

Idaho Commission for Libraries

Public Library Directors' Summit

SUMMIT REPORT



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*Additional reports and graphs from the event evaluations can be found at
<http://libraries.idaho.gov/pldirectors>*

Introduction

The Commission for Libraries was pleased to host our first summit for public library directors. The summit was designed to provide an opportunity for directors to meet with peers from around the state to network, share, and learn from each other and to exchange ideas with the Commission staff to help guide our work.

The sustainability of public libraries has been, and will continue to be, a hot topic. We all are aware of the intrinsic value of public libraries in communities across the state, and that Idaho librarians and library services are evolving in the context of the digital age. However, this evolution is not universally recognized by local, state, or national policy makers and funders.

Using this gathering as an impetus, my hope is that a Community of Practice (CoP) will develop among you, the directors of Idaho's public libraries. A short definition of a CoP is a group of people who share a concern or a passion for something they do and who interact regularly to learn how to do it better. A CoP could promote discussions and sharing of information among directors throughout the state, identify trends, and expedite your input and feedback to us on programmatic, legislative, and policy issues as they arise.

With a cohesive community of public library directors, I believe we can -- together -- more effectively react to both opportunities and challenges, at both local and state levels. I believe we can help policy makers recognize Idaho libraries as described by our 2005 Library Futures Conference.

I periodically look at the conference report, and am struck by its relevance today, including the

“Vision for Idaho Libraries in 2020” that emerged from the conference:
Idaho libraries are the nexus of global information, innovative services and community, enabling us to sustain our history, empower our present, and create our future.



Supporting concepts described Idaho libraries in the future as:

- Providing unlimited access to global information, sharing resources and collections.
- Vital institutions, a spark to community, a continued gathering place, a hub for interaction, a place to be inspired.
- Learning centers, where anyone can come to any library and learn to use global information resources in a high-touch atmosphere.

One of our speakers then, Joe Janes of the UW I-School, gave us this caution:

“The biggest single threat to what libraries are to become – is indifference. If people don’t care, if they don’t come, if they don’t pay attention to us, if they don’t support us, if they don’t think what we do is important, then it’s over.”

Our futurist, Glen Hiemstra, asked us to imagine a young person’s view of libraries in 2020: “The Library is a place where I can:

- | | | |
|---------------------|-------------------|--------------------------------------|
| • Invent | • Grow | • Ask questions |
| • Study | • Develop my mind | • Talk to folks w/ similar interests |
| • Read for pleasure | • Get answers | • Teach |
| • Meet | • Efficient | • Play |
| • Dream | • Latin thing | • Be inspired |
| • Have coffee | • Debate explore | • Find knowledge |
| • See neighbors | • Share ideas | • Touch the past and the future |
| • Learn | • Get ideas | |
| | • Create ideas | |

Many Idaho libraries are providing a number of these experiences today, but few have the capacity to deliver all the resources and services needed to advance their community priorities.

Glen also pointed out something obvious and yet very aspirational:

“Everything possible today was at one time impossible. Everything impossible today may at some time in the future be possible.”

Let’s keep that thought at top-of-mind as we explore community engagement, leadership, and strategic focus areas as ways to change the conversation about Idaho libraries and librarians – that we are widely recognized – and invested in - for our unique contributions to society in the digital age.

Ann Joslin
State Librarian



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Summit Outcomes

The first of its kind Summit for Public Library Directors in Idaho was planned and executed in anticipation of the following outcomes:

- Providing resources for community engagement.
- Establishing a list of challenges and opportunities for Idaho public libraries.
- Sharing a leadership approach to successful change.
- Gathering feedback on Idaho Commission for Libraries' Strategic Priorities.

To achieve those outcomes a robust agenda was assembled that included expert speakers in each of the outcome areas. These presentations coupled with activities and interactions of the 38 participants helped accomplish the objectives and set the stage for future Summits.



The Aspen Report and Action Guide

The Summit opened with an address and facilitated session by Maureen Sullivan. Maureen is a past President of the American Library Association and a member of the Aspen Institute's Rising to the Challenge team. Her macro observations of the challenges facing libraries was followed by a facilitated session in which the participants engaged with a sample set of activities from the Aspen Institute Action Guide. The goal of that activity was to help spur action on challenges faced by each library around the State of Idaho.

Challenges Facing Public Libraries

Following a networking break the participants were asked to articulate the challenges they are facing locally. This discussion and ensuing assembly of the twelve critical challenges facing Idaho Public Libraries was set to inform the Commission and other stakeholders of the challenges and to facilitate the action needed to overcome those challenges. The twelve challenges are:



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- **Leadership** is the key to success in any organization and as a result the need for engaged, capable Board members is critical to meeting the balance of the changes and opportunities libraries face.
- First among the challenges is **marketing** the library within the community to address real and perceived competition.
- Closely related to marketing is the need to shift the **perception** in communities about libraries. This includes helping patrons, citizens, and decision makers abandon old library stereotypes and replace those with the real understanding of the library as a 21st century solution to community challenges.
- Many of the old perceptions will fade as public libraries overcome the challenge of **community connectedness**. Acting as the hub of a community's information and improvement means proactively engaging with other programs, agencies, and communities to define and deliver the service each community most needs.
- In pursuit of community connections the public library is challenged to reach a **new generation of patrons**. Technology and innovative programming will be critical to the relevance of the library to patrons with access to the world through multiple media.
- At the same time reaching new patrons represents a substantial challenge, so is dealing with **challenging populations** with proper support.
- **Space** constraints persist as a challenge for public libraries that expand their offerings in both digital and physical domains.
- At the same time **technology** represents great opportunity for public libraries, it also represents challenges of remaining current, adequate training, and looming issues surrounding cyber security.
- Intimately connected to technology challenges is the ongoing need for affordable **broadband** connections throughout the State.
- Meeting each challenge will require libraries to form new, **innovative partnerships**. These relationships will stretch libraries beyond their current boundaries but represent access to the future.
- Each challenge faced by public libraries in Idaho pivots on the adequacy of staff in number and capability. Shrinking budgets, misperceptions, and a more mobile **workforce** represent an obstacle to meeting library challenges.
- Equipping libraries with standards and **best practices** from a spectrum of sources will be essential to equipping library directors and staff.

Appendix B contains data from the challenges discussion.



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Community Engagement

One of the challenges facing public libraries is connecting to their communities in new ways. To accelerate that engagement, information was shared by Josh Hightree from the University of Idaho. His work with the Idaho Rural Partnership encourages libraries to take advantage of their extremely high standing in the community. The Community Review summaries can be found at http://irp.idaho.gov/home/community_review.

In addition, the Aspen Institute Action Guide and Heart & Soul Field Guide each provided library directors with tools to take back to their libraries. The Action Guide provides a pathway for library staff to look inward to assess strengths and resources, capping the activities with community conversations. The Heart & Soul Field Guide moves library staff toward looking outward to engage community partners for sustainable activities.

Appendix C contains the comparison of these two tools.

Library Showcase

To begin addressing these challenges the participants openly shared their own programming and partnership successes in a working session intended to share tactical approaches readily available across the State. The showcase was documented in a catalog distributed to the participants. In addition, four programs were highlighted for the entire group. Those were:

- Sandy Ashworth, Boundary County Library - Library Learning Center
- Cynthia Toppen, Buhl Public Library - Teen Advisory Group and Financial Literacy Programming
- Alexa Eccles, Lewiston City Library - Library as a Center for Downtown
- Bette Ammon, Coeur d'Alene Public Library - new public library branch in Lake City High School Media Center.

Appendix D contains the Library Showcase Directory.



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Change Engagement

One of the critical skills for public library directors is the ability to effectively lead change. To foster that ability Phil Eastman shared the Change Engagement framework with the participants.

During the presentation several highlights emerged which include:

- All change is individual, meaning that every successful change helps motivate the individual to comprehend the change, commit to the change's success, and develop the capability needed for the changed environment.
- Leadership is the most powerful enabling force in any change, which means that leaders must be aligned, unified, and engaged for a change to succeed.

Privacy and Security

As the public library directors face technology and cyber security challenges, the participants were treated to a presentation from Alison Macrina of the Library Freedom Project. Her fast-paced presentation provided a clear articulation of the risks and solutions for public libraries.

Some highlights include library privacy guidelines for ebook lending and digital content vendors, tools such as Tor Browser, Disconnect Search, Privacy Badger, GNU/Linux on library computers, Https, Let's Encrypt, and Sandstorm. More information on these tools and other privacy topics can be found at

<https://libraryfreedomproject.org/ida>
[ho.](https://libraryfreedomproject.org/ida)





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Strategic Priorities

The final sessions of the Summit focused on understanding and providing feedback on the Commission's draft strategic priorities. The advancement of these priorities was intended to aid the Commission and local libraries in communicating library roles in addressing statewide and local issues of concern to policymakers. The strategic



priorities are not a substitute for each organization's own localized strategic plan, or the Commission's statewide strategic plan, but do represent the high level of conversations that can help leaders across the State understand the value public libraries add to their communities in the 21st century.

The current document can be found at <http://libraries.idaho.gov/pldirectors>. Updates will continue to occur as the document matures.



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Strategic Priority Discussion Summary

MOST APPEALING	ACTION NOW
<ul style="list-style-type: none"> ● College & Career Ready (1) ● Community Engagement (4) ● Consumer Health & Wellness (2) ● Workforce Development (3) ● Economic Development (5) ● Broadband (4) ● Education (1) (Early Literacy (4) Lifelong Learning (1)) ● Public Library Funding (2) <p>* () times cited by table discussions</p>	<ul style="list-style-type: none"> ● Align with Albertson Foundation, etc. ● Discussion about equality and partnerships between school libraries and public libraries; Strengthen partnerships; Prep students for spring testing ● Workshops with Department of Labor; facilitate on-the-job training opportunities ● Early literacy; community-led programs for all ages. ● Show the library as a marketing tool to attract/stimulate growth ● Increase capacity of broadband ● Promote the role we play with early childhood learning ● Share privacy concerns

To continue the conversations and strengthen the Community of Practice among public library directors a Facebook group has been created. Idaho Public Library Directors are encouraged to join the conversation, whether or not you attended the 2016 Summit. The group can be accessed at <https://www.facebook.com/groups/publiclibrarydirectors/>



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Appendix A

Summit Agenda

Purpose

To provide a venue for Idaho public library directors to engage in a community of practice.

Outcomes

- Resources for community engagements.
- List of challenges and opportunities for Idaho public libraries.
- Leadership approach to successful change.
- Feedback on Idaho Commission for Libraries' Strategic Priorities.

January 27

1:00 PM **Welcome**

1:30 PM **Keynote:** Maureen Sullivan – Value of Community Engagement

2:00 PM **Aspen Report Action Guide:** Maureen Sullivan

3:00 PM **Networking Break**

3:30 PM **Challenges Facing Public Libraries**

5:15 PM **Community Engagement**

6:00 PM **Working Dinner**

6:30 PM **Library Showcase**

8:45 PM **Closing Activities**

January 28

8:30 AM **Reconvene**

8:45 AM **Change Engagement:** Phil Eastman

9:30 AM **Privacy and Security:** Alison Macrina

10:30 AM **Networking Break**

10:45 AM **Feedback on Strategic Focus Areas**

12:00 Noon **Working Lunch**

1:00 PM **Feedback on Strategic Focus Areas**

2:30 PM **Networking Break**

3:00 PM **Closing Activities**

Reference materials available

<http://libraries.idaho.gov/pldirectors>



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Appendix B

Data from Discussions on Challenges that face Idaho Public Libraries

VIBRANT ENGAGED BOARD

- Governing Bodies/Board perceptions, interference, micromanagement
- Boards (education, relationships, involvement, support, respect mentality)
- Training for board - local accessibility
- Board and City Council support, roles, priorities
- Aging board
- Having a board that is engaged in work that helps the library, knows the library, advocates for the library, participates in workshops and programs that are about libraries, services, etc., board members who are clear about roles, focused on library and know their boundaries.
- Dealing with people who value the status quo.
- Increasingly politicized tax payers
- Library viewed as a necessity
- How many policies are too many?

WORKFORCE

- Staffing - allocation; engaging; balance personal use of social media; training and professional development; orientation; scheduling; maximizing, recruiting, professional development; fostering creativity; staff education and competency development; retention
- Short staffed; Revolving Staff part time
- Volunteers: Availability, proper use, getting good ones, recruiting
- Motivation: Keeping staff aware of and inspired by vision and going in same direction
- Personnel management
- Aging staff
- As a profession we don't promote ourselves well
- Being open ourselves to changes, new practices, approaches
- Need for industry standards one stop shop LSCA \$
- Communicating paradigm shift to staff



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COMMUNITY CONNECTEDNESS

- Competition with other services
- Keeping up with changing and expanding demographics
- Letting programs die - discontinuing when it's done
- Prioritizing programs and resources
- Fostering a culture of risk
- Hours we are open - hours don't always serve community
- Ineffective "friend of library"
- Misinformation and disinformation
- Getting stakeholders to respond
- How to communicate with everyone in the community - lack of local communication channels - so much "communication" going on online that we don't get heard
- Better serving people who live in outlying areas, required to pay for services
- Bridge the widening gap between haves and have nots
- Nonresident fee can be barrier; % of residents with library cards
- Meeting the educational needs of patrons
- Engaging community leaders
- Apathy of community
- Meeting the many needs of the children in our communities
- Sustained interaction with community

IMAGE

- Planning
- Change management
- Educating the community - challenge our stereotype
- Public perceptions of libraries communicating relevance - community education.
Perceptions
 - That everything is online and everyone is an expert
 - That libraries are only for children.
 - What libraries do from POV of local officials and agencies
- Lack of community feedback and involvement
- Unreasonable expectations
- More requirements imposed by different agencies



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STRATEGIC PARTNERSHIPS

- More burden on library in “partnerships”
- Forming, cultivating and maintaining partnerships
- Inequality in community support in libraries within the district
- Trying to be all things to all people.
- Inability to raise money
- Customer driven acquisition
- Working with schools
- Developing relationships with foundations
- Getting to grants / writing them

TECHNOLOGY

- Staying ahead of technology - Staff - emerging technology
- Lack of tech support / cyber security
- Lack of training - technology
- Broadband: access, speed, cost (getting what you pay for), compensation, connectivity, Wi-Fi - inadequate
- Accepting credit cards
- Cataloging inefficiencies cost staff time
- Lack of access to databases

MARKETING

- Library image - lack of expertise to market
- Getting out there to sell ourselves - developing our audience, making the case for the value of our work, knowing how to market ourselves; having the tools to do it, opportunity for collective action
- Marketing to non-library users
- Community knowing where library is or that it exists
- Information campaign for voters/policy makers - marketing support, like Don't Fail campaign



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EMERGING PATRON POPULATIONS

- Engaging 20-45 year olds; teens, YAS and adults in programing
- Staff that relates to teens
- Partnering with school district
- Services to refuges - connecting with them, come from cultures in which they haven't experienced libraries
- Services to new immigrant groups, eg., Latinos and long-term residents with limited English-speaking abilities
- Getting Hispanic community involved (underserved)

CHALLENGING PATRONS

- Homeless and mentally-ill patrons
- Hygiene
- Transitory patrons
- Becoming "daycare" center - latch-key kids
- Problem patrons (violent tendencies)
- Keeping patrons safe in spite of themselves
- Safety issues / training
- Language barriers

PHYSICAL SITE

- Space - effectively use, rundown facility, maximizing, lack of, planning
- Space issues - storage, meeting, programs



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Appendix C

Comparison of Aspen Action Guide and Orton Heart & Soul Field Guide

AREA	SIMILARITY	UNIQUENESS
SET-UP		
H & S: Process outlined in 12 steps each with a short list of specific tasks.	Process to approach to community outreach, participation and decision making.	Focuses on all types of entities from community. Not necessarily linear, allows for re-direction, if needed.
Action Guide: Sequential order of activities	Process to engage community dialogue	Focuses on libraries working with their communities through successive activities.
MISSION/PURPOSE		
H&S: Empower people to shape the future of their communities by improving local decision-making, creating a shared sense of belonging, and ultimately strengthening the social, cultural, and economic vibrancy of each place.	Guide for the community as a whole. Community Sustainability.	Empower all residents to shape the future of their communities and uphold the unique character of each place. Process focuses on getting everyone involved in finding ways to protect, restore or enhance their community over long term.
Action Guide: Based on the Aspen Report which serves as a framework for dialogue among the library's many audiences to re-envision the public library as a center of learning, creativity and innovation of the 21 st Century.	Guide for library and community leaders. Library Sustainability	Bring to life a bold new vision for public libraries. National and global network of individuals, communities, and organizations to emerge for the purpose of ensuring long-term sustainability of public libraries.
INSTRUCTIONS		
H&S: step by step process and kit of resources.	Cultivate community dialogue. Founded on 3 Principles: Involve everyone, focus on what matters, play the long game	Serves community volunteers as well as elected officials. Build foundation for a range of community decisions and outcomes.
Action Guide: sequential order allows content for each section to build on the rest. Website resources.	Cultivate community dialogue. Purpose is for the library to maintain an ongoing conversation with the community and its leaders	For library managers, staff, trustees, community volunteers and libraries together.



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AREA	SIMILARITY	UNIQUENESS
PROCESS		
H & S: Framework steps include 1) Lay the Groundwork, 2) Explore Your Community, 3) Make Decisions, 4) Take Action	Exploring community for resources, identifying action points, taking next steps	Linear, yet circular pathways, allows for evaluation and re-organization as needed.
Action Guide: Building Blocks include People, Place, Platform, Areas of Service, Soar Assessment, Engaging Community Leaders, Public Dialogue, and Taking Action	Exploring the library roles in the community, outreach, public dialogue, taking next steps	Linear, pulls the library staff into the community.
RESOURCES		
H&S: orton.org	Community blog.	Community stories. Webinars (live and archived). Guidelines for number of topics from storytelling to data gathering, polling tools. Tools and templates.
Action Guide: libraryvision.org	Community blog.	Library stories

Summary of Process Comparison

Heart & Soul	Aspen Action Guide
Step 1. Lay the Groundwork: get organized, create a roadmap, spread the word. (work among the interest group from the community at large)	People, Place, Platform: Reflection and identifying what the library is (or wants to be) and its resources. (among the library staff)
Step 2: Explore Your Community: gather stories, identify community values, get oriented.	Identify the role of library in the community (job and economic development, civic resource, literacy champion), Soar Assessment
Step 3: Make Decisions: formalize decisions, make choices, develop options	Strategies for Success, Action Steps for Library Leaders, Engage Community Leaders, Convene Public Dialogue
Step 4: Take Action: mobilize resources, follow through, cultivate Heart & Soul	Taking Action: Next Steps

General Comments

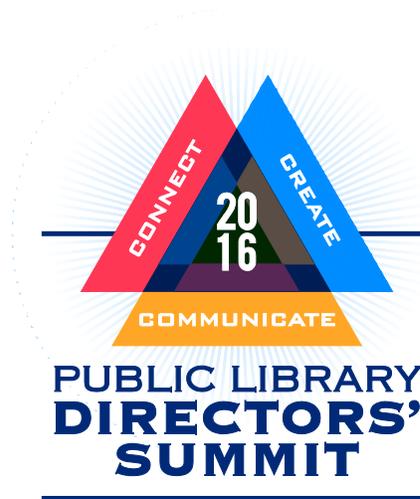
Both are excellent tools for libraries to use. The Action Guide could be used as an internal reflection piece and then when ready, move into the community adding the Heart & Soul Guide as a means for next steps in working with a broader audience.



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Appendix D

Library Showcase



Library Showcase Directory

January 27 and 28, 2016

Organized by Strategic Priority

Community Engagement and Sustainability
Economic Development
Education and Learning
Lifelong Learning
Workforce Development

*Funded by a grant from the
Institute of Museum and Library Services, Library Services Technology Act*



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Strategic Priority: Community Engagement/Sustainability

Library / Director	Buhl Public Library / Cynthia Toppen
Activity	TAG (Teen Advisory Group)
Target Audience	Middle School and High School Students
Brief Description	Weekly meeting for teens to share ideas, information, work on Maker projects, and have fun. Community meeting for teens who do not participate in many high school programs
Contact Information	Amanda Hatfield, buhllibrary30@gmail.com

Library / Director	Coeur d'Alene Public Library / Bette Ammon
Activity	Lake City Public Library – Branch in local high school
Target Audience	High school students & teachers plus surround neighborhood
Brief Description	After more than a year of working out details, the CdA Library is opening a branch library in the media center of Lake City High School.
Contact Information	Bette Ammon, Coeur d'Alene Public Library, bammon@cdalibrary.org

Library / Director	Community Library Network / John Hartung
Activity	Super Librarians
Target Audience	Community Members and Parents
Brief Description	We have branded our exceptional Youth Services staff members as Super Librarians with a Super Librarians T Shirt. Increased awareness of the Community Library Network
Contact Information	Karen Yother; Community Library Network @ Hayden; kareny@communitylibrary.net

Library / Director	DeMary Memorial Library / Shambry Emero
Activity	Anime Club
Target Audience	Tweens and Teens
Brief Description	This is a monthly program for teens to discuss, view, and read anime in its different forms.
Contact Information	Shambry Emero, demary@pmt.org



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Library / Director	Emmett Public Library / Alyce Kelley
Activity	The library as a community resource for ALL
Target Audience	All Ages
Brief Description	The library is a community public facility that can be used to meet the needs for so many, it adds a richness to each of our lives small community meeting room, resources small & large, maker spaces as broad as the need may be; from laying out a quilt to adult coloring to making balloon-lego cars with 25 children. It is all about the library being utilized at its full potential.
Contact Information	Alyce Kelley, emmettpl@qwestoffice.net

Library / Director	Hailey Public Library / LeAnn Gelskey
Activity	2nd Annual Wood River Reads/NEA Big Read
Target Audience	Underserved populations of our community
Brief Description	Valley wide reading program with collaboration between The Community Library, Hailey Public Library and Bellevue Public Library.
Contact Information	LeAnn Gelskey, lgelskey@haileypubliclibrary.org

Library / Director	Latah County Library District / Chris Sokol
Activity	thelibraryhamster.tumblr.com
Target Audience	All Ages, Library Users and Others
Brief Description	An unclaimed stuffed animal left behind at the library became a promotional tool when staff began knitting accessories for him (we had just completed a library yarn bombing project) and making miniature books for him. We created a tumblr blog that also posts to our Facebook page. We promote all sorts of library- and literary-related things on the blog. Hamster even gets invited out by community members. A staff member writes droll narratives of what Hamster gets up to. It's goofy but people absolutely love it.
Contact Information	Chris Sokol, chriss@latahlibrary.org



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Library / Director	Midvale Community Library / Heather Dixon
Activity	Math & Science Activities at Schools
Target Audience	Grades preschool to 5th
Brief Description	20 minute participatory discussion on different subjects each year. This addresses some of the areas that the school on only touch on due to time constraints, such as recycling.
Contact Information	Heather Dixon, mcl@mtecom.net

Library / Director	Plummer Public Library / Paulina Freeburg
Activity	Winter Game Night or Game Day
Target Audience	All ages with primary focus on families with children
Brief Description	Library staff provides board games and snacks. Participants are welcome to bring games to share.
Contact Information	Paulina Freeburg, plummerlibrary@gmail.com

Library / Director	Priest Lake Library District / Beverly Richmond
Activity	Mystery at the Library
Target Audience	Adults
Brief Description	We are hosting a mystery theme at the library, we have characters play parts, clues in the library and fun for all. We focus on bringing people to the library, learning about the library and having fun while doing it.
Contact Information	Beverly Richmond, plplibrary@hotmail.com

Library / Director	Shoshone Public Library / Clay Ritter
Activity	Enrichment Partnership with School
Target Audience	All School Children Elementary, Middle, High School
Brief Description	The teachers at Shoshone Schools are required to have 3 enrichment activities for school children during the school year, these take place on Fridays and could be anything from field trips to cookie making. The Library sponsors and takes part in some of these to combine resources and provide better programs.
Contact Information	Clay Ritter, critter@shoshonecity.com



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Library / Director	Stanley Public Library / Jane Somerville
Activity	Holiday Reading
Target Audience	All Ages
Brief Description	Reading of holiday materials in a setting outside the library. Food and drink included.
Contact Information	Jane Somerville, stanley.id.library@gmail.com

Library / Director	Twin Falls Public Library / Tara Bartley
Activity	Cabin Fever Day: Storywalk
Target Audience	Families
Brief Description	In collaboration with Twin Falls Parks and Recreation, Storywalk 2016 begins at the library and continues through City Park to read a story and participate in a scavenger hunt. After participants complete their scavenger hunt they are invited back to the library for other activities.
Contact Information	Jennifer Hills, jhills@twinfallspubliclibrary.org

Library / Director	Valley of the Tetons Library / Carla Sherman
Activity	Local Historical Picture Collection
Target Audience	All ages
Brief Description	Collection of over 2000 photographs of Teton Valley, indexed and digitized.
Contact Information	Carla Sherman, library@silverstar.com



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Strategic Priority: Economic Development

Library / Director	Boundary County Library District / Sandy Ashworth
Activity	Boundary County Library Learning Center
Target Audience	Learners of All Ages
Brief Description	Multiple educational options to facilitate the development and implementation of personalized education plans that fit individual needs and circumstances
Contact Information	Sandy Ashworth, boundarycountylibrary1@frontier.com

Library / Director	Meridian Library District / Gretchen Caserotti
Activity	unBound
Target Audience	Entrepreneurs, Small Business, Job Seekers, Career Changers,
Brief Description	unBound is a technology library downtown Meridian. Immediate goals, support local business, draw people downtown, support digital literacy. Long-term goal, help change public perception of libraries
Contact Information	Gretchen Caserotti, gretchen@mld.org



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Strategic Priority: Education and Learning

Library / Director	Ada Community Library District / Mary DeWalt
Activity	Tutor.com online and in-house math tutoring at Victory Branch
Target Audience	Students of various ages
Brief Description	Personalized tutor services on any subject 24/7 through Tutor.com and by appointment for in-person math help at Victory Branch
Contact Information	Mary DeWalt, mdewalt@adalib.org

Library / Director	Benewah County Free Library District / Margaret Benson
Activity	Activities to bring the youth in the community into the library, the ultimate goal is that of enticing children to read.
Target Audience	School Age Children and members of their families
Brief Description	Tri-Community Library is located in a rural area with limited activities for the youth of the area, other than school activities. The library makes a concerted effort to showcase activities for youth. On International Gaming Day, the kids and parents to gather and explore games as a way to connect both socially and intellectually. During the program they host a dozen or so different games. For National Comic Book Day, the library receives free comics to hand out to patrons. The kids love having something new to read that isn't assigned to school. It encourages the "fun" part of reading. Finding a way to experience a beloved character through words and pictures encourages not only reading but also writing and drawing. The aim of the emphasis on youth programs is to create a sense of community among the children, especially those who are joined by members of their family. The comics have led many children to seek non-comic book versions of favorite characters as they grow older.
Contact Information	Margaret Benson, mbenson@cpcinternet.com



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Library / Director	Burley Public Library / Julie Woodford
Activity	Homework Helpers - Library Interns
Target Audience	Spanish-speaking Families
Brief Description	Three High-School age "Library Interns" work at the library to offer Homework Help after school every day. Our Spanish-speaking parents have discovered these helpers and bring their children in to complete their homework. This may be help that cannot be offered in their home. These invaluable young people also work with youth in our Make-It programs and are invaluable as helpers at the circ desk. The 3 Interns work a total of 18 hours per week, which works well with our staffing budget.
Contact Information	Julie Woodford, library@bplibrary.org

Library / Director	Fremont County District Library / Rashell Cardell
Activity	Special Needs Adult Group Program
Target Audience	Special Needs Persons 18 years and older
Brief Description	An Activity is provided on 2 afternoons to provide an activity, craft, and treat for our special adults in St. Anthony.
Contact Information	Rashell Cardell, ashlib@ida.net

Library / Director	McCall Public Library / Meg Lojek
Activity	Club Espanol
Target Audience	K-5 Students and their Parents
Brief Description	Weekly class to expose children to Spanish language and cultures.
Contact Information	Lida Clouser/Meg Lojek, library@mccall.id.us

Library / Director	Ririe Public Library / Deb Anderson
Activity	Preschool Story Time and Activity
Target Audience	Preschool ages 2-5
Brief Description	We have a wonderful volunteer, Miss Gayle, who comes each Wednesday and shares and reads a story to the children, then shares a craft for the children to complete and take home. Goals: introduce a love of books and learning, feel comfortable and safe in the library, encourage feelings of connection and goodwill in the community,
Contact Information	Deb Andersen; ririelibrary@yahoo.com



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Strategic Priority: Lifelong Learning

Library / Director	West Bonner Library District / Katie Crill
Activity	Live & Learn
Target Audience	Adults and Young Adults
Brief Description	Provides social and educational opportunities for young adults and adults in the form of hands-on programs.
Contact Information	Katie Crill, katie@westbonnerlibrary.org

Library / Director	Lewiston City Library / Alexa Eccles
Activity	Beautiful Downtown Lewiston, a Main Street approach
Target Audience	Adults, Small Businesses
Brief Description	The Library is an anchor, in the past two years the library has drawn a quarter million visitors downtown.
Contact Information	Alexa Eccles, aeccles@cityoflewiston.org

Library / Director	Lizard Butte Library District / Janna Streibel
Activity	Discovery Center passes that can be checked out from the library. These passes allow a family to visit the Discovery Center at no charge.
Target Audience	Families
Brief Description	Patrons are allowed to check out the passes once a quarter. They can then attend the Discovery Center at no charge. The passes are checked out for a week.
Contact Information	Janna Streibel, lizardbuttelibrary@yahoo.com

Library / Director	Portneuf Library District / Jezmynne Dene
Activity	Adult Nights
Target Audience	Adults with Young Children
Brief Description	Once a month we offer an activity with free babysitting. The program encourages young families to use the library.
Contact Information	Holly Jackson, holly.jackson@portneuflibrary.org



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Strategic Priority: Workforce Development

Library / Director	Boise Public Library / Kevin Booe
Activity	Boise Codes
Target Audience	Youth, 1st grade through 6th grade; and adults
Brief Description	Through the use of formal instruction, hands on coding robots, and online learning resources, deliver classes teaching kids how to code.
Contact Information	Kevin Booe, kbooe@cityofboise.org
Library / Director	Marshall Public Library / Eric Suess
Activity	Self-Directed Achievement
Target Audience	Library Staff
Brief Description	Each staff member is given one hour per month to explore a library-related area outside the scope of their normal duties. They work with other staff members to learn this new aspect.
Contact Information	Eric Suess, esuess@marshallpl.org
Library / Director	Nampa Public Library / Chris Cooper
Activity	Workforce Development Certification (in idea/planning stages)
Target Audience	High School Juniors to Adults Age 25
Brief Description	A workforce development series of 5 core and 5 supplemental (monthly) sessions focusing on people skills in the workplace. Collaboration between Nampa Chamber of Commerce, Nampa Public Library, Nampa Library Foundation, Nampa business community, and faculty from College of Western Idaho, Northwest Nazarene University, and College of Idaho
Contact Information	Chris Cooper, cooperc@cityofnampa.us