

THE Envoy

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ICfL Board Tours Libraries in Southeast Idaho

The Idaho Board of Library Commissioners visited seven libraries in southeast Idaho in April. The Board tours libraries annually, choosing a different area of the state each year. This spring’s tour included Madison District Library, Rexburg; Sugar-Salem School/Community Library, Sugar City; Valley of the Tetons District Library, Driggs and Victor branches; Victor Elementary School; and Ririe Public Library on April 21; with a tour and a regularly scheduled board meeting at Blackfoot Public Library on April 22.

At **Madison District Library**, director Valerie Lloyd led a tour through the additions to the library. The Commissioners

enjoyed seeing how the tongue-and-groove redwood had been repurposed into a beautiful ceiling during the remodel. They were also impressed with the children’s area and how many children attend storytime. Lloyd “introduced” the Commissioners to the book sorter, fondly named Lucy because an incident with the speedy conveyor belt reminded them of the chocolate factory scene in the “I Love Lucy” TV show.

Sugar-Salem School/Community Library serves the community as well as 400 students in grades 9-12. Director Chantelle Green pointed out the Principal’s Choice artwork on the walls of the inviting library and showed the Commissioners the “Storyland Express” bookmobile, a converted school bus now bright blue with painted clouds and flowers inside. The bus makes weekly trips in the summer, bringing Summer Reading and requested books to the people of Newdale and Plano.

In **Driggs, Valley of the Tetons** branch manager Susie Blair described how the numbers are



Madison District Library director Valerie Lloyd greets Commissioners Mark Alldredge, Sara Staub, John Held, Dave Mecham, and Pat Raffee

up 30% district-wide since the new branch opened in December 2014. She showed the many local touches in the library: a local furniture builder built shelving on wheels and a curved circulation desk, community members painted literary characters on the walls, and 1,003 origami cranes are strung from the ceiling. The library received an American Library Association StoryCorps training grant and is in the process of creating their own recording booth.

At **Victor Elementary School**, Principal Jannifer Cooke greeted the Commissioners and led the tour, as librarian Kenna Kersley

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Idaho Commission for Libraries

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Mission:

The Idaho Commission for Libraries assists libraries to build the capacity to better serve their communities.

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Mark Alldredge, John Held, Dave Mecham, Pat Raffee, and Sara Staub

State Librarian

Ann Joslin

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- Shirley Biladeau, continuing education consultant
- Staci Shaw, reading programs coordinator
- Stephanie Bailey-White, reading programs coordinator
- Sue Walker, Talking Book Service consultant
- Tammy Hawley-House, reading programs/teen activities coordinator
- Teresa Lipus, public information specialist

The Envoy is mailed quarterly to all public library directors and trustees listed in the ICfL online library directory. PDFs are available at: libraries.idaho.gov/publications/trustee-news.

was working in another area that day. The library is a modular building behind the school that doubles as a music room and uses repurposed church pews. All 200 students, K-3, can check out library books, and the PTO pays a stipend so the library can open one day per week in the summer. This year's allotted book budget of \$2,000 was doubled when the library received a Read to Me Mini-grant of \$2,000 from Idaho Commission for Libraries.

In Victor, Valley of the Tetons District Library director Carla Sherman pointed out the original library, which is a modular building on a full basement. They added to the east side of the building in 2003 after raising \$80,000 in donations, and the labor was largely donated. Working with partners, the library created a collection of indexed historical photos of the valley, and plans to build a local history room. The Commissioners were fascinated with the 3-D printing that was taking place in the basement and impressed with staff's enthusiasm with STEM programing and technology.

At Ririe Public Library, director Debra Andersen described how staff is re-envisioning the Summer Reading program as more of a community event rather than being solely kid-focused. They developed a Community Summer Reading Challenge with a point system and community-wide prizes (community party and fine forgiveness) for meeting certain goals. The Commissioners enjoyed the tour and all the

Board Tour, continued from page 1 children coming into the library. They also enjoyed looking at the Vardis Fisher collection. Andersen recently attended Commission-sponsored leadership events and is pursuing ideas gleaned from them.

At Blackfoot Public Library, director Lisa Harral, several trustees, and several staff members each led portions of the library tour. Many stayed for the Board meeting that followed. They remodeled three rooms and went from 3,200 sq. ft. to 10,000 sq. ft. The old computer room is now a reading room and the old reading room is now the projects room. There is also a lovely bistro-style computer room with a hot beverage maker. The library is working on becoming more of a community center, with more adult programming and more outreach.

The annual tour of libraries is a highlight for the Commissioners. They enjoy getting into libraries; meeting the librarians; and seeing first-hand the range of services, facilities, and challenges in Idaho. See tour photos at flickr.com/photos/icflphotos/albums/72157665902861164.



At the Board meeting in Blackfoot, where she is also a trustee, Sara Staub was honored for her 15 years of dedicated service as an ICfL Commissioner
Photo courtesy of Blackfoot Public Library



Recent Broadband Legislation and Funding

The 2016 Legislature passed the Educational Opportunity Resource (EOR) Act (**SB 1334**), which established that state resources be made available to support Idaho's E-rate eligible entities—including public libraries—with technical, E-rate, security, contracting and procurement guidance, and funding distribution. The Act also established an EOR Committee, of which the state librarian is a member, to make budget and policy recommendations to the State Department of Education regarding broadband parameters, reimbursement methodology, and other support activities for Idaho's E-rate eligible entities.

The Legislature also appropriated \$180,000 to Idaho Commission for Libraries (ICfL) for reimbursement of the non E-rate portion of public libraries' Internet service provider charges in state fiscal year (FY) 2017 (July 1, 2016–June 30, 2017). Legislative intent language specifies that any services using this appropriation, “including Wi-Fi on personal devices, shall be compliant with Section 33-2741, Idaho Code” (which requires filtering of public libraries' computers accessible to minors). While the EOR Committee hasn't yet begun its work, it is ICfL's understanding that the new legislation and the appropriation require the following for a public library to receive reimbursement in state FY2017:

- meet the requirements for, apply for and pursue, in good faith, FY2016 E-rate funding, and
- filter any and all public Internet access for which you intend to seek state reimbursement.

ICfL is disappointed that the Legislature tied a new filtering requirement to this funding with no advance notice and no opportunity for input from the Idaho library community. We also know that most public libraries need increased and more affordable Internet capacity. This new state funding will enable many libraries to increase their Internet capacity and reduce the local cost to zero. For example, if the discount rate is 70%, E-rate will cover 70% of the eligible Internet service costs, and ICfL will reimburse the remaining 30%.

For several reasons, some Idaho libraries have chosen not to go through the E-rate application process. This new state funding is a significant change—potentially more Internet capacity and no local cost—so it offers a good opportunity to review that decision. If you have not yet applied for E-rate, there is time; the FY2016 application filing window has been extended in two phases:

1. A closing date of May 26, 2016 for all applicants (schools, public libraries, and consortia)
2. On May 26, a second filing window will open for public libraries and consortia, and will close on July 21, 2016.

The application process is time-consuming, so if you are at all interested in pursuing E-rate for this year, please get started now.

In conjunction with the EOR Committee, ICfL will work to establish the process and timeline by which state reimbursement can be requested and will be distributed. It may be late summer

before details are available. In the meantime, if you are considering seeking state reimbursement you should begin now to:

- Contact an ICfL consultant (see below) for help in getting started on an FY2016 E-rate application if you haven't already done so. Libraries that currently are part of a city's Internet service contract may have additional points to evaluate when considering applying for E-rate.
- Consider increasing the library's Internet capacity (FCC targets are 100 MB for libraries serving up to 50,000 people, and 1 GB for those serving over 50,000).
- Explore options for filtering the library's public Wi-Fi if you are not already doing so.

In today's environment, virtually all forecasts see an exponential increase in online content and online services. In the rural communities that most of our public libraries serve, residential access to broadband significantly lags behind the national average. The EOR Act marks the State of Idaho's recognition of broadband as a critical component of public libraries' service to their communities. If you don't currently meet the requirements to participate, consider doing so if you think it's in the best interest of your community.

For E-rate consulting help contact:

- Jan Wall at jan.wall@libraries.idaho.gov or 208-882-8882
- Kevin Tomlinson at kevin.tomlinson@libraries.idaho.gov or 208-639-4140

Reflections on Leadership from Leadership Workshop Participants

Last fall, Idaho library staff had the opportunity to attend leadership workshops, such as the *Leadership Accelerator Workshop* made available by the Idaho Commission for Libraries (ICfL), the Idaho Library Association (ILA), and the Library Leadership Advisory Committee and the Library Journal's *Lead the Change* workshop. Following are reflections on leadership from two participants.

From Chris Cooper, director, Nampa Public Library—

American businessman John Donahoe states, "Leadership is a journey, not a destination. It is a marathon, not a sprint. It is a process, not an outcome."

These words best summarize my own quest to be a better library leader. Good leadership requires empathy, patience, self-awareness, open-mindedness, tolerance, and vision. My participation in the *Leadership Accelerator Workshop* presented by Phil Eastman and *Leadership Nampa* training facilitated by Price Associates have made me more aware of my own behavior style, my unique strengths, and the opportunities I have for continuing improvement and growth.

Eastman's *Leadership Accelerator Workshop* and *Leadership Nampa* are grounded in implementing the DISC personality profile as a tool to measure an individual's personality style and as the vehicle for developing participants' individual strengths and abilities to lead. DISC is like a personality profiling system. Each participant

in DISC training receives his or her own DISC Personality Profile. A DISC Profile helps us to understand behavior, temperament, and personality. A DISC Profile provides a comprehensive overview of the way that people think, act, and interact. Both trainings showed me how to identify the behavioral style of others, how to adapt my behavior style to communicate with different personalities, and how to modify my style.

My goal is to keep learning about myself, my own strengths and weaknesses and how I am perceived by others. I am committed to becoming more adept at helping the people I lead grow and succeed.

From Skye Corey, youth services librarian, Meridian Library District, *The Value of Listening*—

The title of this year's *Lead the Change* workshop was "*What Great Library Leaders Know and Do!*" Throughout the entire workshop, the presenter stressed the importance of listening—listening to one's historical and cultural context and listening to one's community. "We need," said the speaker, "to stop interrupting what people are interested in and be what people are interested in," creating environments "where people can come and change their own lives."

As a new Youth Services Librarian who believes that, at the core, my job is to advocate for a

better future for children through libraries, my mind immediately went into "How can I?" mode: "How can I listen to the youth that I serve so as to better be what they are interested in?" "How can I give children the tools that they need to succeed and flourish in the twenty-first century?"

Thanks to the "Personal Action Planner" that workshop participants were challenged to complete, I walked away determined to create one particular structure that would give children a voice—a "Tween Advisory Board." Fourteen children, ranging in ages from eight to twelve, were selected based on innovative, thoughtful, and creative applications. While there are special projects that I plan for the group, there are also times for conversations, times for listening to what their dreams are for themselves in the future. After our last meeting, I discovered that many want to be writers. How can I connect them to those people in the fields of publishing and editing that will encourage and equip them along the way? This is, indeed, the joy of being a Youth Services Librarian—you have the ability to connect children to information and individuals that will change their lives forever.

Attending *Lead the Change* was a wonderful opportunity, and I'm incredibly grateful to my library, ICfL, and ILA, and to Library Journal for inspiring me to listen.



FY15 Annual Statistics are Available

The FY15 Idaho Public Library Statistics are available in Excel format on the Idaho Commission for Libraries (ICfL) website at libraries.idaho.gov/stats. The results are easy to sort—just click on the arrow in the bottom left hand corner of Row 2 on each column, and the sheet will sort by that survey question. Patrick Bodily, ICfL's state data coordinator and field consultant,

urges you to check out the Institute of Museum and Libraries Services (IMLS) Compare Libraries Tool at harvester.census.gov/imlscompare/. Using this tool, you can find libraries similar to yours throughout the U.S. and compare benchmark statistics. This can be especially useful as you prepare your budgets for the upcoming year.

Libraries can also use the Public Library Association's (PLA) Project Outcome tool and process at www.projectoutcome.org/ for measuring and analyzing outcomes in seven categories (Civic/Community Engagement, Digital Inclusion, Early Childhood Literacy, Economic Development, Education/Lifelong Learning, Job Skills, and Summer Reading).

2016 Legislative Session Recap

2016 legislation that may affect the Idaho Commission for Libraries (ICfL) or the Idaho library community includes the bills summarized below. The Idaho Library Association was instrumental in building recognition of library staff in education-related bills.

• **HO 360 Property Taxes:**

Amends existing law to remove an exception to the rule that any taxing district must be formed or organized by the first day of January in order to make a levy for that calendar year.

• **HO 474 Taxing Districts**

Budgets: Amends existing law to require notice and a public hearing prior to a taxing district budgeting a forgone increase. This bill would require non-school taxing districts that elect to take a foregone property tax increase to hold a hearing in conjunction with their annual budget hearing.

• **HO 606 aa,aaS,aaS Urban**

Renewal: Amends and adds to existing law. A new section, IC, §50-2905A, specifies that if urban renewal funds are expended for a municipal building (such as a

public library), the project must be approved in an election by at least 60% of the participating voters. The bill does allow for urban renewal funds to be used for a library building, if approved by the voters.

• **S1333 Education:** Adds to existing law to provide the Broadband Infrastructure Improvement Grant Fund and related provisions. Adds a new section in IC Chapter 56, Title 33 reflecting the recommendations of the Interim Broadband Access study committee. Public libraries that are E-rate eligible are eligible to apply for matching grants from the BIIG Fund.

• **S1334 Education:** Repeals, amends, and adds to existing law to establish the Education Opportunity Resource (EOR) Act. This bill establishes a resource for Idaho's education and library system by providing broadband and related services to students. It defines the EOR Committee, its responsibilities, powers, and membership (which

includes the state librarian.

The outcome was positive in deciding how to replace the Idaho Education Network (IEN) and it now involves public libraries—a very positive step we have been working on for several years.

• **S1392 Appropriations:** Idaho Commission for Libraries – Appropriates \$5,525,300 to the Idaho Commission for Libraries for fiscal year 2017; and limits the number of authorized full-time equivalent positions to 37.5.

• **S1429 Appropriations – Education Effort:** Section 1 appropriates \$180,000 from the General Fund to ICfL to be expended for trustee and benefit payments from July 1, 2016, through June 30, 2017. See more on page 3 of this newsletter.

For links to, and more information about, these and other bills visit libraries.idaho.gov/blogs/2016-legislative-session-recap.



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Idaho Financial Education Summit

The Idaho Financial Education Summit on April 5, sponsored by the Idaho State Department of Finance and other agencies, promoted the concept of an improved and more efficient financial education system for Idahoans of diverse backgrounds. The event included a series of educational breakout sessions, experienced speakers, and networking opportunities.

Attendees represented diverse agencies, all of whom provide some level of financial literacy education including financial institutions, social service agencies, nonprofit organizations, and state

agencies. The entire theme of the day was a holistic approach to financial education, recognizing that an individual's wealth is tied to education, health care, housing, and other daily activities.

One approach to bringing the information to those that need it the most is Service Integration. The Idaho Asset Building Network, an online database, has been created to offer a place for all agencies, organizations, and individuals to register services that support individuals and communities. See www.idahoassetnetwork.org for more information.

Libraries can play an important role in partnering with other agencies to provide financial literacy education to the members of their community. See more about the summit at libraries.idaho.gov/blogs/idaho-financial-education-summit-summary.

Idaho Library Snapshot Day Results!

A huge thank you to the 35 libraries that participated in Idaho Library Snapshot Day this year! View the results and find the link to a 4-minute video at libraries.idaho.gov/IdahoSnapshot.

Envoy Production
There may be a delay in production of the next Envoy trustee newsletter as we recruit a replacement for our retiring public information specialist.