWER Library. HSLC asks vendors—if all schools or public libraries had to buy the resources, what would they pay for it. If the average school purchased the resources, it would be about \$65,000/school building and for each public library about \$96,000/year. POWER Library demonstrates that statewide purchases are cost-effective.

Garm concluded the meeting with mention of the afternoon GAC Open Forum, a session at the Pennsylvania Library Association Annual Conference.

15. Adjourn: Everton made a motion for adjournment at 11:07a.m. Hamby second.

Meeting adjourned.

Next Business Meeting: Thursday, December 8, 9 – 11 AM

Meeting minutes respectfully submitted, Carrie Cleary, Executive Assistant, Office of Commonwealth Libraries.

Chair's Report – Mary Garm

October 16, 2022

With Appreciation: Pennsylvania Library Association

We offer thanks to the PA Library Association (PaLA) for hosting our GAC business meeting and Open Forum during their annual conference again this year. We are grateful for the work they do year-round in advocacy and education for libraries. We also commend PaLA for its focus over the past decade and more on preparing the new generation of librarians for leadership. We will hear more from PaLA about its efforts and priorities later in the meeting.

Meeting with Acting Secretary Hagarty

This summer, Council Member Allison Mackley and I, along with Deputy Secretary Sue Banks, met with Acting Secretary of Education Eric Hagarty. We discussed, among other things, a communication strategy with PDE and the Governor's Office, both now and in future administrations. We also provided information on the types of libraries in Pennsylvania and the work that the Office of Commonwealth Libraries does to elevate libraries and the library workforce as valuable professional contributors within the PA educational environment. He talked about his visits to libraries, both school and public, that were scheduled for the summer.

Appointments to Council

We are pleased to welcome Dale Hamby to Council today. Several members' terms are expiring in 2023: Marsha Everton, Allison Mackley, Larry Nesbit, and Patrick Oates. I will be in touch with each of them in the near future regarding their interest in reappointment.

Ongoing Committee Work

GAC members have been busy since we last met formally, as several committees have been moving their agendas forward. Chief among them is the Planning Committee, under the chairmanship of Barbara Zaborowski. She will present the Council's new strategic plan for approval later in our meeting. We will also hear from David Belanger about the work of the Guidelines Committee, and there will be an update on the progress of the Statute and Regulations Working Group.

Threats to Libraries and Intellectual Freedom

2022 has been a year full of challenges to the mission of libraries and to the freedom to read. The American Library Association (ALA) recently reported 681 attempts to ban or restrict library resources in the first eight months of the year; the challenges targeted 1,651 unique resources. This is likely to top last year's record for attempted book bans. ALA also informed the FBI of concerns over threats being directed at public libraries and library workers, noting that bombing or shooting threats required closing of libraries in five states in a period of two weeks. Please keep these issues in mind when you vote in November.

Deputy Secretary's Report:

- PDE Leadership Work –
 - OCL Youth Services presented an overview of their work to the PDE Senior Staff to great acclaim
 - Acting Secretary Eric Hagarty continues to surprise with a full-court press for requesting additional funds in the budgets the Department of Education will submit soon to the Governor's Office. Otherwise, PDE internal work continues on building the teacher workforce and preparing for the gubernatorial transition.
- OCL-LSTA 5-year Plan –
 - Presenting about the [5-Year Plan](#) and the Keystone Program long-range plan at the conference
 - Implementation plan and further sharing and feedback sessions will be scheduled and conducted through June 2023
- OCL staff and leadership continue working with PDE Legal, Policy and Government Relations office in responding to challenges at the community level. Leaders are focusing on solutions and responses to help library leaders and the public understand how funding and services areas work – and pathways to more effectively resolve local issues. Current questions around service areas and municipal support are focus areas for the preparation and prioritization of the coming work on the Title 22 library regulations.
- Equity, Belonging and Inclusion Work – During the month of August, the EBI Committee Chair and vice chair conducted pulse checks with OCL staff to build cultural competence, relationships, and a sense of belonging within OCL. The very informal connections were designed to gather thoughts, opinions, and reactions to OCLs concentrated effort to foster an inclusive workplace. The intentional construction of an all-OCL culture of belonging has encouraged cross-bureau collaboration to further our library-related work within the Commonwealth. Members of the Bureau of the State Library, Bureau of Library Development, and the Administrative team have volunteered to serve on work groups and review teams that advance the mission and vision of OCL.
- In the coming weeks, Banks will be serving on panels to discuss EIB work at the state level at the upcoming conference of the Chief Officers of State Library Agencies in Pray, MT and at a check-in with The Futures School on how participation in the Futures training by PA librarians has impacted our work and what we hope to build as a community of practice around strategic foresight. PA has sent (and continues to send) the most participants to the program sponsored by the [Connecticut State Library](#) with Laura Bush 21st C Librarian program funds from the IMLS.
- The Libraries Connect Communities and Broadband Resources project, contracted with KINBER, funded with Governor's Emergency Education Relief funds has concluded and final reports are underway. Of the \$1.4M project, the majority was expended through the Library Resource Allocation Fund to benefit libraries and the communities they serve directly. Libraries in 26 counties participated over the two years of the project.
- Cleary worked with an interagency team to complete work mentioned in this recent publication: [Lessons Learned In Workforce Innovation: How Six States Are Planning to](#)

[Advance Digital Skills for Equitable Economic Participation - National Governors Association \(nga.org\)](https://www.nga.org) The team continues to engage in work on the new Digital Training map live in a beta version as work continues on ways to update the map: [MAP - Where to Find Digital Training - Beta Testing in Development | PA Open Data Portal](#).

- Cleary also attended a training with staff from the PA Broadband Development authority to engage with the state team working on Digital Equity Act planning. The training featured resources from the National Digital Inclusion Alliance and an opportunity to talk with other Pennsylvania organizations engaged in digital inclusion work. OCL will keep libraries informed of upcoming opportunities to provide input and serve in community convening and engagement roles.
- OCL worked with Department of State to begin implementation of the new Voter Registration Executive Order. While shipment of forms was delayed, we can expect libraries to be a part of future endeavors.
- Forum Building progress: Construction continues – the Forum Auditorium is back open as the home of the Harrisburg Symphony Orchestra for this season. Banks presented a short feature to all PDE staff on the history of the building to create some excitement for the return and ownership of the space. State Library staff created a LibGuide that will allow PDE staff to learn more about the space and about the construction as we update that resource over the coming months. An active connection to the history of the Old Eighth Ward – the land on which the Forum Building is built is going to be a priority as we dig more deeply into the programming the State Library can do and the spaces we will have to share information.

Bureau of Library Development Report

**Governor's Advisory Council Meeting
October 16, 2022**

FEDERAL FUNDING/PROGRAMS

LSTA

- Federal fiscal year 21/22 concluded on September 30, 2022 and FY22/23 projects have begun. Some highlights include:
 - Including You, a workshop designed to address microaggressions, completed in September. A new workshop series will open in 2023 and will open the training to Trustees.
 - School Age Services
 - PA Public Library Youth Services Environmental Scan: Caitlin Martin and Linda Braun finished an environmental scan with findings and recommendations and will be working with OCL in the future in a strategic planning phase.
 - Project READY Leadership Cohort for Pennsylvania: Under the expert guidance of Dr. Fatima Hafiz, Dr. Valerie Adams-Bass, and Julia Terry, seventeen school and public librarians and library staff have started work in a community of practice with focus on antiracism, equity, belonging, and inclusion.
 - Video Game Clubs of America: In 2022, nineteen school libraries joined Video Game Clubs of America to support social and emotional learning. The Everyone Games PA event, a day of social gaming with a special focus on college and career readiness, will be held on October 29, 2022 at Carlisle High School.
 - Pennsylvania Summer Library Program: Approximately 430 public libraries responded to the Pennsylvania Summer Library Program Impact Report. The results of the impact report will be shared with the library community in the near future.
 - Teen Services Steering Committee: The newly formed (as of May 2022) Teen Services Steering Committee is exploring support, opportunities, and resources for library staff at all levels to engage with tweens and teens in their communities. The Committee will be utilizing the results of the environmental scan to determine priorities for future work.
 - Early Childhood Services
 - PA One Book: The Evaluation of the 2022 PA One Book program is posted on the website (paonebook.powerlibrary.org) and the 2023 title will be announced soon.
 - Family Place Libraries: Six new libraries in Pennsylvania joined the National Network this year and 28 libraries are currently attending training so they may successfully recertify with the National Family Place Network.
 - Bounce Back to Storytime: 145 Libraries were provided materials support in the form of a new storytime rug, programming easel, or toddler storytime kit as they returned to regular indoor, in-person programming this fall.
 - Professional Development: This summer, youth services staff across the state participated in trainings for virtual and hybrid storytimes and using music in storytime. Supplemental materials were provided to training participants in the form of books and CDs for their library's collections.
- New five-year plan (2023-2028) was approved by the IMLS and work is underway to develop programs and grant opportunities based on new goals beginning in federal fiscal year 23/24. [An overview is available here.](#)

ARP (American Rescue Plan Funds for Library Recovery)

- Grant period ended August 31, 2022 with final reports due September 30, 2022. Reimbursement requests are being processed and reports are under review.

- Unexpended ARP-IMLS funds are being directed toward the purchase of eResources to be made available through the [POWER Library](#).

STATE FUNDING/PROGRAMS

State Aid

- Applications and Plans for the Use of State Aid are due November 4, 2022.
- Waiver applications for reporting year 2021 are due November 4, 2022. Waiver information and supporting materials are available on [LibPAS](#) and the [PA Library Staff Academy](#).
- 2020 public library statistics are posted on the website and 2021 data is being finalized: [Research & Statistics \(pa.gov\)](#).
- A work group is participating in the Governor's Advisory Council's development of service area guidelines.

Keystone Grants for Public Library Facilities

- 2023 grant round closed October 14. There are 27 applicants requesting approximately \$7 million. The review process will begin soon and applicants are expected to be notified in February 2023.
- Long-range plan was completed in June and [an overview is available here](#).

Library Access

A new collection of approximately 1000 eBooks on the subject of digital literacy have been added to the POWER Library.

OPERATIONS/PERSONNEL

The BLD team is committed to continuous improvement with efficient processes and communication as our top priorities. We are focused on assessing and reorganizing the work we do and how we do it.

Some of the initiatives and improvements currently in development include:

- Publicly accessible public library directory
- Inclusive statewide meetings and information sessions
- Structured communication platforms for official responses that are trackable
- Expanded training and guidance on grants, state aid, etc.

The retirement and loss of more than half of our team over the last few years as well as leadership transitions, hiring freezes, and long-term vacancies have had an enormous impact on the bureau's operations, but we are currently reorganizing and rebuilding.

Recently posted positions include:

- **Library Development Supervisor – Programs & Advising** - Sara Deegan HIRED
- **Library Development Advisor – Professional Development** - Diana Megdad retired in early September. The position was redescribed and posted. The interviewing process has begun.

Other positions expected to be posted in the near future include:

- **Management Technician** – Joe Morales has accepted a position with another Commonwealth agency.
- **Education Admin Supervisor - Administration & Data** – Newly described, currently vacant
- **Library Development Advisor - Statewide Services & Library Access** – Newly described, currently vacant
- **Library Development Advisor - Special Projects** - Newly described, currently vacant

Bureau of State Library Report for GAC

October 16, 2022 Meeting

RARE COLLECTIONS

Ongoing construction in the Forum building has continued to pose a challenge to maintaining the preservation environment in the Rare Collections Library. The new chiller for RCL was placed online during the weekend of September 24-26th with final steam restoration (necessary for dehumidification) pending. Temporary dehumidifiers continue to control humidity. Two non-operational anti-microbial ultraviolet light fixtures necessary for preventing mold and bacterial growth in HVAC systems were replaced in September. Planning continues for the replacement of the defunct water-mist fire suppression system and upgrades to other fire detection and suppression systems in rare collections areas.

Rare Collections activities have included, cataloging new items, answering twenty-seven research requests, creating additional salvage priorities in the event of a disaster, performing a security and preservation audit and recommending reforms, and presenting a talk on women binding designers, 1890-1920.

Gifts

- Eight issues of photography magazine *Photo-era: The American journal of photography*.
- *Paxton Herald* newspaper issues 1960-2020.
- Miscellaneous booklets and five commemorative histories of Polish Catholic churches in Pennsylvania
 - *St. Mary's Roman Catholic Church: Centennial Anniversary 1888-1988*.
 - *Saint Stanislaus Roman Catholic Church: 100th Anniversary 1893-1993; with Centennial anniversary dinner program*.
 - *Pamiętnik Srebrnego Juileuszu Parafii Najswietszei Rodziny w Sugar Notch, Penna. 1903-1928 = Remembrance of the Silver Jubilee of the Parish of the Holy Family in Sugar Notch, Penna 1903-1928*.
 - *Alegat: 75[th] Anniversary 1898-1998, Church of the Good Shepherd ,Polish National Catholic Plymouth, Pa.*
 - *Album of Thanksgiving: The National Shrine of our Lady of Czestoechowa = Album Wdzieczności: Sanktaurium Matki Boskiej Czestochowskiej, 1978*.

Purchases

Based on Rare Collections collection development policy, strategic purchases were made to both enhance strengths and address weaknesses in rare collection holdings. Purchases include:

- Ten items on African American history and literature including first edition of Maya Angelou's *I know why the caged bird sings*, Langston Hughes' work, *The ways of white folks*, and the African American travel guide, *The green book*.

- Forty-six publishers' decorative bindings 1890-1920, including thirty three by women artists.
- Ten comics-related items including compilations, reference books, and illustrated works.
- Three first editions of works by Rachel Carson including *Silent spring*, *The sea around us*, and *Under the sea-wind; a naturalist's picture of ocean life*.
- Four Judy Bolton mystery novels by PA native Margaret Sutton.

PUBLIC SERVICES

The State Library has hired a new Librarian 1 to fill the vacancy left with Sue Mazza retired. Katy Jean Vance will start in this position on November 7, 2022. Katy has a BA in English Education from UNC Greensboro and an MSLS from UNC Chapel Hill. She has worked as an English teacher and a school librarian in the USA, Brazil, Angola, and Japan. Most recently, she has been working as a reference librarian and adult programming specialist at Fredricksen Library in Camp Hill. Katy is passionate about building diverse collections, embedding information literacy instruction into reference consultations, and developing libraries as creative, inclusive community spaces. When not working, she enjoys kayaking, learning to throw pottery, studying Japanese, and reading. We welcome Katy to the State Library.

Public Services has been working with the York County Heritage Trust to fill in gaps of the State Library's Collections in both the general collection and rare collections. They provided training for the Legislative Fellows program in the General Assembly and have been working to upgrade Reshare, the ILL system used in conjunction with PALCI to share resources with other member libraries.

The State Library is now open the 2nd Saturday of each month as well as every Wednesday evening.

COMMUNITY ENGAGEMENT

The State Library provided 50 STEMLab programs with a total of 992 attendees and 12 programs with a total of 427 attendees between April 2022 and September 2022.

Programs included:

- State Library Rare Collections Program on "Benjamin Franklin: Pen and Press", presented by Michael Lear, Rare Collections Librarian.
- The STEMLab partnered with the YWCA's Summer Camp to present STEM programming weekly.
- Author Talk by Dave Tamanini on his book "Tituba: The Intentional Witch of Salem"
- Training for librarians on how to create and present programs on biofuels was presented by Bill Fee, STEMLab Instructor.

For a list of upcoming programs, please visit the State Library Events page on the website found here <https://www.statelibrary.pa.gov/About/Pages/Events.aspx> .

DIGITAL COLLECTIONS

The Digital Collections staff have been working with PDE procurement on an RFP for a digital asset management system, a digital preservation system, and a web archiving system. These systems are a critical component of providing and preserving the State Library's digital collections and will hopefully be in place by Spring of 2023.

Digital Collections has hired a new Metadata Librarian to fill the vacancy left with Eileen Kocher retired this fall. Tyler Black will be starting this Fall. He has a BA in history from Gettysburg College and an MLIS from the University of Maryland. Tyler developed a love of history in college that led him to seeking opportunities in special collections at Gettysburg College. After immersing himself in MARC records, library cataloguing methods, and conservation and preservation of rare books, he then transitioned into archival processing as an intern at Gettysburg College and later a graduate student assistant at the University of Maryland. He currently is finishing up a National Archives and Records Administration grant managed through the University of Washington to image and audit 335 volumes (60,000) images of US Navy ship logs to extract climate data, navigation coordinates, and historical events. For this project, Tyler has both scanned the physical books and created enhanced metadata for the images, as well as managing interns and volunteers.

The State Library of Pennsylvania is participating in the Community Web program through Archive-It. This program collects the web presence of local community groups and organizations and preserves these websites for the future.

Pennsylvania includes a wealth of diversity, and the State Library of Pennsylvania would like to capture as much of that diversity as we can. To that end, we are asking for your help.

The public libraries across the Commonwealth know their users and communities well. Help us find the local history organizations, minority communities, religious organizations, ethnic subcultures, LGBTQ+ information, environmental groups, hobby clubs, and others in your area.

Please nominate a site for inclusion [here](#).

If you would like to more know about the State Library's Community Web archiving program, please contact Alison Oskam at alokam@pa.gov for more information.

Submitted by Sarah Greene, Director, Bureau of State Library
10/13/2022

Governor's Advisory Council on Library Development Strategic Plan

The Governor's Advisory Council on Library Development (GAC) has as its core mission advocacy for strong libraries for the citizens of Pennsylvania. This is accomplished through advising and making recommendations to the Governor, the Secretary of Education, and the Deputy Secretary for Libraries regarding policies and operations as well as the system of aid to libraries. The goal of the GAC, working with the Office of Commonwealth Libraries, is to ensure Pennsylvanians have access to the resources needed to develop job and career skills, to ensure lifelong learning, informed, to become informed and curious engaged 21st Century citizens, and to support personal and community economic development to have a knowledge-based democracy.

Strategic Priority 1: Communication – Enhance communication between the Governor's Advisory Council, the Secretary of Education, and the Office of the Governor focusing on the importance of libraries in the Commonwealth.

Goal 1.1 – Develop a system of regular communication with the Governor, the Department of Education, and the Secretary of Education.

Objective 1.1.1 – Formally pursue a regular schedule of meetings with the Secretary of Education or representative from the Secretary's Office, including the State Librarian.

Objective 1.1.2 – Establish a schedule to meet with the Director of the Pennsylvania Department of Education (PDE) Office of Policy.

Objective 1.2.3 – Report to the Governor annually on the activities of the GAC.

Goal 1.2 – Develop a system of regular communication with the Office of Commonwealth Libraries.

Objective 1.2.1 – Meet regularly with the State Librarian to discuss initiatives in which the GAC can provide support.

Objective 1.2.2- Support the priorities of the Office of Commonwealth Libraries.

Goal 1.3 – Provide increased opportunities for interaction within the library community.

Objective 1.3.1 – Create opportunities for discussions with various library constituents.

Objective 1.3.2 – Develop a schedule of meetings to be hosted by GAC members.

Objective 1.3.3 – Develop a marketing plan that clearly defines the GAC and its role in the Pennsylvania library ecosystem.

Strategic Priority 2: Collaboration – Improve collaboration between the GAC and the various professional and library-related organizations in Pennsylvania.

Goal 2.1 – Establish communication links between the GAC and associations that support all types of libraries in Pennsylvania.

Objective 2.1.1 - Communicate with statewide library organizations at least annually to advance the mission of libraries.

Strategic Priority 3: Clarification –Develop guidelines that interpret and clarify language contained in statute and regulations.

Goal 3.1 – Ensure that GAC guidelines articulate clearly the expectations reflected in the statute and regulations.

Objective 3.1.1 – Identify areas where the addition of guidelines would provide detailed explanations of expectations outlined in the statute and regulations.

Objective 3.1.2- Collaborate with the Office of Commonwealth Libraries and the library field in the development of guidelines.

Objective 3.1.3 – Review current guidelines for clarity and relevance and make necessary revisions for improvement.



A VISION OF SUCCESS

Evolving District Services

Recommendations from
the Task Force on Public
Library District Services,
May 2022

Project Scope



Initiated by the Bureau of Library Development (BLD), Office of Commonwealth Libraries (OCL)

Offer recommendations to foster more equitable library service across the Commonwealth through strong district services.



DLCs have gradually diverged in performance due to a number of factors, indicating a need to take stock of the structure and its future.

David Belanger, Retired, Director of Libraries, Lower Merion Township

Marilyn Jenkins, Retired CEO, Allegheny County Library Association

Erin Joyce, District Consultant, Oil Creek Library District

Jennifer Knisely, Executive Director, Altoona Area Public Library

Leslie LaBarte, District Consultant, Seneca Library District

Anny Laepple, District Consultant, Delaware County Libraries

Jennifer Long, Library Director, Easton Area Public Library

Barbara McGary, Executive Director, James V. Brown Library

Susan Banks, Deputy Secretary and State Librarian

Carrie Cleary, Executive Assistant

Amy Geisinger, State Data Coordinator

Heather Sharpe, Director, Bureau of Library Development

Catherine Alloway, Project Consultant



This project was made possible by Library Services and Technology Act (LSTA) funds from the U.S. Institute of Museum and Library Services administered by the Pennsylvania Department of Education, Office of Commonwealth Libraries.



and communicating that clearly with the rest of the world.

Study input was received from:

- Virtual focus groups: district administrators, consultants, library directors, district staff
- Individual interviews with district services partners and stakeholders.
- Email input

District Services Today

"Districts provide services that individual libraries just cannot afford."

Insufficient funding, esp. for small, rural districts

"Blow it Up!"

"...we are herding cats" with no recourse for misbehavior

"Some DLCs are pitching in their own library money to pay for district services that are underfunded."

"We must harness the power to help small libraries."

Accolades for library development by district consultants

Want more consistent training and direction for consultants

Need a common district mission & vision

Recommendation 1

Essential: Adopt the recommended mission and vision for district services.

Mission Statement:

"District services empower, strengthen, and advance libraries and library leadership through consultation, collaboration, education, and resources."

Vision Statement:

"Libraries will improve the lives of all Pennsylvania residents through quality services and resources provided in ways that are efficient and responsive, using clear measures of accountability, roles, and expectations."

Recommendation 2

Essential: Share a statewide and localized vision for optimal cooperative library services.

- Align with LSTA strategic plan
- Annual review
- Compile and share best practices





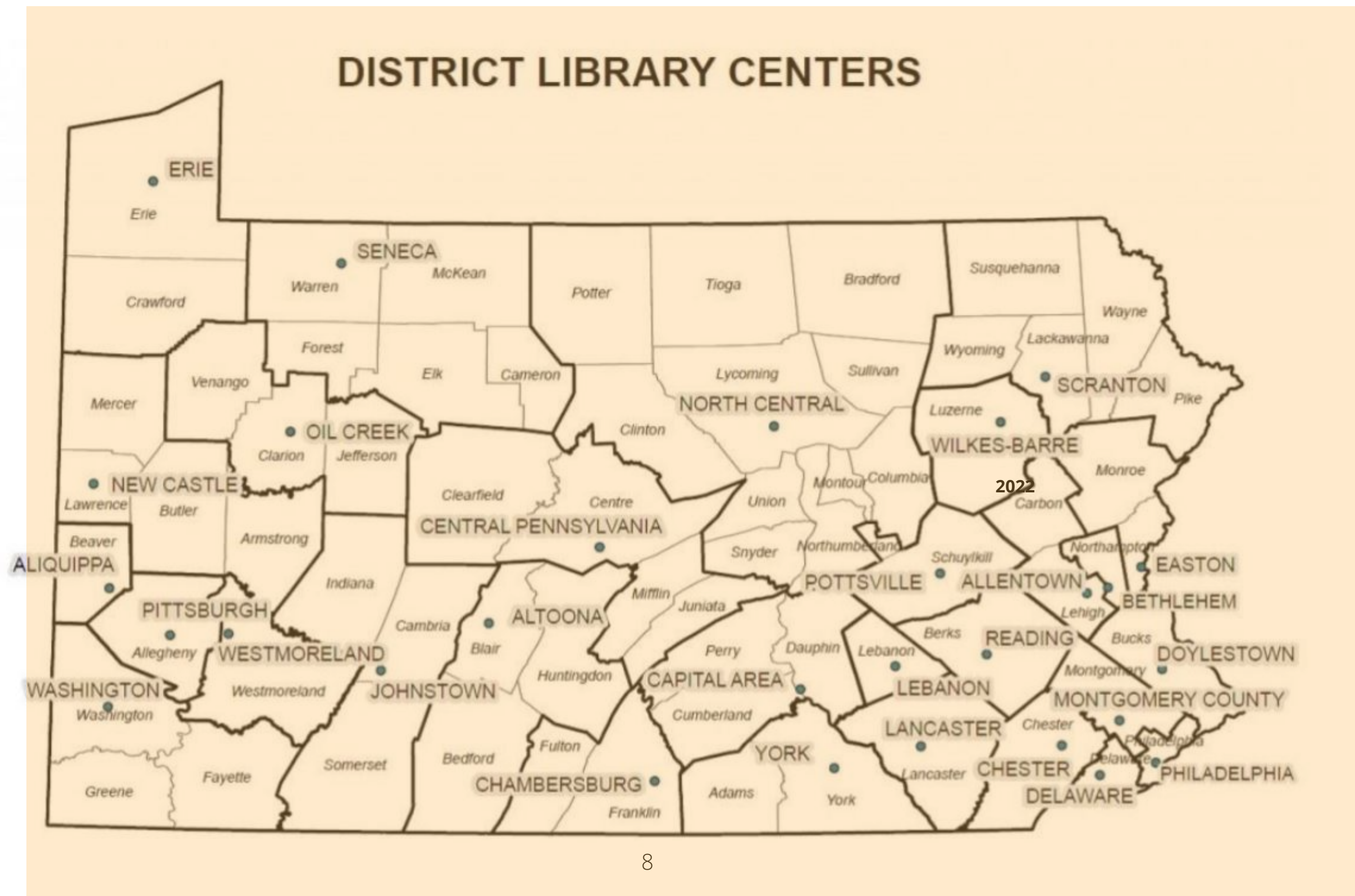
Creating a good impact report means being transparent with your audience. Back up your claims with relevant data.

Keep your sentences concise when necessary, but dive into detail when it

Essential: District Library Center requirements in Code and associated regulations should be revised and expanded beyond libraries, allowing other qualified entities to⁷ provide services.

Recommendation 4

Essential: Revise district service boundaries.



Reduce & Realign

Deliberate, inclusive review and revision process

Free from geographic and political constructs

Recommendation 5

Essential: Fund the eight underfunded rural Districts at the \$200,000 minimum specified in the Library Code.

Recommendation 6

Clarify and define expectations and accountability for district services



Recommendation 7

Define job descriptions and compensation for district consultants.



District consultants
"offer a confidential
opportunity when you
need an impartial
person."

- Clarify role and relationship with district center
- Core elements for job description
- Recommended, uniform compensation and training package

Recommendation 8

Establish a consulting consortium of professional expertise for complex situations in areas of personnel, law, and finance.



Recommendation 9

Explore the impact of changing state funding of district services from a subsidy to a non-subsidy appropriation, which could impact accountability and service.



Recommendation 10

Consider development of a plan to establish county-based systems throughout Pennsylvania.

"...a unified PA effort is needed."

Recommendation 11 & 12

Establish a plan for addressing areas that are "unserved" - municipalities that opt out of paying a local share for library service.

Test and explore multi-type library district members and partners.

A VISION OF SUCCESS

Evolving District Services

Empower

Strengthen

Advance





POWER Library Report to the Governor's Advisory Council October 16, 2022

Presented by Hosting Solutions and Library Consulting, Philadelphia, PA.

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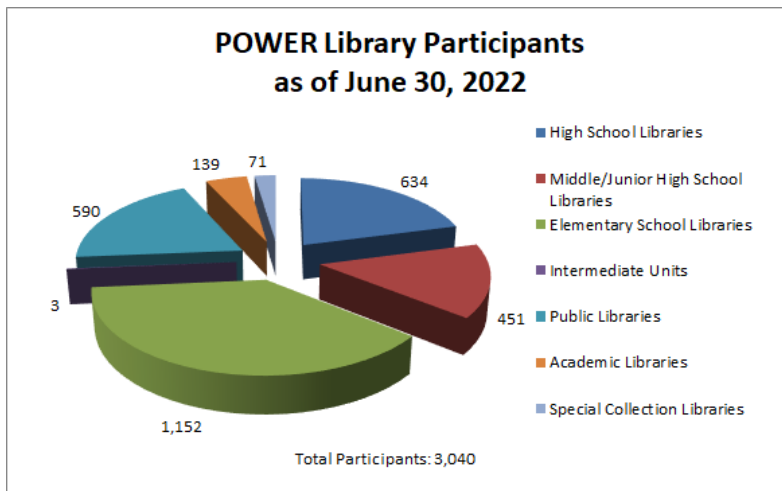
HSLC's Mission is to contribute to the success of libraries by delivering technical solutions and consulting services.

HSLC is passionate about libraries. With over 30 years of experience designing and providing solutions for libraries, HSLC strengthens libraries as trusted partners with their communities by providing: POWER Library including a Statewide catalog, 24/7 Chat services, access to Databases, PA Photos and Documents, as well as offering shared purchase opportunities, and by hosting library websites.

HSLC is nationally recognized for compliance in best practices for nonprofit organizations, having achieved the GuideStar Platinum Seal of Transparency and the Seal of Excellence from the Standards for Excellence Institute.®

2021 Activity:

At the close of the 2021-2022 fiscal year, POWER Library had over 3,000 participating libraries, represented as follows:



Participation by Percentage:

High School libraries – 21%

Middle School libraries – 15%

Elementary School libraries – 38%

Total K12 participation – 74%

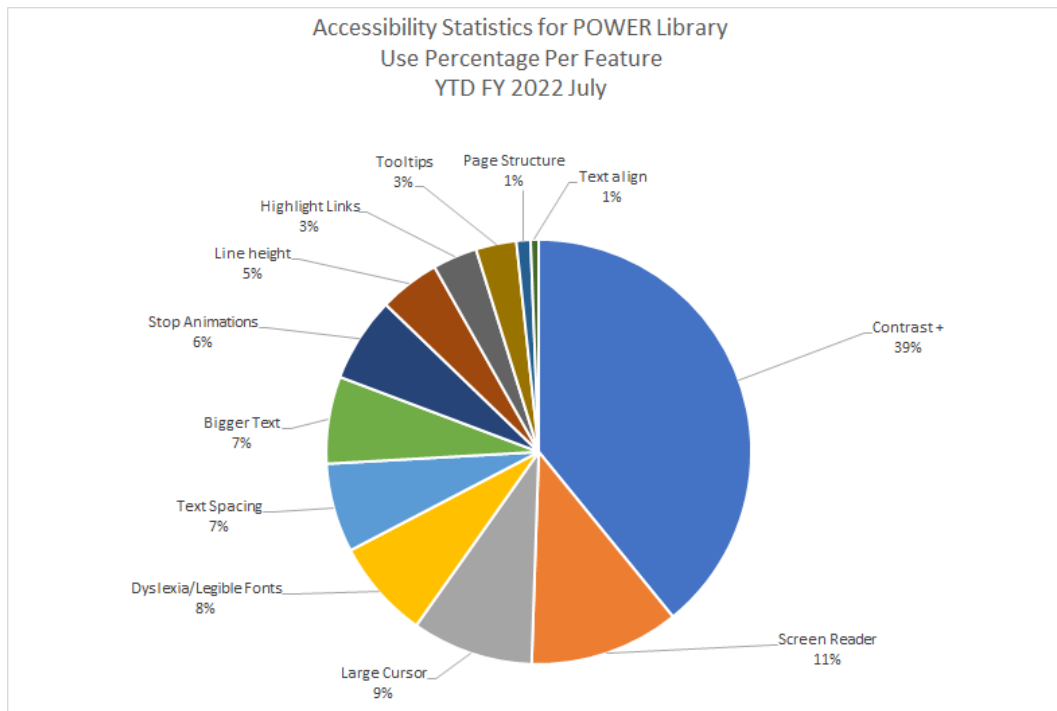
Public libraries – 19%

Academic libraries – 5%

Special Collection libraries – 2%

Other items of note for 2021-2022:

- 165 schools and school districts participate in single sign-on authentication.
- Access PA ILL activity returned to an 85% fulfillment rate.
- Chat with a Librarian added SMS (texting) as an option, and a Spanish language queue.
- PA Photos and Documents hosts 298 collections, and the PA State Archives offers 586 collections.
- Over 350 new eBook titles were added to the POWER Library.
- Website accessibility tool added to POWER Library portal.



Looking ahead to 2022-2023:

- Full resumption of in-person fall and spring training, with increased virtual and recorded offerings
- Increased social media presence
- Closer integration of the statewide catalog with local public library catalogs
- Refreshed user interface for the POWER Library portal
- Improved user access to eContent in the POWER Library
- Increased Scan PA opportunities