

# THE Nexus



Vol. 2, No. 3 May/June 2009

## Legislation and ICFL

by State Librarian Ann Joslin



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The FY2010 appropriations bill for the Idaho Commission for Libraries (ICFL) represents a 19.8% decrease from the original FY2009 state general fund appropriation.

In response to a request from the Governor's Office, the Commission submitted the following cuts in the general fund for FY2010:

- Elimination of funding for 1.25 vacant positions
- Transfer of the Talking Book Service to Library Services and Technology Act (LSTA) funds
- Elimination of funding for the Professional Development Service (PDS)

In addition, the bill includes:

- An additional 5% reduction in personnel funds
- A net decrease of \$14,000 in personnel benefit funds
- No one-time funding (Read to Me mini-grants, capital replacement, etc.)
- No inflationary increases

Brighter news is that the FY2009 Federal

LSTA allotment for Idaho is a 14% increase over FY2008. That increase will help offset the transfer of the Talking Book Service to LSTA funds.

### Self-governing status

SB1013, a bill to provide that the Board of Library Commissioners is within the department of self-governing agencies, passed. This means that, beginning July 1, 2009, ICFL will no longer be under the oversight of the State Board of Education (SBOE) and the following changes will occur:

- The Governor, rather than SBOE, will make appointments to our Board of Library Commissioners.
- Our strategic plan and budget requests will be submitted directly to the Division of Financial Management instead of to the Office of the SBOE.

ICFL will continue to support and advocate for lifelong learning and will continue strengthening relationships and communication with the State Board of Education, the Department of Education, and the House and Senate Education Committees.

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### Idaho Commission for Libraries

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<http://libraries.idaho.gov>

#### Mission:

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

#### Commissioners:

Pete Black, John Held,  
Bruce Noble, Sara Staub  
and Larry Weeks

#### State Librarian

Ann Joslin

#### Commission Contacts:

- Amy Vecchione, digital documents librarian
- Anne Abrams, advocacy and marketing consultant
- Betty Hoffman, support services supervisor
- Charlotte Fowles, electronic service librarian
- Danna Angevine, state publications, cataloging, and acquisitions librarian
- Erin McCusker, southwestern Idaho library consultant
- Frank Nelson, southeastern Idaho library consultant
- Gina Persichini, networking consultant
- Jan Wall, northern Idaho library consultant
- Marjorie Hooper, associate state librarian
- Pam Bradshaw, program supervisor
- Peggy McClendon, reading programs coordinator
- Richard Wilson, associate state librarian
- Shirley Biladeau, continuing education consultant
- Sonja Hudson, grants/contracts officer
- Staci Shaw, reading programs coordinator
- Stephanie Bailey-White, reading programs coordinator
- Sue Walker, Talking Book Service consultant
- Teresa Lipus, public information specialist

## Libraries = Learning Organizations

by Shirley Biladeau

### Staff Development

While the phrase “libraries as learning organizations” equates to an overall mindset toward organizational structure and attitude, I would like to focus on the educational aspect of “libraries as learning organizations.”

Nancy M. Dixon states, “The essence of organizational learning is the organization’s ability to use the amazing mental capacity of all its members to create the kind of processes that will improve its own” (1), while Mike Pedler, John Burgoyne, and Tom Boydell define a learning organization as “an organization that facilitates the learning of all its members and continually transforms itself” (2).

Staff development is critical to maintaining a vibrant, emerging library work environment. Full utilization of all staff members’ abilities is essential as libraries continually adjust to a changing environment. Library directors often ask how to create a staff development program. Asking this question is the important first step. Being willing to motivate staff to move beyond their current skill levels is a critical mindset. So here are some guidelines to take the next steps.

Directors should have in mind the basic employee skills their library needs to successfully serve their community. This will differ depending on the size, culture, and type of library. There are a multitude of lists identifying competencies for the various positions within a library. If you go to <http://id.webjunction.org/catalog>, you will find a strong sampling of websites from the American Library Association, Western States Council of State Libraries,

and WebJunction that detail competency lists for individual positions.

Once position skill levels have been identified, the next step is for staff members to complete a self-assessment to discover individual strengths and areas in need of boosting. Either of the following free tools can be used toward this goal:

- **TechAtlas for Libraries** (<http://webjunction.org/techatlas>)—free online planning and management tools to guide your library through the creation and maintenance of a technology plan, including assessing staff tech skills.
- **University of North Texas LE@D (Lifelong Education @ Desktop)** (<http://www.leadonline.info/StaffDevelopment1.cf>) — a self-assessment survey along with a personal staff development tracking tool so each individual staff member can create a professional development plan and track their progress. The majority of the classes recommended are included in the free course catalog on WebJunction Idaho.

Taking these first steps will begin the journey toward creating a viable ongoing staff development program as well as fostering a “libraries as learning organizations” mindset within your library. If you have more questions or comments about staff development, please contact Shirley Biladeau, Continuing Education Consultant, ICFL at: [shirley.biladeau@libraries.idaho.gov](mailto:shirley.biladeau@libraries.idaho.gov) or at 208-639-4149.

- (1) The Organizational Learning Cycle: How We Can Learn Collectively. Nancy M. Dixon, Gower (1999).  
(2) The Learning Company: a Strategy for Sustainable Development. Mike Pedler, John Burgoyne & Tom Boydell, McGraw-Hill (1998).



## Libraries = Learning Organizations, cont'd

### Online Conference

How do libraries stay lively and nimble in times of constant change? Transitioning the library into a learning organization can help your team to thrive in this environment. A learning organization is "characterized by a flat structure and customer-focused teams...acquiring knowledge and innovating quickly to survive and thrive in a rapidly changing environment."

Please join other Idaho librarians as we begin the conversation about what makes a learning organization and why it is so important for libraries. On May 14, 2009 from 9 a.m. to 12 Noon, the Idaho Commission for Libraries will host its first statewide online conference regarding libraries as learning organizations.

### Breakout session topics include:

- *Do You Want More Rewards?* presented by Dr. Richard Wilson, Associate State Librarian, ICFL

### What is [STACKS]?

[STACKS] is the new name for the Idaho Digital Repository! Think of stacks and stacks of information, all easily findable with a quick search. As of July 1, 2008, state law requires that all state publications be stored in a place where the public can find them.

Amy Vecchione and Danna Angevine, ICFL digital documents librarians, coordinate the capture and control of state publications, harvest the digital content on all of the state's websites, and make them all findable online. Amy also serves as liaison coordinator for state agencies, educates the liaisons about repository regulations, and works

- *Using Communities of Practice*, presented by the University of Idaho Library Team

Who should attend? Library directors, staff, trustees, and volunteers! Everyone is involved in making a learning organization. Join the exploration of the concept of Libraries = Learning Organizations and learn how you might use various tools to enhance your library action team!

For more information go to: <http://libraries.idaho.gov/page/libraries-learning-organizations>.

Register today at: <http://llo.eventbrite.com/>  
Seats are limited to 100. Still have questions??? Contact Shirley Biladeau at [shirley.biladeau@libraries.idaho.gov](mailto:shirley.biladeau@libraries.idaho.gov) or 208-639-4149 or 1-800-458-3271.

with them if they have any questions about the process of submitting documents.

Getting all state documents uploaded to our digital repository for searching is no small task. Currently, about 3,700,000 publications exist on idaho.gov sites. Of these, 8,800 are searchable in the repository, but we are crawling the web and adding more publication all the time.

To find state documents online, go to <http://libraries.idaho.gov/page/stacks-view-agency> or to <http://idahodocs.cdmhost.com/> and use *quick search*, which will make the *Refine your search* tool available on the sidebar.



#### Most Popular State Documents:

- A to Z Retained Ownership, Inc.: Year End Summary (1999-2006)
- Alfalfa Hay Establishment
- Aberdeen District #058, Bingham County
- Economy of Canyon County: A Report to the CAFE
- Alfalfa Seed

We are grateful to the Wal-Mart Foundation for funding this generous and much-needed grant. Libraries that received funding for their proposals are excited by the opportunity to strengthen library services for their youth. As Mary DeWalt, Ada Community Library Director put it, they are "thrilled and honored to have been selected as a recipient...[and] cannot wait to get started on this."



First Book Applications  
Due May, 29, 2009

First Book applications are available. Libraries interested in becoming a First Book site for 2009 – 2010 can complete an application any time between now and May 29, 2009. Applications are at: <http://libraries.idaho.gov/landing/first-book>.

## Wal-Mart Grants

In November 2008, the Wal-Mart Foundation provided \$98,000 in one-time funds to support "Strengthening Library Services for Youth in Idaho." This grant was the result of collaboration between the Idaho Library Association, First Lady Lori Otter, the Idaho Community Foundation, and ICFL. Funds were awarded in March 2009 after a competitive mini-grant process open to all Idaho public libraries that are publicly-funded. Response was overwhelming: 53 proposals requesting a total of \$308,000 were submitted. With the available funding, ICFL was able to fund about 25% of the requests, as follows:

- **Garden City Public Library:** Cognitive and Constructive Play—\$4,000 to target underserved, English Language Learners (ELL), refugee, and low-income families.
- **Post Falls Public Library:** Early Learning: Puppets & More—\$7,000 to enhance outreach services to young children.
- **Boise Public Library:** Reaching Immigrant Families—\$10,000 to offer story times designed to promote English-language literacy.
- **Ada Community Library:** Learning Resources for Tweens and Teens—\$10,000 for a dedicated study area with online homework help, tutoring, and reference service.
- **Boundary Co. District Library:** Teen Services, Online Magazine and Writing Workshops—\$5,000 to support academic achievement and workforce training for youth.
- **Burley Public Library:** Video Gaming for Teens—\$5,000 to partner with schools to link video gaming to academic achievement.
- **Coeur d'Alene Public Library:** Gaming Programs for Tweens and Teens—\$7,000 to strengthen 21st Century technology skills.
- **E. Owyhee County District Library:** New Programming for All Ages—\$10,000 to provide Little Learners, Learning Ever After, and Teen Supreme.
- **Kuna District Library:** Gaming Programs for Kids and Teens—\$4,000 to integrate gaming programs with book collections.
- **Lewiston City Library:** New Teen Space and Publishing Workshop—\$10,000 to create a new Teen Center.
- **Nampa Public Library:** \$2,000 to expand their Super Saturday Intergenerational Programs.
- **Oneida County District Library:** Reading and Technology for Teens—\$10,000 to integrate technology and reading to introduce teens to YA best-sellers.
- **E. Bonner Co. District Library, Sandpoint:** Juvenile Detention Center Outreach, Tweens and Teens—\$10,000 to work with the staff at the Center to expose detained youth to library services.
- **Cambridge Community Library:** \$4,000 for new teen space, programs, and paperback collection.



### Board of Library Commissioners

The Idaho Commission for Libraries (ICFL) welcomes new commissioner John Held to the Board of Library Commissioners. Held fills the vacancy left when board member Richard (Dick) Rognas passed away in December 2008. Rognas served on the Idaho State Library/Commission for Libraries Board for seven years.

The Board of Library Commissioners is the policy-making body for ICFL. Held and the

other commissioners—Pete Black, Bruce Noble, Sara Staub, and Larry Weeks—support the agency’s mission “to assist libraries to build the capacity to better serve their clientele.”

Held looks forward to learning more about school libraries, and envisions increased collaboration between school libraries and public libraries. He would like to participate frequently in library conferences around the state.



John Held is the newest member of the Idaho Board of Library Commissioners

### Libraries to have CIS and IdahoWorks Access and Training

The Idaho Workforce Development Council approved the American Recovery and Reinvestment Act (ARRA) stimulus proposal that includes funding for the Idaho Department of Labor (DOL) to provide all Idaho public libraries with access to the Career Information System (CIS) and IdahoWorks web-based workforce services. Training for library

personnel by DOL staff is also included in the proposal.

DOL is currently compiling the contact information needed to set up accounts for all public library locations. Public library directors will hear more from DOL and ICFL as the details and timeline are worked out.

**Find out more about CIS at:**  
<http://idcis.intocareers.org/>

**Read more about IdahoWorks at:**  
[www.idahoworks.org/](http://www.idahoworks.org/) or  
<http://labor.idaho.gov/iw/>

### Partnering with the Social Security Administration

The Social Security Administration has asked libraries throughout the country to partner with them in sharing information with the public about initiatives involving retirement, the stimulus package (ARRA), and Medicare. They are asking libraries to inform their patrons of the following initiatives:

- **Retirement:** a new national campaign *Retire Online. It's So Easy!* features a new online retirement application that can be completed in as little as 15 minutes. The application is available online at [www.socialsecurity.gov](http://www.socialsecurity.gov), and can easily be completed at a library

computer. See a brochure at: [www.socialsecurity.gov/pubs/10522.pdf](http://www.socialsecurity.gov/pubs/10522.pdf).

- **ARRA:** Economic Recovery One-Time Payment of \$250 to over 55 million Social Security and Supplemental Security Income beneficiaries in May 2009, as a result of ARRA. Read more about it at [www.socialsecurity.gov/pubs/10519.pdf](http://www.socialsecurity.gov/pubs/10519.pdf).
- **Medicare:** the third annual Mother’s Day and Father’s Day campaigns promoting the *Extra Help with Medicare Prescription Drug Plan Costs*, which Social Security will launch later this year.

Consider including a link on your website to the Social Security website ([www.socialsecurity.gov](http://www.socialsecurity.gov)) and make your patrons aware of new Social Security initiatives that may benefit them or their families.



# Beat the heat...

cool ways to thrive after 45

## Open House

If you or someone you know

- Likes cool treats
- Loves to read
- Lives with vision loss

Then come to our Open House to learn how we can help make life a breeze!



## Talking Book Service Awareness Day

Thursday, August 20 is “Talking Book Awareness Day”, and we’re taking it to the streets by way of libraries. This is a great opportunity to increase knowledge of both the Talking Book Service and local library resources that are available for community members unable to read standard print. Here’s what we have planned:

1. Libraries statewide are invited to host an open house any day during the week of August 17-21. Using the theme “Beat the Heat: How to Thrive After 45,” libraries can invite community members in for games, programs, and displays that highlight better living after age 45. Program ideas, posters, press releases, and even sunglasses are available for all participating libraries. Go to [www.libraries.idaho.gov/TBsthive](http://www.libraries.idaho.gov/TBsthive) for more information. Why should Summer Reading participants have all the fun?!

2. Organizations who work with those with print impairments can promote the day through fliers and newsletters or partner with their local library to publicize the open house.
3. Talking Book Service users are encouraged to join the fun at their local libraries and/or write letters to the editor at their local newspapers sharing how the Talking Book Service has impacted their lives. Talking Book users will be notified of the date and time of the open house at their local library.

Registration deadline is June 12 so don’t wait to plan your open house. For more information, contact Sue Walker: [sue.walker@libraries.idaho.gov](mailto:sue.walker@libraries.idaho.gov) or 1.800.458.3271.

### Volunteer Facts for 2008

**Total volunteer hours:** 8,140

**5-year service certificates:**  
3 recipients

**10-year service certificates:**  
2 recipients

**15-year service certificates:**  
1 recipient

**2,000-hour awards:**  
2 recipients

**4,000-hour awards:**  
1 recipient

**Certificates of service:**  
76 recipients

**Books on tape mailed to TBS patrons and then received, inspected, and reshelved:**  
175,000

**Books on tape recorded:** 34

**Magazine issues recorded:** 28

**Jumpstart packets assembled and mailed to 82 libraries:** 11,000

## Volunteer Appreciation Event at ICFL

Volunteers donated 8,140 hours of their time in 2008 to help with projects and programs at ICFL. This year, in celebration of National Volunteer Week, and with gratitude to our dedicated volunteers, ICFL hosted “A Celebration of Accomplishments” and invited the volunteers to an event showcasing the results of volunteer labor. ICFL consultants and program coordinators set up displays of some of the projects crucial to ICFL literacy programs, networking and resource sharing, and talking book service, including Jumpstart Kits, LiLI Unlimited posters, and talking book machines and tapes.

ICFL staff described their programs and enumerated the many ways that ICFL volunteers make a difference in the lives of Idaho library patrons around the state.

Many volunteers mentioned that they enjoyed learning how their donations of time and energy contributed to the outcome of a program and were delighted to see the big picture of the results. They were also astounded to find out how much they had accomplished in 2008 (see sidebar for some numbers).



Volunteer Coordinator Sheila Winther adds another 1,000 hours to the volunteer plaques for Liz Carpenter, Gayle Schabot, and June Ryther



## Library News From Around the State

### Wave 1 e-rate funding

This year, 2009-2010, 17 libraries were funded in Wave 1 of the e-rate funding, for a grand total of \$76,800.23. Last year, 2008-2009, six libraries were funded in Wave 1, and the total was \$8322.60. The funded libraries are as follows:

Aberdeen District Library, Ada Community Library, Boundary County District Library, Clearwater Memorial Library, DeMary Memorial Public Library, Grangeville Centennial Library, Leadore Community Library, Meridian District Library, Mountain Home Public Library, North Bingham County District Library, Payette Public Library, Plummer Public Library, Salmon Public (Lemhi County District) Library, Tensed-Desmet Community (Benewah County District) Library, Tri-Community (Benewah County District) Library, Twin Falls Public Library, and Weiser Public Library.

### Anniversaries

**Ada Community Library** celebrated the 20th anniversary of the opening of its building at the corner of Victory Road and Five Mile Road in Boise on January 23, 2009. Many patrons, librarians, past board members, and children came to eat cake, play Wii games, see database and catalog demonstrations, and enjoy the party atmosphere. Several commented in the guest book about the library of 20 years ago, and how they had looked forward to the new library opening. Before this library was built, the site had been a horse pasture.

**Stanley Community Library** celebrated its 30th birthday with a luau-themed party in January. About 40 to 50 people, many attired in Hawaiian garb, braved the cold to celebrate 30 years of service.

**Twin Falls Public Library** turned 100 this year and celebrated April 18 with

the theme "Preserving the Past" and a tour of the library's archives. Attendees were invited to dress as literary figures. Most of the staff, along with some adult patrons, dressed as Harry Potter.

### Grand openings

**Camas County District Library** celebrated their new library with a grand opening on Saturday, February 28, 2009.

**Meridian Library District** celebrated the grand opening of its Silverstone Branch on Friday, March 27, 2009, extending library service to the south and southeast areas of the Meridian community.

### Library Journal articles

**Boise Basin Library District's** fight for survival was mentioned in the Library Journal (LJ) article *Library Referenda 2008: Libraries Build the Case for Voter Support*. LJ noted that, despite current economic turmoil, 81% of voters supported the library.

**Cascade Public Library** received a 4-star rating from Library Journal, which rated a total of 7,115 public libraries across the nation, according to the article *The 2009 LJ Index Overview*. Ratings are based on four per-capita service indicators: library visits, circulation, program attendance, and public Internet computer use. Read more about the new LJ Index of Public Library Service at: [www.libraryjournal.com/article/CA6629180.html](http://www.libraryjournal.com/article/CA6629180.html).

### Retirement Open House

**Boise Public Library** held an open house retirement party on April 29 for Susannah Price, and many people stopped by to wish her a heartfelt good-bye and good luck in her new adventures.

### Meridian Silverstone Branch Grand Opening



Branch Manager Natalie Nation, Board President Howard Little, and Meridian Library District Director Patty Younger cut the ribbon

### Susannah Price Retires



After 31 years of library service to Boise, Susannah Price is retiring. She began her library career in 1965 as a Library Services and Construction Act (LSCA) Title IV consultant to Idaho agencies, including the State Library. In the early 1970s she was the Children's Librarian at Boise Public Library. She then moved to California for several years, where she worked in two schools as librarian, resource manager, and instructor for gifted children. In 1979, she returned to Idaho and Boise Public Library as Youth Services Division Manager, where she has been ever since. Price also has been an active member of the Idaho Library Association, so both Boise and the Idaho library community have benefitted from her dedication throughout the years.

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## Trustee corner: Tracking Library Use

There is much news lately about renewed interest in libraries during these hard economic times and, indeed, preliminary data from the 2008 Idaho Public Library Statistics indicate that use of Idaho public libraries increased from previous years. Numbers are higher for registered borrowers, circulation, library visits, program attendance, reference transactions, and Internet use. The per capita figures will not be available until FY2008 population figures are released by the Census Bureau sometime in June.

In general, Idaho public libraries were open more hours, had a slight increase in staffing, and added more public access computers in 2008.

These numbers have continued to rise in Idaho libraries for the past five

years, even as many libraries now face decreased funding, which is likely to result in service and staff cuts.

Keeping track of the use statistics at your library could be crucial when making your case for continued financial support. You can access Idaho Public Library Statistics and

Five-Year Summaries dating back to 2000 on the ICFL website at: <http://libraries.idaho.gov/landing/idaho-library-statistics>. Check out *AlphaStatsFY08Values.xls* and see how your library contributed to the community last year. See the table below for an overview of libraries statewide.

### Increases in Idaho Public Libraries in 2008

	2007	2008	Difference	Percent Change
<b>Registered Borrowers</b>	678,711	724,475	45,764	6.7%
<b>Circulation</b>	11,305,662	12,474,668	1,169,006	10.3%
<b>Library Visits</b>	7,553,492	8,050,192	496,700	6.6%
<b>Program Attendance</b>	536,335	579,553	43,218	8.1%
<b>Reference Transactions</b>	898,552	1,012,950	114,398	12.7%
<b>Public Service Hours</b>	248,694	252,823	4,129	1.7%
<b>Total Staff (FTE)*</b>	644	697	53	8.2%
<b>Public Internet Terminals</b>	1,073	1,242	169	15.8%

\*FTE is full time equivalent (the equivalent of one paid employee working 40 hours per week).