

PLP Administrative Council Annual Meeting Agenda
Friday, May 17, 2024. 9:30 a.m.
Milpitas Public Library – 160 N. Main Street, Milpitas, CA 95035

- I. **Meeting Called to Order and Introductions** Gray
- II. **Approval of Consent Items (Action Item)** Gray
 - A. Adoption of the Agenda
 - B. Approval of May 19, 2023 Minutes Attachment 1, pg. 3
 - C. PLP FY 2023-24 Innovation Grants Attachment 2, pg. 6
- III. **New Business**
 - A. Election of FY 2024-25 Executive Committee and Officers (**Action Item**) Gray Attachment 3, pg. 7
 - B. Introduction to the Greater Opportunities for Leadership Development Program (PLP GOLD) Hererra Attachment 4, pg. 8
- IV. **Presentations**
 - A. Presentations from FY 2023-24 Innovation and Technology Grant Recipients
 - 1. Monterey County Juvenile Hall Book Club Nordstrom-Sanchez
CSU Monterey Bay Library
 - 2. Memory Kits for Adults and Their Caregivers Bushong
Pleasanton Public Library
 - 3. Farm to Shelf – Mobile Kitchen Cart Martinez
Watsonville Public Library
 - B. PLP Regional Systems Presentations
 - 1. PLP Overview Frost
 - 2. BALIS Simons
 - 3. MOBAC Wright
 - 4. PLS McCulley
 - 5. SVLS Gray
 - C. PLP Strategic Priorities Update and Input (group activity) Frost Attachment 5, pg. 14
- V. **Reports**
 - A. State and Federal Initiatives Weeks Attachment 6, pg. 17
 - B. State Library Report Chisom Attachment 7, pg. 24
 - C. PLP CEO’s Report Frost



VI. Public Comment – (Individuals are allowed three minutes, groups in attendance five minutes. It is System policy to refer matters raised in this forum to staff for further investigation or action if appropriate. The Brown Act prohibits the Administrative Council from discussing or acting on any matter not agendaized pursuant to State law.)

VII. Adjournment

Lunch will be provided at the adjournment of the meeting.

PLP Administrative Council Annual Meeting Minutes
Friday, May 19, 2023
9:30 a.m.

Administrative Council Members		
Jaime Turbak – Oakland (President)	Ryan Baker – Los Gatos	Rochelle Eagen – San Juan Bautista
Cindy Chadwick – Alameda County	Sean Reinhart – Menlo Park	Brian Simons – San Leandro
Jane Chisaki – Alameda Free	Hillary Theyer – Monterey County	Elnora Tayag – SMCCCD
Tess Mayer – Berkeley	Brian Edwards – Monterey Public	Anne-Marie Despain – San Mateo County
Brad McCulley – Burlingame	Tracy Gray – Mountain View	James Moore – San Mateo Public
Michelle Morton – Cabrillo College	Tom Rosco – Naval Postgraduate	Patty Wong – Santa Clara Public
Alison McKee – Contra Costa County	Diana Godwin – Pacific Grove	Jennifer Weeks – Santa Clara County
Chela Anderson – Daly City	Gayathri Kanth – Palo Alto	Eric Howard – Santa Cruz
Aleah Kropholler – Gavilan College	Derek Wolfgram – Redwood City	Valerie Sommer – South San Francisco
Ashlee Wright – Harrison Memorial	LaShonda White - Richmond	Michelle Perera – Sunnyvale
Jayanti Addleman – Hayward	Tim Wallace – San Bruno	Alicia Martinez – Watsonville
Anwan Baker – Livermore	Michael Lambert – San Francisco	
Other Attendees		
Carol Frost – PLP	Marlon Romero – Alameda Free	Reed Strege – CSL
Justin Wasterlain – PLP	Christopher Larson – Richmond	
Jane Light – PLP	Dolly Goyal – San Francisco	

I. Meeting Called to Order and Introductions

President Turbak called the meeting to order at 9:33 a.m.

II. Approval of Consent Items

A. Adoption of the Agenda

B. Approval of May 13, 2022 Minutes

C. PLP FY 2022-23 Innovation Grants

Frost requested item 4.A to be moved after the approval of consent items. A motion was made and passed via roll-call vote, to approve the consent items. Chadwick, Howard, and Kanth were not present. Edwards and White abstained. All other parties voted in the affirmative. (M/S Baker/Sommer)

III. Presentation: The “New Normal” in Libraries

Rosko discussed the changes in expectations students had of library spaces. He described an example of students requesting to use the microwave in a staff room and slowly utilizing more of the space over time. He noted this situation identified the need for a student lounge. One was provided reducing the student demands on staff spaces. Rosko stated many staff had become comfortable working from home and this brought challenges as well as a need to update rules around teleworking. Moore discussed trends in patron behavior, but pointed out the difficulty in knowing which trends, if any, would prove to be

permanent. He explained that many statistics comparing year-to-year data show a decline in use since pre-pandemic times. But he highlighted month-to-month reports show trends moving in a positive direction that can't be captured in year-to-year statistics. Moore proposed that staffing issues resulting in a lower number of programs being offered may account for lower door count totals. Rosko pointed out libraries were being called on to serve as emergency spaces more frequently during natural disasters and other events. He noted library spaces may need to be updated to accommodate this type of usage, particularly in regards to outlets and places to charge devices. Both Moore and Rosko agreed that behaviors are still changing and there is uncertainty about what will be needed in upcoming years. Due to this, they recommended not making dramatic changes until trends are more stable.

IV. New Business

A. Recognition of Jane Chisaki and Terry Jackson

Turbak read resolutions honoring Jane Chisaki and Terry Jackson.

B. Election of FY 2023-24 Executive Committee and Officers

Turbak reviewed incoming and outgoing members of the PLP Executive Committee. She announced the Nominating Committee recommended Tracy Gray for president, and Hillary Theyer for vice-president. A motion was made, and passed unanimously by roll-call vote, to appoint Gray as president and Theyer as vice-president for FY 2023-24. (M/S Wolfgram/Baker)

C. Discussion of PLP Middle Manager and Executive Leadership Professional Development Groups

Wasterlain provided background on the two PLP leadership cohorts. He thanked Jane Light for her work on these programs. Light spoke about her experiences and thanked the participants and PLP. Wasterlain described the Ad Hoc Group's discussions and results from participant surveys. He reported the Ad Hoc Group decided to pause the leadership programs in FY 2023-24 to intentionally design a new or updated program during that time. He invited other Council members to join the Ad Hoc Group and contribute to the design of future leadership programs.

D. Discussion of FY 2022-23 PLP Strategic Priority Activities and Development of FY 2023-2026 Strategic Priorities

Frost described activities from FY 2022-23 which support PLP's Strategic Priorities. She presented the new Strategic Priorities for 2023-2026. Members of the Council were placed in breakout groups to discuss the Strategic Priorities and offer suggestions for changes or activities. R. Baker stated he was happy with the goals and impressed with how many were presented. He noted his group asked for the preamble to better address diversity, equity, and inclusion, and tie other priorities back to that. It was also suggested that a showcase of ideas for Innovation and Technology grant could be presented as an activity to support priority 2. It was asked what the difference was between a community of interest and a work group. Frost answered a community of interest was a long-term self-directed group and a work group was a temporary group formed to address a specific issue. It was suggested there should be a work group for restorative justice, workplace

safety, and grants for rebuilding and renovating libraries. Wolfgram agreed the priorities were well thought out but needed to more explicitly call out where activities address DEI. He suggested the preamble should include stronger language to address work around race and marginalized identities.

E. State and Federal Initiatives

Weeks provided details on legislative activities around AB24-Haney, SB321-Ashby, and the Dolly Parton Imagination Library. She noted the punitive language in AB24-Haney had been removed so that library staff would not be held accountable if Narcan was not used or available during an incident. She described how Santa Clara County was incorporating Narcan at its locations. Weeks mentioned SB321-Ashby placed a focus on the State Library helping children receive library cards by the 3rd grade. Weeks announced the Dolly Parton Imagination Library initiative would begin in California on June 6th. She noted some counties were still looking for eligible 501c3 partners.

F. State Library Report

Reed Strege from the California State Library provided a report on State Library activities. He discussed current grant opportunities and noted that the State is frequently receiving more grant applications than there is funding available for.

G. PLP CEO's Report

Frost provided a brief update related to new directors at PLP libraries, upcoming grants PLP will be working on, and recent achievements.

V. Public Comment

No public comment

VI. Adjournment

The meeting was adjourned at 12:00 p.m.

INNOVATION GRANTS 2023-24

STEAM PROGRAMS IN A BOX

Alameda County Library

PATHWAY TO LEARNING INITIATIVE

Alameda Free Library

MONTEREY COUNTY JUVENILE HALL BOOK CLUB

CSU Monterey Bay

IT TAKES A TOWN: UNHOUSED COMMUNITY CARE AND COMFORT

Los Gatos Library

LEARN, PLAY, CREATE

Monterey Public Library

LISTENING AND TRANSLATION ACCESSIBILITY

Mountain View Public Library

TECH FOR ALL

Oakland Public Library

MEMORY KITS FOR ADULTS AND CAREGIVERS

Pleasanton Public Library

READ TO ME: ASSISTED READING DEVICES

San Bruno Public Library

DESIGN AND BUILD A PERSONAL COMPUTER AT THE LIBRARY

South San Francisco Public Library

FARM TO SHELF: MOBILE KITCHEN CART

Watsonville Public Library

11 LIBRARY PROJECTS

\$110,050 AWARDED



Election of the FY 2024-25 Executive Committee and Officers

The PLP Nominating Committee (Tracy Gray, Michelle Perera and Alison McKee) is pleased to nominate the following for FY 2024-25:

New candidates to serve on the PLP Executive Committee (first year of first term):

Gayathri Kanth, Palo Alto City Library

The Nominating Committee is also pleased to propose the following slate of officers for FY 2024-25:

President: Hillary Theyer, Monterey County Free Libraries

Vice-President: Tim Wallace, San Bruno Public Library

The following will be serving the second year of their first term:

Alison McKee, Contra Costa County Library

Tim Wallace, San Bruno Public Library

Michelle Perera, Sunnyvale Public Library

The following will be serving the first year of their second term:

Tess Mayer, Berkeley Public Library

Hillary Theyer, Monterey County Free Libraries

The following will be serving the second year of their second term:

Thomas (Tom) Rosko, Naval Postgraduate School

Elnora (Ellie) Tayag, San Mateo Community College District

Our thanks and appreciation to the following Executive Committee member, who has completed their term:

Tracy Gray, Mountain View Public Library

PLP GOLD: Middle Managers Leadership Project Update

Project Title: PLP GOLD: Greater Opportunities for Leadership Development

Description: PLP GOLD will grow future library leaders at the middle-management level through a series of monthly learning experiences covering a wide range of topics and issues, that will prepare, inspire, and develop the participants with skills that will serve them in their career and contribute to their respective library organizations.

Scope of Work

PLP GOLD will bring together a cohort of approximately 10-12 participants from a selection of member libraries with representation from multi-type libraries in both urban and rural settings. Participants will be selected through an application process designed specifically for library staff at the middle management level. The key objective of the program is a focus on structured learning sessions and developmental activities aimed at developing the skills necessary to advance to higher level roles in library organizations. Each session will feature a subject matter expert, background readings, tours and facilitated discussions to enrich and complement their learning experience.

Timeline: Nine monthly learning experience sessions running from September 2024 through June 2025 (no December).

Outcomes

Specific and measurable outcomes may include but are not limited to the following:

- Grow future leaders that demonstrate self-confidence, compassion, and a commitment to lead and enhance their libraries and communities
- Develop a wide range of managerial skills that prepare participants for future success and career ambitions
- Gain an understanding of professional and personal networks to enhance their career development
- Learn about the political dynamics of working with boards, support groups and other external agencies
- Cultivate perspectives to navigate the political landscape and “real world” problems
- Recognize organizational dynamics in diverse and multi-generational work places
- Value collaboration skills through team projects designed to address current workplace issues
- Expose participants to leaders in and outside the field of library work
- Achieve a broader understanding of financial management and library governance and operations
- Learn approaches and strategies to identify and seek career mobility opportunities

Skills Development and Immersive Experiences: The Approach

Full Engagement: The first session will set the tone for full engagement with a discussion on establishing group norms, expectations on completing background readings, attendance at sessions, collaboration and teamwork to gain the full learning experience. At this session, participants will share their career journey, personal stories and career aspirations. Prior to the first session each participant will complete a personal journey questionnaire that will serve as the framework for their introductions.

Insights: Participants will develop skills in conducting in-depth interviews with a diverse group of stakeholders. This may include their respective directors, supervisors, community members, peers, agency heads, elected officials and leaders in the profession. The interviews will be presented to the full cohort as part of discussions related to specific session topics.

Topical Readings: Participants will prepare for each session by reading articles, listening to podcasts and other media on subject matter relative to each session topic.

Topic Keynotes: One of the critical learning components of PLP GOLD will be to expose the participants to expert leaders in a wide range of topics. Each session will consist of one topic keynote of approximately 1 hour duration followed by a facilitated question and answer discussion. Participants will also develop skills and experience in speaker introductions.

Host Director Presentation: Participants will have the opportunity to meet directors or designated deputies from each of the host libraries. Participants will experience introducing the host director and/or keynote speaker. The directors will ideally share inspirational insights on their leadership, vision, and challenges.

Coaching: An additional aspect of PLP GOLD will be to provide coaching and personal development for the participants. I will work closely with them on a one-on-one or team basis to provide opportunities for career mobility, how to address professional challenges and problem solving in their work. The learning approach will aim at creating self-awareness and personal change through a collaborative and personal approach.

Library Tours: Library tours will be offered at each host location at the end of each learning session. The location for each monthly session will be determined in collaboration with the participants and will be finalized during the first session tentatively planned for September 2024. Considerations for host locations will take into account multi-type libraries, geographic, and demographic diversity.

Capstone Presentation: Throughout the fall and spring sessions, participants will work on futures scenarios for their library. Through coaching, participants will learn how to present numerous future outcomes for their library and present these as a joint capstone event at the end of the PLP GOLD experience in the summer of 2025. The results of their project may serve as a tool for futures planning for all PLP member libraries.

Leadership Topics

People and Culture

Objective: Participants will gain an understanding of the nature and dynamics of human resource and organizational development in today's library environment.

This session will focus on understanding the changes in society and the important role that human resource management plays in library leadership. Topics will cover recruitment and retention, training and staff development, performance management and succession planning. Other elements include integrating DEI values and managing organizational culture.

Financial Management

Objective: Participants will learn the tenets of library funding and the basics of budget management, capital improvements and long-range planning.

This session will provide an overall understanding of the importance of fiscal management and how funding is the underpinning in providing effective library services. Examples of budget models and different approaches to fiscal challenges will provide real time scenarios.

Governance

Objective: Participants will gain an understanding of how different types of libraries are structured and governed, the role of boards and commissions and the relationship with support groups such as friends and foundations.

Library governance varies across the state. Leadership skills are necessary to administer and navigate the politics of governance with distinct policy bodies. Participants will also learn about the different approaches to advocate and build the necessary support to enable libraries to thrive.

Personal Development

Objective: Participants will develop a personal vision by understanding cores values, emotional intelligence, mindfulness, and self-care.

This session will cover skills in relationship building, empathic leadership, humanism, conflict resolution and coping with job related stresses.

Essential Leadership

Objective: Participants will gain core leadership and managerial skills.

The session will focus on core skills such as effective communication, active listening, planning and delivering presentations, productive committee work, and project management.

Networks and Partnerships

Objective: Participants will learn about the importance of building a professional and personal network that will support and enhance their careers.

This session will identify the various professional associations, their value and the right fit for their involvement. Lessons will also focus on developing and using influence, building and managing relationships, understanding partnerships and how to build and sustain them. An additional aspect of this learning session will focus on how to identify partners in their work environment to leverage resources and build capacity.

Public Service in a Post Pandemic World

Objective: Participants will gain an understanding of the changing nature of public service.

This session will focus on the new challenges in serving the public following the COVID 19 pandemic. Topics will include discussions in crisis management, public relations, working with diverse communities and addressing the many and varied issues that are impacting libraries.

Problem Solving

Objective: Participants will identify and analyze workplace issues and apply decision making skills to provide solutions.

Participants will identify issues facing their organizations that are timely and relevant to leadership development. Participants will work independently and collaboratively to identify and learn about issues at work. Each participant will plan and prepare presentations on their topics and further develop skills in presenting to the cohort.

Futures Planning

Objective: Participants will be exposed to learning about different library scenarios in planning for the future.

Working in collaboration, participants will share scenarios for their library as part of a capstone presentation. Topics for discussion will include technology trends such as cyber security and artificial intelligence.

Session 1 – Kick off and 1st Topic Session Draft Agenda

Welcome and Introductions – 1.5 hrs.

- Self-Introductions – Each participant shares their career journey, personal stories, and career aspirations. Prior to first session each participant will complete a personal journey questionnaire that will serve as framework for their introductions.
- Consultant background – Luis Herrera will share his personal leadership journey.

Break

Host Welcome – 45 minutes

Library Director welcomes participants and shares inspirational insights on leadership, vision, and challenges.

Setting Participant Expectations - 30 minutes

- Discussion: Setting the tone for full engagement. This includes establishing group norms, expectations on completing background readings, attendance at sessions, and collaboration and team work to gain full learning experience.
- Learning experience: Participants will host a respective session which includes kicking off the session and introducing the host library director and co-facilitating a discussion with participants and director.
- Insights: Overview on interviews segment at each monthly session.
- Topical Readings: Overview on background readings at each monthly session.

Networking Lunch

Session 1 Topic: People and Culture – 1.5 hrs.

- Objective: Participants will gain an understanding of the nature and dynamics of human resource and organizational development in today's library environment.
- Keynote: Mario Briones, Director of People and Culture at the San Francisco Museum of Modern Art. Mario is leading organizational transformation including leadership development, DEI initiatives and all aspects of the museums' efforts to re-envision the workforce during challenging times facing all museums.
- Facilitated discussion led by consultant.

Assignment for Session 2 – 15 mins

- Provide guidance on how to secure, conduct and summarize a one-on-one interview with their respective library director. These interviews will be part of the next session's content with each participant presenting highlights of their interviews.
- Discussion on next month's session - Assigned readings, topic to be covered, details and logistics of host library.

Recap of day's activities – 5 mins

Library Tour - 30 mins

- End the day with a tour of the host library.

Session 2 – Governance Draft Agenda

Host Welcome – 1.5 hrs

- Review day's agenda
- One or more participants will kick off the session and introduce the host library director and co-facilitate a discussion with host library director.
- Library Director welcomes participants and shares inspirational insights on leadership, vision, and challenges.

Break

Topical Readings – 30 mins

- Facilitated discussion on assigned background readings

Networking Lunch

Session 2 Topic: Governance – 1.5 hrs.

Objective: Gain an understanding of how libraries are structured, their role in government or within academic institutions, and the role of boards and commissions, friends and foundations, etc.

Keynote: TBD

- Facilitated discussion led by consultant.

Learning Experience – 30 mins

- Select participant(s) co-lead discussion on results of assigned leadership interviews

Recap of day's activities – 5 mins

Library Tour – 30 mins

- End the day with a tour of the host library.

PLP Activities for FY 2023-24 to Support Strategic Priorities

Strategic Priority 1. Staff Training and Professional Development

Activity 1a. To continue to offer leadership training that supports library managers, an Ad Hoc Group will be expanded to further define training to be held in FY 2024-25. The Ad Hoc Group will provide recommendations for leadership trainings centering equity as a foundational principle in the design of new programs.

The Ad Hoc Group has asked Luis Herrera to facilitate a new middle management leadership program. The program, called Greater Opportunities for Leadership Development (PLP GOLD), will be announced to membership in late FY 2023-24 to solicit applications and the program will commence in FY 2024-25.

Activity 1b. The Staff Development Committee will organize programming that could be offered virtually or in-person for the Future of Libraries Conference and other workshops and events. Training will address staff needs and interests and work towards making programs accessible to the greatest number of members feasible.

The Staff Development Committee hosted a successful, in-person, Future of Libraries conference in October 2023 with nearly 200 registrants. Speakers discussed artificial intelligence, first amendment audits, LGBTQIA+ programming in a politicized climate, and evaluating policies with an equity lens. The Committee hosted two well-attended virtual workshops related to interview skills for promotional opportunities and strategic risk taking.

Activity 1c. A revised funding model will expand financial support for regional staff development training. Calls will be put forth twice in FY 2023-24 for funding support. Under-resourced libraries will be encouraged to apply or work collaboratively with other jurisdictions.

The new funding model allowed for individual grants of \$1,500 and \$2,500. Libraries were encouraged to apply for cooperative grants with one or more libraries to apply for a \$4,000 grant. Three groups applied for cooperative grants, and one library applied for a \$2,500 grant. In addition to these, four MOBAC committees applied for lower amounts of funding. Grants included projects related to emergency preparedness, intellectual freedom, the power of play, and a workshop on MARC records. In total, \$16,700 was requested. Some projects are underspent or were not able to be executed, so the total amount is expected to be lower by the end of the fiscal year.

Activity 1d. Provide workshops focused on skill building.

There was limited staff capacity for this activity in FY 2023-24. Efforts will continue in FY 2024-25.

Strategic Priority 2. Support Innovation, Technology and Access

Activity 2a. In FY 2023-24 the Innovation and Technology Grants will continue to be offered. Grant promotion will be updated to encourage consideration of access when proposing services or programs.

11 projects were submitted for the Innovation and Technology grants for a total of \$110,050. Projects were diverse ranging from STEAM programming kits, Juvenile Hall book clubs, assisted reading devices, and care kits for the unhoused community.

Activity 2a. Develop a showcase of ideas for Innovation and Technology grants previously awarded in May or June 2024.

A showcase was not held, but some grantees will present at the PLP Administrative Council's annual meeting in May and the packet will include all 11 grant submissions received and awarded for review and sharing.

Activity 2b. Explore AI training for PLP member libraries to further the understanding of this in relation to libraries and the needs of the communities they serve.

PLP hosted a virtual training "AI in Libraries: A Roadmap to Understanding and Implementation" in January 2024 with Nick Tanzi. 112 PLP members attended the session with an additional 122 viewing the recording. PLP also assisted the California State Library with the planning of an AI summit held in Sacramento in April 2024.

Strategic Priority 3. Seek Grants and Collaborative Opportunities Reflecting Regional Needs of PLP Libraries

Activity 3b. PLP will be the fiscal and administrative agent for the following grants:

- Statewide LSTA grants
 - Literacy Initiatives
 - Networking California Library Services
 - Equity Based Data-Driven Decision Making for Community Impact
 - Workforce Development CAREer Pathways Project (State Funded)
 - Statewide Online Tutoring Program Partner Project (State Funded)
 - California Library Literacy Services AmeriCorps Initiative (California Volunteers)
- PLP has reapplied to continue to administer the three Statewide LSTA grants in FY 2024-25. As of this time, the California State Library has not funded an extension of the Statewide online Tutoring Program Partner Project and the CAREer Pathways Project, and they will sunset in August 2025. PLP decided not to reapply for the AmeriCorps Initiative in FY 2024-25.***

Strategic Priority 4. Support and Strengthen Individual Libraries Through Connections and Collections

Activity 4a. Continue to support the PLP Shared Cataloging/Acquisitions of International Language Materials project by establishing a director liaison for the working group to facilitate effective communication with regional Councils and assist in the expansion of the project to include more libraries. An emphasis will be placed on locating contributors who can assist with languages that are currently under or unrepresented by the project.

Ryan Baker, director of Los Gatos Library, agreed to be liaison for the PLP Shared Cataloging/Acquisitions of International Language Materials Project. Additional orientations and trainings are being scheduled to involve more PLP members in the project.

Activity 4b. Assist in the establishment of at least two PLP communities of interest. Groups may be related to DEI practices, public service, or other member-identified topics.

PLP established two communities of interest in FY 2023-24. A Deputy and Assistant Director's community of interest with 37 members was established in December 2023. A community of interest for Administrative and Analyst staff with 28 members was created in April 2024. Both groups were initiated by member suggestions and have become active communities.

Activity 4c. As needed, encourage and support collaborative working groups to address specific region-wide challenges. Ideas include work groups for restorative justice, workplace safety, and grants for rebuilding and renovating libraries. Working groups will be recruited to ensure a diversity of voices, life experiences, and identities are represented. The intended outcomes of group activities will be guided by principles of diversity, equity, and inclusion.

Staff have not had capacity to work on this activity in FY 2023-24. PLP will continue to lend support to collaborative working groups in FY 2024-25.

Activity 4d. In the spirit of equitable use of CLSA funds, continue offering Flipster as a magazine eCollection for the smallest libraries.

A Flipster subscription has been renewed for the eight participating libraries with one additional title (23 in total).

Activity 4e. Conduct surveys as-needed to gauge value members derive from PLP services and inform activities, programs, and future planning.

LEGISLATIVE UPDATES

Governor's Preliminary Budget – January 2024

Proposed Budget Reductions

Support for Local Library Infrastructure – The Budget proposes to pull back \$131.3 million one-time General Fund of the \$439 million in one-time General Fund support provided for the Local Library Infrastructure Grant Program in the 2021 Budget Act and proposes to forgo planned one-time General Fund investments of \$33 million in 2024-25, \$33 million in 2025-26, and \$34 million in 2026-27.

Statewide Library Broadband Services: To address the projected budget shortfall, the Budget proposes to pull-back \$34 million of the \$35 million provided to expand broadband access to isolated and under-served communities through a collaborative partnership of local education agencies, and regional libraries due to low participation in the program.

Items not included in budget

Renewal of state funding for the **Statewide Online Homework HelpNow (Brainfuse)** subscription

Renewal of state funding for the **CAReer Pathways** workforce assets (note: there has been some confusion that these are ARPA funds. ARPA funds were originally used to support this, but for the last 2 years, this has been funded through state funds)

Renewal of the **State Parks Pass** (funding has been through the Parks Department)

Comment from the CLA Lobbyist “This is a horrible budget year,” noting it is the third worst she has ever seen.

Governor's May Budget Revisions – to be released by May 15

Legislative Bills to Watch

AB1825. California Freedom to Read Bill (Muratsuchi)
CLA took an ‘oppose unless amended’ position on the bill

SB321 (Ashby) – Student Success Cards for All
Listening session on May 29 from 10-11 for PLP



Student Success Cards for All | March 5, 2024

Library cards help California children lead successful lives, and the California State Library is looking forward to working with schools and libraries to make sure every kid has a card by the third grade.

New California legislation – [SB 321 \(Ashby\)](#) – makes it easier for libraries to put Student Success cards into the hands of every California kid who wants one. By cultivating effective partnerships between libraries and schools, we can provide students with the best possible chance for success inside and outside the classroom.

The research is clear: third-grade reading achievement can be a make-or-break milestone in the educational development of a student. Those who can't read proficiently by the third grade will struggle to keep pace with their peers.

Seventy-five percent of students who are poor readers in third grade will still be poor readers in high school, and two-thirds of students who cannot read proficiently by the fourth grade will end up in jail or in need of public assistance.

Far too many children reach fourth grade without learning to read proficiently, which puts them at high risk of joining the “dropout track.”

Parents know how important libraries are to their children. Libraries are welcoming spaces where students can check out books and access reliable online resources to improve literacy and build important critical thinking skills. Parents value libraries because they provide their children with information and resources that are not available at home. Moreover, children from families with low incomes are less likely to have books in their homes.

More kids with library cards means more book lovers and lifelong learners, and more families who know the value of libraries and how important they are to strong communities.

Here's where we'll start in our efforts to make sure every school kid in California who wants a library card can get one.

Awareness Raising Activities

The State Library will promote and coordinate the program through its monthly library director calls, newsletter, social media sites, listservs, as well as in person at the annual Public Library Directors Forum. We're already working to engage popular influencers who can speak to the value of a library card and the ease with which to get one. All suggestions welcome.

Survey to Libraries

In March 2024, the State Library will survey the directors of each of California's 186 library jurisdictions to determine which libraries currently partner with their local school districts on Student Success card initiatives. The results of this survey will provide a baseline measurement of existing partnerships



between libraries and schools to use for future evaluation, and will also identify library leaders who can share successful strategies with others.

Listening Sessions

Together with Pacific Library Partnership, the regional library cooperative that first developed a coordinated Student Success program, the State Library will convene approximately eight regional listening sessions in Spring 2024. These sessions will bring library leaders together to talk about the Student Success Initiative and allow the State Library to gather feedback about local plans and concerns.

At least one representative from each of the 186 library jurisdictions will attend a session, and leaders who have already implemented a program will be invited to share their successful strategies with their counterparts who are getting started. The results of these listening sessions will inform both the updated resources on the State Library webpage and serve as a foundation for program planning in the 2024-2025 school year and beyond.

Resources on the State Library Website

The State Library is currently building a Student Success Initiative webpage with digital resources for local libraries and schools. There will be information about SB 321, links to the research mentioned above that demonstrates the value of libraries and literacy, and resources that focus on three areas: implementation, sustainability, and impact.

Libraries and schools will visit the State Library website to learn about current best practices and step-by-step instructions for getting started with the program, based on successful partnership models already in place in communities such as Los Angeles, Sacramento, and Santa Ana. More resources will be added to the site to help local communities sustain their programs and show their impact through effective evaluation and communication.

Contact: Reed Strege, Assistant Bureau Chief, Library Development Services: reed.strege@library.ca.gov



2024 LEGISLATIVE PRIORITIES

The California Library Association — through its members and advocates — works to make a difference for all Californians by providing adequately funded libraries, which transform lives through their programs and services.

At the state level, CLA actively advocates for the following:

1. Protection of 2021-22 and 2022-23 State Budget Augmentations in Light of a Challenging 2024-25 Budget year

During the 2021-22 and 2022-23 Budget years, the legislature and the Governor made a series of historic funding commitments to public library programs under the jurisdiction of the California State Library. This funding allowed public libraries to address much needed health and safety construction-related deficiencies, fed children at the library in need of a meal during the summer, provided books to homebound seniors, and much more. As such, the California Library Association respectfully requests that the legislature and Governor protect the valuable investments made in the areas of:

* The California Library Services Act (CLSA) that fosters resource sharing among libraries, particularly in rural areas where funding challenges persist.

- a. *Lunch at the Library, which provides 300,000+ free and nutritious lunches and literacy-rich programs annually at hundreds of libraries across the state during the summer months.
- b. * Zip books, a program which supports the diverse informational needs of people in rural and underserved populations who cannot get to a physical library.
- c. * Library infrastructure grants through the Building Forward Library Improvement Grant Program, which is providing critically important construction dollars to public libraries throughout the state for health and safety facility upgrades, ADA compliance, essential library building expansions and more.

2. New and Ongoing Funding Requests (2024-25 State Budget)

- a. \$3 million in one-time funding grants to assist public libraries in offsetting costs associated with the implementation of SB 321-Ashby, Statutes of 2023 (library cards for third graders).
- b. \$10 million in funding to support online job training and workforce development.
- c. \$5 million in ongoing funding for the training of library staff and hiring of social workers to support the de-escalation of behavioral trends in libraries.

3. Equitable Access to Critical Library and Information Services

- a. Broadband equity and digital literacy for unserved and underserved communities.
- b. Support the freedom to read and access to material with diverse points of view.
- c. Support libraries as a safe haven for all community members.
- d. Accessible buildings, including upgrades to critical infrastructure and support in times of disaster, such as wildfires and extreme heat.
- e. Early literacy, school readiness, adult literacy, career development, vocational support,

and assistance to vulnerable populations.

- f. Mandate credentialed Teacher Librarians in all California Public Schools and support the creation of a Library Lead position in the Statewide System of Support .
- g. Support for libraries to purchase digital content including eBooks and eAudiobooks at the same price as consumers.
- h. Support for California's law libraries.

CLA supports positive action in key areas, including, but not limited to

- **Equity, Inclusion and Anti-Racism**
- **Intellectual Freedom**
- **Privacy**
- **Net Neutrality**

CLA also monitors all state legislation that may impact items on the above list or that are identified as having an impact on libraries, library funding and/or library staff.

Equitable Access for All

In the past, the State Budget supported initiatives that empowered Californians through libraries, including the State Library Parks Pass Program, Brainfuse HelpNow, and CAreer Pathways. These programs are especially crucial for residents in disadvantaged and rural communities. Every Californian should have fair access to library resources and services.



Protect Valuable Resources

The State Library Parks Pass program, Brainfuse HelpNow, and CAreer Pathways are all uncertain under California's proposed 2024-2025 budget.

Legislature is urged to prioritize and restore funding for these initiatives during the budget process. Let's safeguard the continuity of these valued programs that enrich our communities.

Protect Funding for California Public Library Programs





State Library Parks Pass Program

State Parks passes are available to checkout at all public libraries in California. With these passes, library cardholders can access over 200 parks, lakes, beaches and monuments in the State Parks system for free. The goal of these passes is to remove barriers for people to access state parks and to enjoy the benefits of the great outdoors.

Park Pass Checkouts at California Libraries 135,000+

Data Source: California State Library data from Program start through September 30, 2023

41% of survey respondents reported an income of \$60,000 or less

56% of survey respondents identify as people of color

64% of survey respondents reported that day-use fees were the reason they did not visit the Parks more often

Data Source: California State Library survey responses as of November 6, 2023



Brainfuse HelpNow

Not every family can afford a private tutor. With the Brainfuse HelpNow program, every Californian can access free online tutoring. HelpNow tutors are available to assist learners of all ages, starting from Kindergarten, in building thinking and problem-solving skills.

2.4 million website visits

362,000+ live tutoring sessions

94% of users report the service helps them improve their grades

93% of users are more confident about their schoolwork

Data Source: California State Library September 2022-December 2023



CAreer Pathways

Career Pathways allows Californians to pursue lifelong learning and career development goals using eight digital resources: Coursera, GetSetUp, Job & Career Accelerator, LearningExpress Library Complete, LinkedIn Learning, Northstar, Skillshare, and VetNow.

382,800+ hours of instruction used which is equivalent to 798 years of community college

Learners using CAreer Pathways Platforms report feeling:

- **79% more knowledgeable**
- **63% more confident**
- **57% more prepared**

Data Source: California State Library

California State Library, Library Development Services
Cooperative Library System Liaison Report
Updated April 29, 2024

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State Library News

LDS Newsletter

Please sign up today for our new [newsletter!](#) Please share this with your teams as well.

Broadband Program News

The California State Library has selected the Imperial County Office of Education as the new Broadband Access Administrator, tasked with connecting public libraries to the California Research and Education Network (CalREN, managed by the CENIC Corporation). For those who were unable to attend our webinar on the transition, you may view the recording and slides by following the links below:

[Click here for the presentation slides.](#)

[Click here for a recording of the webinar.](#) If you are asked for a passcode, it is: ^f*a9=ef

LSTA News

This is a reminder about the federal government's transition from the use of the D-U-N-S Number to the use of the Unique Entity Identifier (UEI). D-U-N-S numbers are no longer in use. Current federal award recipients and all future applicants/recipients will need to have an active UEI to be eligible to receive or continue to receive federal award funds. To register and/or for more information, please visit [SAM.gov | Entity Registrations](#). If you have questions regarding this, please contact LSTAGrants@library.ca.gov.

Open Opportunities

First Partner–Book to Action

In partnership with the California State Library and the Office of the First Partner of California, the California Library Association invites California public libraries to apply for up to \$5,000 to support Book to Action programming. Book to Action expands book clubs by encouraging participants to take part in community engagement activities related to a shared book. This year, Book to Action is connected to the [First Partner's Summer Book Club](#).

Visit the [opportunity page](#) for additional details and to apply. Applications are due **Friday, May 24, 2024 at 12:00 noon**. Please email BEBS@cla-net.org with any questions.

Groundwork Grants

The California State Library, in partnership with Myriad Consulting & Training, is happy to share exciting news that over \$1 million in funding is available for cultural heritage emergency preparedness projects in California. Funded by the state of California, this [grant opportunity](#) is now open!

Grant Highlights:

- **Goals:** To provide funds and resources to California institutions with collections, prioritizing those that document underrepresented and historically excluded communities.
- **Scope:** A California-wide initiative to strengthen emergency readiness for institutions with collections of all types.
- **Awards:** Maximum award amount of \$15,000, with options for emergency preparedness support.

How to Apply:

Application guidelines are available at <https://www.groundworkgrants.org/> Applications are open on a rolling basis until **May 31, 2024**. Applicants are *strongly encouraged* to receive a free [Ready - or Not assessment](#) before applying. For more information about the grant opportunity, please contact Grace Bautista at grace@myriadconsultants.org.

As natural disasters continue to threaten California’s cultural heritage, we hope you’ll join us in safeguarding your collections and communities through this extraordinary opportunity.

Career Online High School

The [Career Online High School](#) (COHS) program is open to all public libraries in the state and **no longer requires libraries to provide a local cash match commitment to participate**. Libraries may opt into the COHS program at any time using the [COHS Interest Form](#), and will receive training and implementation support, have access to the California State Library's universal scholarship supply, and complete a short mid-year and end-of-year report. COHS questions can be sent to cohs@library.ca.gov

Community-Centered Libraries

The [Community-Centered Libraries initiative](#) includes [free PolicyMap accounts](#) for all California public library staff. The online mapping tool, which includes library jurisdiction boundaries, enables users to view rich data about the communities in your service areas. [View a recording of the initial training session](#) and [request an account today!](#) LSTA funded.

Current Projects and Services

California Library Literacy Services – Ongoing

The 2024-2025 CLLS funding application (state funded) for currently participating programs opened in April and is due **May 30, 2024**. All CLLS libraries have received their projected award amounts for adult literacy and family literacy. There is a new block grant model that applies **ONLY** for programs offering family literacy; these programs receive a single projected adult and family literacy award amount and programs may allocate these funds between programs within given parameters (a minimum of 51% for adult literacy services and 26% for family literacy services). ESL award letters have already been sent. For more information, contact clls@library.ca.gov.

The Literacy Initiatives project (LSTA funded) is offering virtual tutor training on a statewide basis this summer. Any volunteer awaiting training at their local CLLS program may sign up for this 16-hour series, offered twice in June and once in August. Contact cls@library.ca.gov for more information.

Funding is available for learner and learner-led events, including trainings, meetings, and conferences. Events must be completed by August 30, 2024. There is a short application for programs and learner leaders to complete. Questions? Contact cls@library.ca.gov.

CLLS has added networking calls for **small/rural CLLS libraries** and a community of practice for non-English first-language literacy projects and opened a family literacy discussion to plan for next year's training. Training continues for CLLS program staff and volunteers, including monthly networking calls and more. Please visit the CLLS training and meeting [calendar](#). The CLLS website has migrated to the California State Library: <https://www.library.ca.gov/services/to-libraries/cls/>

The next CLLS Coordinator/Staff Networking Call is cancelled for May because of the all-CLLS conference May 21-23 and will return in June. For more information, contact cls@library.ca.gov.

California Libraries Learn (CALL) - Ongoing

Plan your professional development by visiting www.callacademy.org and the CALL [calendar](#) to explore the options. Look at the CALL [blog](#) for relevant training on grant writing, co-design, and other high-interest topics. Any library worker may subscribe to the [Leadership for All monthly mailings](#). CALL has its own newsletter, *CALL Letters*, and users may [subscribe](#) directly. CALL also launched a printable schedule for libraries to distribute to staff without newsletter access. Have a good idea? CALL Homegrown features learning opportunities suggested and designed by California library staff; anyone can complete the [CALL for Presentations](#). Staff-generated programs that address issues of concern to bilingual, bicultural audiences and staff are of particular interest and will be co-branded with the Seguimos Creando Enlaces project. Encourage your staff members to [create a login](#) to access the many online, self-paced learning opportunities available through [CALL Academy](#). LSTA funded.

Tutoring Project – Ongoing

Every internet connected Californian is now able to access live, 24/7 online tutoring and homework help in all K-12 subjects. The passing of [AB 128](#) by the California State Legislature enabled the California State Library to partner with the Pacific Library Partnership in bringing this service to all CA Public Libraries. All California public libraries are able to offer Brainfuse's online tutoring and homework assistance service, HelpNow, to their users for two years at no cost. Every California student, with or without a library card, has access to 24/7 online tutoring

in core K-12 subjects. Spanish language tutors will be available as well as tutors fluent in Mandarin, Cantonese, Vietnamese, and Tagalog.

[See here for Full details on the Statewide tutoring project.](#) State of CA funded.
For Online Tutoring questions, email catutoring@library.ca.gov.

[Parks Pass Program – Ongoing](#)

Cindy Zalog, the full-time Parks Pass manager, can be reached at cindy.zalog@library.ca.gov for all questions, ideas, and feedback.

A [toolkit](#) is available to support marketing, circulation, programming, and more. It has been updated to make the information cleaner and more accessible. The public can access information on the State Parks Pass at checkoutcastateparks.com.

If you need more parks passes, bookmarks, or survey flyers, [please fill out the new order form from State Parks](#). For any questions, email parkspass@library.ca.gov. State of CA funded.

[Public Library Staff Education Program](#)

The [California Public Library Staff Education Program](#), developed in partnership with the Southern California Library Cooperative, received 209 student applications for the 2023-24 year! Thank you to all library staff who applied. A pilot mentorship program is being created. For any questions, email wwalker@socallibraries.org LSTA funded.

[PebbleGo Science: Early Literacy in STEM - Ongoing](#)

The PebbleGo Science resource provides age-appropriate content (for ages preschool through second grade) and interactive activities in STEM subjects (science, math, technology and engineering), and is available in both English and Spanish. The resource also includes a collection of 25 interactive eBooks in both languages as well.

Fill out the [form](#) on the [PebbleGo California site](#) to be sent information on how to connect to your Integrated Library System. The setup form is created for the school library environment, but if you fill it out, it will open a ticket with Capstone and a technician will get in touch with your library to walk you through the authentication process.

[Ready or Not](#)

The [“Ready – Or Not” Cultural Heritage Disaster Preparedness Project](#) invites California-based non-profit cultural heritage organizations (such as community archives, organizations with limited resources, remote and rural museums, tribal cultural heritage organizations, and public libraries) to sign up for a free disaster preparedness assessment. Want to learn more? Recordings of information sessions that summarize the state-funded project and explore ways to engage in emergency preparedness consultations can be viewed at ["Ready – Or Not"](#):

[Cultural Heritage Disaster Preparedness Project](#). If you have additional questions, reach out to the team at CAready@nedcc.org. State of CA funded.

Networking and Training

[Student Success Library Cards For All Listening Sessions: May 2024](#)

The California State Library is convening a series of nine one-hour listening sessions on Zoom to discuss the Student Success Cards for All program. These sessions will bring library leaders together to talk about the Student Success initiative and allow the State Library to gather feedback about local programs. Attendees will be encouraged to ask questions. A library leader with a current successful program will share information at each meeting.

The Student Success initiative comes from new California legislation – [SB 321 \(Ashby\)](#) – that helps get Student Success cards into the hands of every California kid who wants one.

At least one representative from each of the 186 library jurisdictions should attend a session. The results of these listening sessions will inform the resources on the State Library webpage and will help serve as a foundation for program planning in the 2024-2025 school year and beyond.

If you or your designee(s) cannot attend your scheduled meeting time, please contact Alexis Lacroix at Pacific Library Partnership at lacroix@plpinfo.org with one preferred alternate date. Please see the schedule below.

<u>Day</u>	<u>Date</u>	<u>Time</u>	<u>Cooperative System</u>
Tuesday	5/14/2024	1:00 p.m.	SJVLS
Wednesday	5/15/2024	10:00 a.m.	Serra
Thursday	5/16/2024	10:00 a.m.	Black Gold
Tuesday	5/21/2024	10:00 a.m.	Inland
Wednesday	5/22/2024	10:00 a.m.	Santiago
Thursday	5/23/2024	10:00 a.m.	SCLC
Tuesday	5/28/2024	10:00 a.m.	NorthNet
Wednesday	5/29/2024	10:00 a.m.	PLP
Thursday	5/30/2024	10:00 a.m.	49-99 & Unaffiliated

[Building Equity-Based Summers Learning Series](#)

A monthly Community of Practice is available to all library staff to learn more about creating summer services that are centered in equity and community involvement. Please use this link to [register for the next Community of Practice](#).

For information on the Building Equity Based Summers Project please visit: [Building Equity-Based Summers - California State Library](#) or email bebs@cla-net.org

[CAreer Pathways Workforce & Upskilling Resources: 2024 Webinars & Resources](#)

The 2024 CAreer Pathways webinar series is now complete for Spring 2024. Learn more about the online resources on the [CAreer Pathways Staff Resource page](#), where you can find platform details, administration, marketing materials and more. Library staff can also [view the archived webinars on the CALL Academy CAreer Pathways channel](#). New to the library or not sure which platforms your library offers? Check out the [CAreer Pathways Services Locator map](#).

The January budget does not include funds to continue CAreer Pathways in the fiscal year that begins July 1, 2024. The January budget is a proposed budget, and the spending plan proposed in January isn't the budget that will be signed by the Legislature, or the one signed by the governor, six months from now. However, at this time, this program is not included for funding in the state budget and is scheduled to conclude September 2024.

If you have any questions, please contact: CAPathways@library.ca.gov or see the [CAreer Pathways Staff Resources page](#).

[Online Tutoring Training 2024](#)

Summer Service and Keeping Students Going Wednesday, May 15, 2024, 3:30–4:30 pm

The school year is coming to a close, but HelpNow is still available to support student learning. Join us to learn about HelpNow resources that can help students continue learning and beat the summer slide. This webinar is for all library workers and educators, from frontline staff to administrators. The webinar will be recorded for future viewing.

[Register in advance for the Summer Service webinar](#)

[2024 Sustainability Summit: May 21, 9:00 AM – 12:00 Noon – Registration Open Now!](#)

Join libraries across California and their community partners to share best practices from the current #SustainableCALibraries projects and beyond. Open to anyone who works in California libraries and anyone who partners with California libraries. Join us for a morning of shared solutions and inspiration for climate action!

- [View the 2024 Sustainability Summit Program](#)
 - Welcome, 9:00–9:10 am
 - **Anythink Nature Library**, Maria Mayo-Peaseley, 9:10–9:30 am
 - U-Tool-izing the Library, Benicia Public Library, Jennifer Baker, 9:30–9:45 am
 - Revisiting Azusa's Past, Azusa City Library, Leila Hassen and Nathan Nunez, 9:45–10:00 am
 - **Sustainable Living with BPL**, Burlingame Public Library, Jodi Jirsa, 10:10–10:25 am
 - **Sustainably Santa Barbara**, Santa Barbara Public Library, Kim Crail, 10:25–10:40 am

- Have you Heard the News? Earbud Recycling! County of San Luis Obispo Public Libraries, Dorothy Gruett and Melanie Bales, 10:40–10:55 am
- Sowing South Pasadena, South Pasadena Public Library, Alexis Mendoza and Olivia Radbill, 11:05–11:20 am
- Update on Climate and Sustainability Action Guide for California Libraries, Alliance for Library Impact, Cindy Fesemyer, 11:20–11:40 am
- [Register for the 2024 Sustainability Summit](#)

Community-Centered Libraries

A yearlong initiative brought to you by the California State Library and Pacific Library Partnership, the statewide initiative offers tools and training to help libraries center their communities as the plan and evaluate library programs and services. All recordings of the two webinar series, Equitable Data Practices and Culturally-Relevant Evaluation, are available on the [Community-Centered Libraries webinar page](#). LSTA funded.

Next Directors Networking Call

The next Public Library Directors Networking Call is scheduled for **Wednesday, May 15, 2024, from 3:30 to 4:30 p.m.** We look forward to hearing from our special guests, sharing State Library news, and having time for open discussion in small groups. California public library directors will receive an invitation to the Zoom meeting via email in early May.

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