

Governor's Advisory Council on Library Development
December 8, 2022: 10:00a.m.
Venue: Virtual meeting via Teams

Minutes

Present: David Belanger, Marsha Everton, Mary Garm, Dale Hamby, Rebecca Long, Allison Mackley, Beth Mellor, Sue Werner, Barbara Zaborowski

Excused: Robert Lambert, Larry Nesbit, Patrick Oates

Office of Commonwealth Libraries (OCL): Susan Banks, Deputy Secretary; Demetrice Barbour, Admin Assistant; Carrie Cleary, Executive Assistant; Eric Hagarty, Acting Secretary of Education (PDE); Stacey Mulligan, Library Development Advisor for Special Populations; Heather Smith, Early Childhood Services Advisor

Guest presenters): Tara Williams, Office of the Governor; Erin Donohoe, PDE Policy; Christine Houck, PDE Adult Education; Stephanie Perry, Labor & Industry

Attendees: Holly Bennett, Christi Buker, Executive Director, Pennsylvania Library Association (PaLA); Carolyn Blatchley, Maria Cuccaro, Jessica Church, Erie County Public Library; Brianna Crum, Katherine Dannehl, Aimee Emerson, Dr. Cathi Fuhrman, Jordan Fuhrman, Katie Greenleaf Martin, Marissa Guidara, June Houghtaling, Kimberley Hrivnak, Erin Joyce, Laura Keller, Plymouth Public Library; Kelli Knapp, Jen Knisely, Heather L. (AAPL), Leslie LaBarte, Anny Laepple, Abbey Lukiewski, Ed Miller, Glenn Miller, Richard Miller, Osterhout Free Library; Kerri Milliken, Cheryl Morgan, Maryam Phillips, Executive Director, Hosting Solutions and Library Consulting (HSLC), Kathee Rhode, Lauren E. Sands, Margaret Schachte, Joseph Sherwood, Jeffrey Swope, Tamara Turner, Becky Wanamaker, Stephanie Williams, Jen Wright.

1. Call to Order & Introductions – Mary Garm, Chair. Meeting opened at 10:00a.m.
 - a. Special introduction of Ex Officio GAC Member, Acting Secretary of Education Eric Hagarty. Secretary Hagarty thanked everyone for the work libraries do to support Pennsylvanians. He appreciates the supportive and gracious library community he has worked with.
 - b. Other members in attendance were introduced.
2. Approval of Minutes of the April 22, 2022 meeting – Garm asked for corrections or questions. Hearing none, Garm approved the minutes as submitted.
3. Spotlight: PA Digital Skills Plan – National Governor's Association Workforce Innovation Network, Tara Williams (Office of the Governor) and Team members Erin Donohoe, Christine Houck, Carrie Cleary, Stephanie Perry.
 - a. NGA WIN Team members shared recent work on a [state plan](#) to increase digital skills across the Commonwealth. Lower digital skills are reflected by lower earnings. The plan lays out goals and strategies to increase adult digital literacy skills. Some topics touched on were the effects on all Pennsylvanians, continuous learning, socialization, foundational digital literacy skills, working age population and the Broadband Development Authority. Libraries can use the [PA Digital Literacy Programs | PA Open Data Portal](#) to find a map that can be used

to refer patrons to places offering Digital Skill classes and libraries can add their own listing to the map by completing [a form](#). See attached presentation.

- b. Discussion ensued after the presentation
 - i. Anytime you turn on a new device, there is something to learn.
 - ii. Everton mentioned the importance of gaming/gamification and how it could be used to approach digital skills.
 1. Hagarty commented that video games do a lot in workforce and mentioned esports popularity as an area to hook people into digital literacy and STEM careers. Looking at gaming from an equity lens, the more sophisticated games and equipment are pricey, and the role that libraries play in ensuring all learners have access is a valuable one.
 2. Williams shared a link in the chat to [Transformational Games | Simcoach Games](#) which was also mentioned at a recent workforce board meeting.
 3. Perry highlighted [SkillUp™ PA](#) as offering online classes.
 - iii. Donohoe highlighted past sources of funding for libraries to do digital illiteracy training for adults that may continue in some form in the coming years: 1) [PAsmart Grants](#) - The PAsmart Advancing Grant can be up to \$500,000 2) [Digital Literacy and Workforce Development Grants from the Department of Labor and Industry](#) can be up to \$45,000 per award. She highlighted that libraries have received awards from these grants in the past and that libraries have public-facing staff who are digital navigators.
 - iv. Werner said that libraries are excited about doing this work and noted that some communities don't have quality internet access or devices and that some libraries play a role in loaning devices.
 - v. Blatchley asked in the chat about the Broadband Map; Cleary shared a link to the [FCC National Broadband Map](#) in the chat.
 - vi. Williams mentioned the Commonwealth of PA [Statewide Broadband Plan](#) and shared a link to it in the chat, referencing the importance of digital equity.
4. Chair's Report – Mary Garm
 - a. Garm shared highlights from written report attached.
 - b. Garm shared Committee Assignments and Chairs.
5. Deputy Secretary's Report – Susan Banks
 - a. Banks shared highlights from written report attached.
6. Bureau Reports from the Office of Commonwealth Libraries
 - a. Bureau of Library Development – Sharpe was unable to be present; Banks shared highlights from written report attached.
 - b. Bureau of State Library – Greene was unable to be present; Banks shared highlights from written report attached.
7. Public Comment on Agenda Items Only
 - a. None.
8. 2023 Schedule of Meetings (Format to Be Determined) was presented.

- a. Thursday, February 2
 - b. Friday, March 31, PA School Librarians Association Conference, Hilton Harrisburg
 - c. Thursday, June 29
 - d. Sunday, October 1, PA Library Association Conference, Kalahari Resort, Poconos
 - e. Thursday, December 7
9. Rare Books Fund Update – No report
10. Committee Reports
- a. Bylaws: No report
 - b. Communications: No report
 - c. Education and Advocacy: Mellor thanked everyone for participation in the focus groups. Education and Advocacy will continue to listen.
 - d. Guidelines and Policies: Library Service Areas : Belanger reported that work continues to develop guidelines for service area changes. The guidelines will be based on whether the library is established within a system, in a county that has a system, or in a county without a system. The committee hopes to have a draft early next year. The guidelines for Hours of Operation will likely be the next project of the committee.
 - e. Planning: Zaborowski reported that with the approval of the plan at the last meeting, work on the plan will continue with a first step to establish a meeting schedule.
 - f. Ad Hoc Committee / Statute and Regulations : Garm reported that a subgroup has identified three areas of focus for the first six months of 2023: 1) Communication and data collection will be undertaken by the Pennsylvania Library Association 2) Work on standards and definitions will begin with BLD staff and 3) Internal processes will be coordinated by Banks. The group agrees that regulations should be future focused and address what library service should look like today and tomorrow, rather than dealing with existing pain points. The working group and the subgroup will continue to meet regularly. Reports will be delivered at upcoming GAC meetings.
11. Public Comment
- a. Pennsylvania School Librarians Association report was submitted by Aimee Emerson, PSLA President. Allison Mackley shared highlights from written report attached.
 - i. Garm congratulated Dr. Cathi Fuhrman on her election as 2022-2024 AASL Director-at-large.
 - ii. Garm commended the State College Area School District and the Schlow Public Library for their collaborative work.

- b. Maryam Phillips, Executive Director of HSLC shared a written report about a pilot program with PaLLS that focuses on expanding statewide Interlibrary Loan and that aligns with strategic resource sharing through technology. HSLC is also talking about an IDS service that would deliver materials to doorsteps. People who are interested in focus groups or mini-task forces around this topic should contact Phillips. Also please reference the link about new and expanded e-book titles in POWER Library: <https://powerlibrary.org/librarians/e-resources/training-docs/ebsco-e-books-gale-e-books-october-2022/>
- c. Christi Buker, Executive Director of PaLA highlighted Frontline Online as a new virtual training option that could be used for library staff development and the ongoing work to support information gathering for committee work on regulations. Also mentioned were PA Forward and the high number of new legislators. Buker thanked Secretary Hagarty for his support and attendance at the conference.
- d. Katie Greenleaf Martin, Executive Director of PaLLS shared an update of work serving 165 locations across Pennsylvania with an integrated library system software system. They are working on providing consistent data for annual reports as well as resource sharing. The organization supports members using Share It and a z39.50 service. They are doing software development work for fine-free libraries and working with Department of State on voter registration options.

12. Adjourn: Werner made a motion to adjourn at 11:50a.m. Mellor seconded. Meeting adjourned.

Next Business Meeting: Thursday, February 2, 10a.m.

Meeting minutes respectfully submitted,

Demetrice Barbour, Administrative Assistant and Carrie Cleary, Executive Assistant, Office of Commonwealth Libraries.

Tara Williams, Policy Office
James Martini, PA WDB
Sheila Ireland*, L&I (workforce)
Stephanie Perry, L&I (workforce)
Gwen Ross, DCED
Carrie Cleary, PDE (libraries)
Erin Donohoe, PDE (policy)
Christine Houck, PDE (adult ed)
Meghan Wills, Team PA



Advancing Digital Skills in Pennsylvania: 2022 State Plan, Recommendations, and Resources



Background – Digital Divide

Digital Divide: the gap between those who have affordable access, skills, and support to effectively engage online and those who do not. As technology constantly evolves, the digital divide prevents equal participation and opportunity in all parts of life, disproportionately affecting people of color, Indigenous peoples, households with low incomes, people with disabilities, people in rural areas, and older adults.

-National Digital Inclusion Alliance (NDIA)

Impacts:

- Education at all levels
- **Workforce Participation**
- Modern healthcare/telemedicine
- Government services access
- Participation in civic life
- Social connectivity

Components:

1. **Broadband/connectivity**
2. **Devices**
3. **Tech support... AND**
4. **Digital skills**



Background – Digital Skills

According to research by the National Skills Coalition, **nearly one in three U.S. workers ages 16-64 have few or no digital skills**, and at least 38 percent of those workers are employed in jobs that require moderate or advanced computer usage.



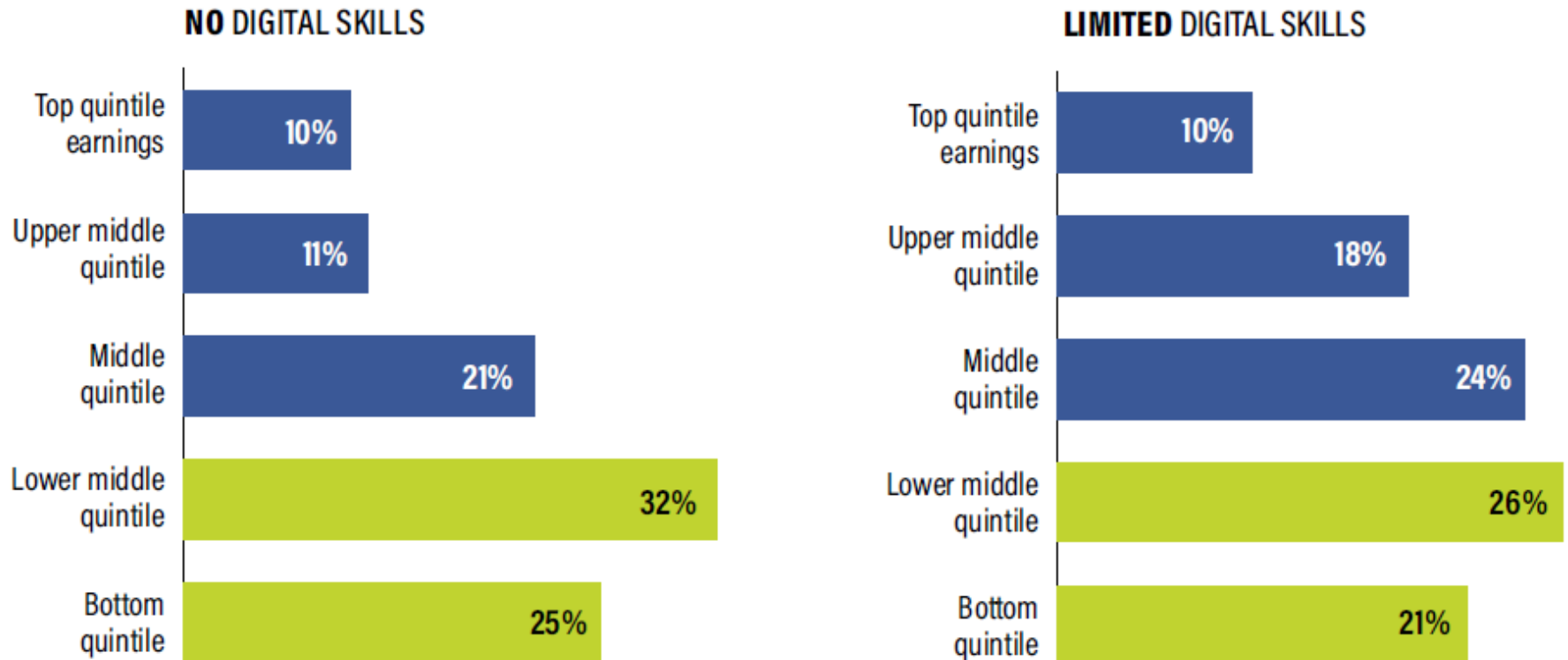
- Those with the lowest digital skills have less opportunity to gain skills and are less likely to participate in trainings compared to peers with digital skills.

- Workers with digital skill gaps are supervising other employees. One-third (33 percent) of workers with limited digital skills are supervising others.



The lower a person's digital skills, the lower their earnings tend to be.

ROUGHLY HALF OF WORKERS WITH LIMITED OR NO DIGITAL SKILLS HAVE LOW EARNINGS



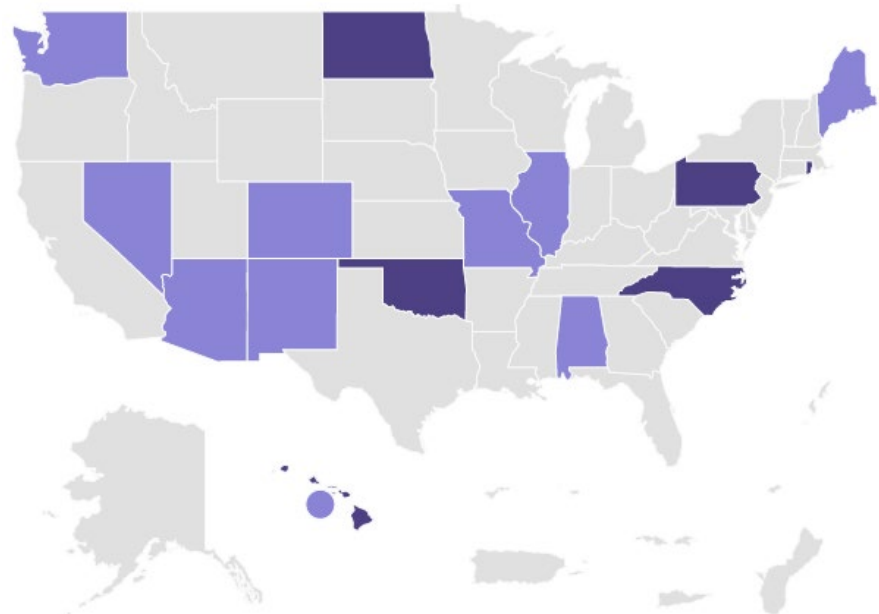
National Governor's Association Workforce Innovation Network (NGA WIN)

Purpose: to advance digital inclusion and foster equitable economic participation.

[NGA WIN](#) provided **financial support and technical assistance** for a cohort of competitively selected states to advance digital skill development for equitable economic participation in alignment with state workforce and economic development goals.

Selected states ([Round 2](#)):

Pennsylvania
Rhode Island
Hawaii
Oklahoma
North Carolina
North Dakota



Vision

Within the next 5 years, Pennsylvanians will have the abilities needed to **fully, safely, and responsibly** participate in a society reliant on digital technology and the Internet.

Each Pennsylvanian will have the ability to **use**—and the ability to **continue to learn** to use—frequently changing devices and software platforms, and to find, and *access, organize, evaluate, create* and *communicate* information **competently** and **confidently** enough to accomplish **that individual's needs** of living, learning, and working.



- 5-year timeframe
- All Pennsylvanians
- Safe and responsible participation
- Continuous learning
- Confident Use
- Various life domains

Ten Recommendations

1. Focus on foundational digital literacy as an urgent and immediate goal.
2. Embed foundational digital skills as a core component of all technology access planning and implementation (Broadband, Digital Equity).
3. Continue to focus on the working age population to start.
4. Ensure foundational digital literacy is a priority in state, regional, and local workforce plans.
5. Identify and support communities with the least access.
6. Increase individualized assistance, including accessibility needs.
7. Identify and engage anchor institutions as trusted entities in communities.
8. Develop a system of navigators/support.
9. Develop consistent data collection and outcomes measures.
10. Build a feedback system for continuous engagement as technology evolves.



Policy Framework and Strategies

Goal 1: Elevate the foundational digital literacy skills priorities across system partners

- Communicate the plan recommendations and strategies.
- Advance adoption of common definitions and competency standards across agencies.
- Integrate digital skills in Broadband and Digital Equity plans.
- Include digital skills goals in WIOA state, regional, local plans.

Goal 2: Ensure digital skills training options are available and accessible

- Develop database and map to identify training locations.
- Use map to identify training 'deserts.'
- Invest in training options in areas most in need.
- Consider upcoming procurements to include digital skills training.
- Ensure equitable grantmaking principles are included in procurement design.



Policy Framework and Strategies

Goal 3: Increase awareness of training options

- Make the map a public-facing tool to help people find training locations.
- Develop an outreach strategy with partners around the map, SkillUp PA and POWER library.
- Include a component of digital access procurements to include outreach and education about training options.

Goal 4: Increase staffing capacity

- Invest in train-the-trainer models.
- Explore feasibility of a dedicated role in adult education programs.

Goal 5: Establish performance measures and data collection mechanism

- Develop performance measures to monitor progress.
- Identify best practices for collecting data on participant outcomes.
- Update employer survey and establish a regular cycle for completion.
- Develop a reporting plan in collaboration with the Broadband work.



Progress on Goals

Goal 1: Elevate the foundational digital literacy skills priorities across system partners

Progress:

- Developed a glossary of related terms to establish a common vocabulary (Appendix A)
- Adopted a competency framework/standards model to identify the skills needed to show proficiency in foundational digital skills (Appendix B)

Digital literacy: the ability to use information and communication technologies to find, evaluate, create, and communicate information, requiring both cognitive and technical skills.



Appendix A: Broadband Glossary

Broadband: high-speed Internet access that is always on and faster than traditional dial-up access. Includes high-speed transmission technologies like fiber, wireless satellite, digital subscriber line and cable.

Broadband adoption: residential subscribership to high-speed Internet access. Also, daily access to the Internet: at speeds, quality, and capacity necessary to accomplish common tasks, with the digital skills necessary to participate online, and on a personal device and secure convenient network.

Broadband equity: occurs when all people and communities are able to access and use affordable, high-speed, reliable internet that meets their long-term needs.

Community anchor institution: entities that are rooted in their local communities by mission, invested capital, or relationships to customers, employees, and vendors. Includes such entities as schools, libraries, medical and healthcare providers, public safety entities, community colleges, and other institutions of higher education, and other community support organizations and agencies that provide outreach, access, equipment, and support services to facilitate greater use of broadband service by vulnerable populations, including low-income, the unemployed, and the aged. These entities have stable organizational practices and are typically housed in a physical location that is accessible to all and expected to be sustained in that location and community long term.

Appendix B: Draft Pennsylvania Digital Literacy Standards for Adult Learners

Basic Computer and Mobile
<ul style="list-style-type: none"> • <i>Operates devices and performs fundamental tasks on devices to support learning at home, school, and in the workplace.</i> • <i>Optimizes operating system functionality and effectively uses and troubleshoots the hardware and software of computers and mobile devices.</i> • <i>Possesses the digital resilience necessary to learn and utilize emerging technologies and has effective strategies for transferring skills and knowledge among various devices and applications.</i>
<p>Competency 1: Optimizes Operating System Functionality - Identifies an operating system and optimizes its functionality for life, work, and education purposes. Pursues effective strategies for transferring skills and knowledge to new devices and for troubleshooting problems.</p> <ul style="list-style-type: none"> ○ Level 1: Identifies an operating system and its parts. Additionally, recognizes common security threats and privacy settings. (BCM.1.1) ○ Level 2: Uses and manages an operating system and troubleshoots basic issues, seeking assistance as needed. (BCM.1.2) ○ Level 3: Optimizes OS functionality and has effective strategies for transferring skills and knowledge to new devices. Troubleshoots OS problems with little to no assistance. (BCM.1.3)
<p>Competency 2: Manages Hardware - Locates and distinguishes the physical components of various devices, and optimizes their functionality for life, work, and education purposes. Troubleshoots problems and adapts when new technology is available.</p> <ul style="list-style-type: none"> ○ Level 1: Distinguishes different types of devices and utilizes common controls with detailed instructions. (BCM.2.1) ○ Level 2: Navigates and manages known device hardware (e.g., monitor, printer, keyboard, mouse, ports, touchscreen, etc.), seeking assistance as needed. (BCM.2.2) ○ Level 3: Develops strategies for optimizing hardware functionality, troubleshoots problems with little to no assistance, and adapts to rapidly changing technology. (BCM.2.3)

Progress on Goals

Goal 2: Ensure digital skills training options are available and accessible

Progress:

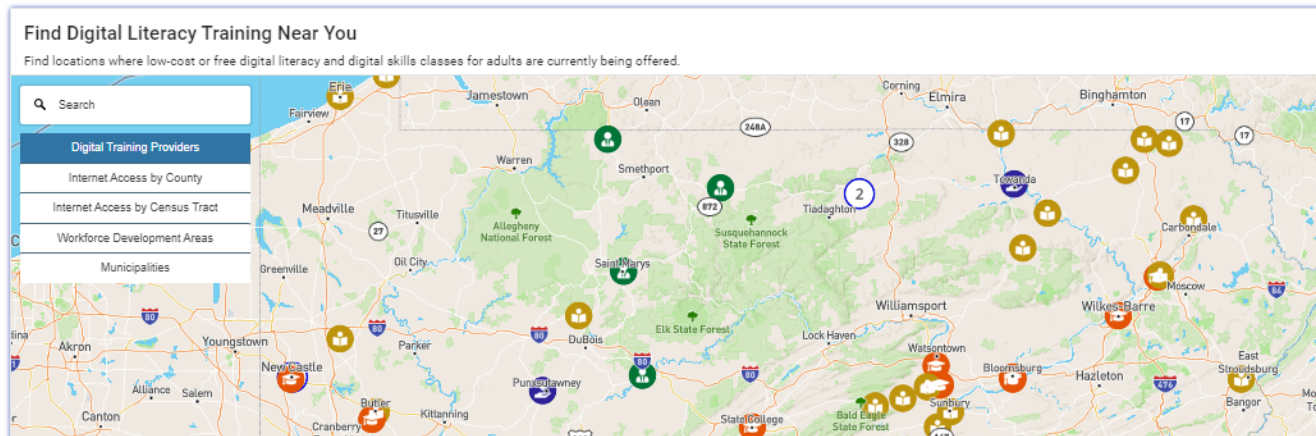
- Worked with TPMA to create a map showing where trainings are across the state for analysis.
- Focus groups with class providers conducted by TPMA.
- Map was revised and moved to Open Data Pennsylvania portal: <https://data.pa.gov/stories/s/bry2-xj2e>
- Training providers will now be able add or edit listings via an online form.



Digital Skills in Pennsylvania

Find or share classes to learn how to use computers and mobile devices.

Read about a statewide vision to ensure all Pennsylvanians can use technology and the internet.



The map has two purposes:

1. Identify training 'deserts' to inform opportunities for training investments
2. Public use by residents, community organizations, and employers to locate trainings in local communities

Map Functionality

- Digital Training Providers
- Internet Access by County
- Internet Access by Census Tract
- Workforce Development Areas
- Municipalities

Mary S. Biesecker Public Library

Program Name Tech Tutoring

Program Description Tutoring on all aspects of technology for all skills (basic-advanced) and ages.

Skill Level(s) Basic; Intermediate; Advanced

Training Topic(s) Basic Computer and Mobile; Coding; Communication; Information Literacy; Internet

Class Format One-on-One

Instruction Type In-Person

Availability Appointment Required; Scheduled Hours/Windows

Address 230 South Rosina Avenue

City Somerset

Phone (814) 445-4011

Contact Morgan Simmons

Email info@maryslibrary.com

Website https://www.maryslibrary.com/?page_id=1684

Digital Training Providers

- Public Library
- Education
- Nonprofit or Community Based Organization
- Career/Workforce Organization
- Health/Social Services Organization
- Multiple points in single location

Filters (1)
Clear All

Skill Level(s)

Coding

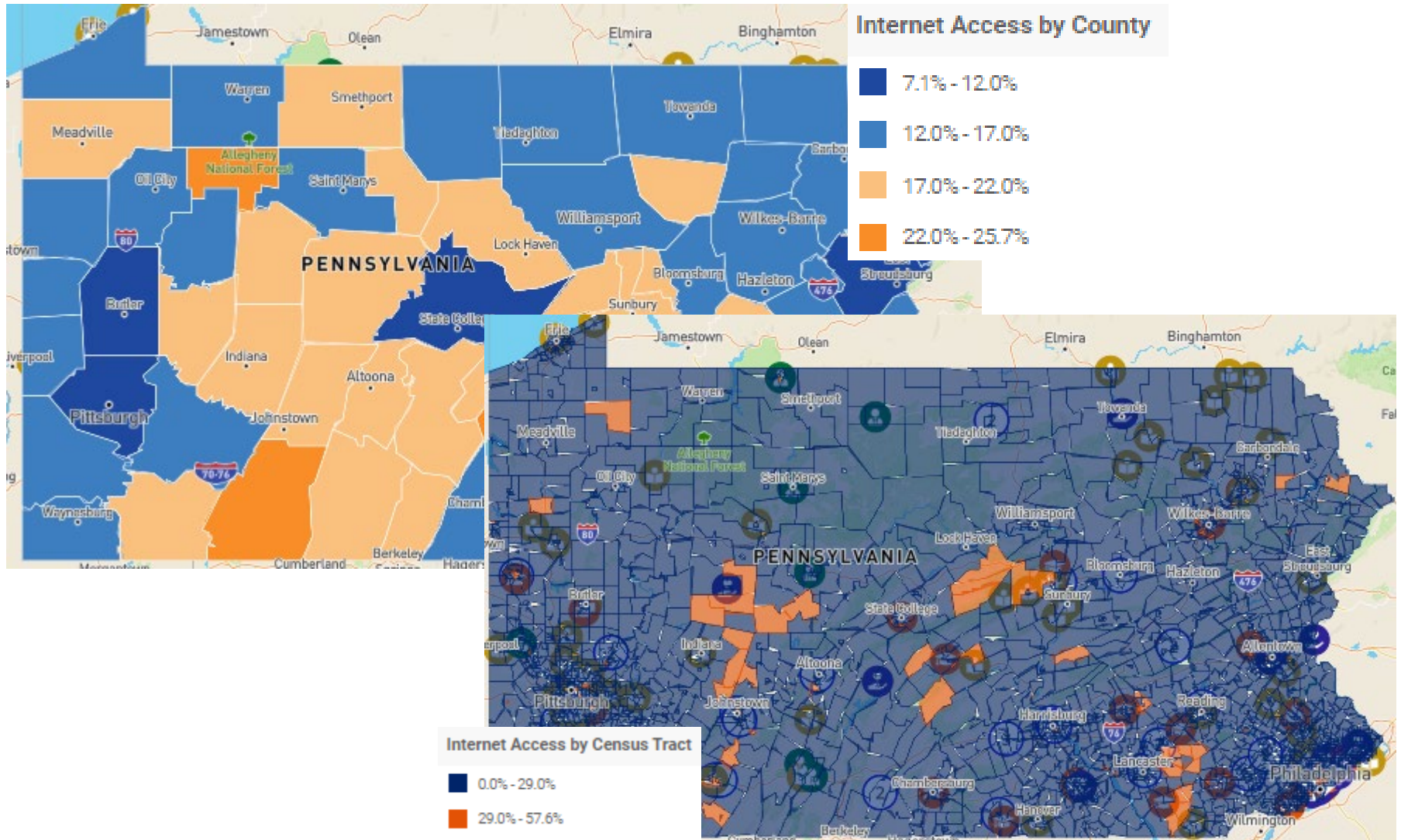
Basic Computer & Mobile

Communication

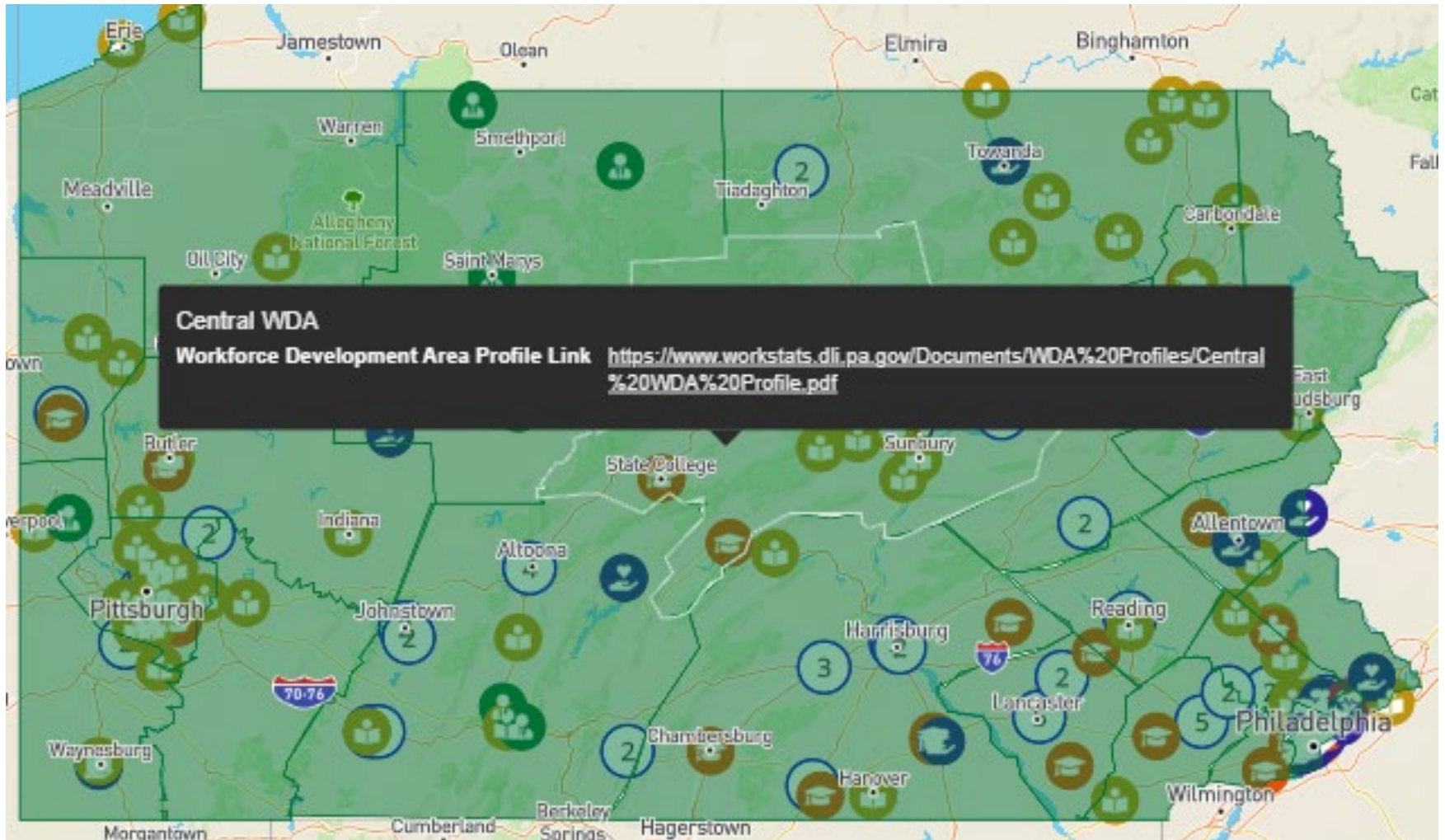
Information Literacy



Map with Internet Access Data



Map with Workforce Area Layers



Progress on Goals

Goal 3: Increase awareness of training options

Progress:

- The [map](#) is a public-facing tool to help individuals, provider organizations, and employers locate training in their communities.
- A series of presentations has been taking place to help increase awareness of the map as a tool in addition to statewide resources available to support digital skills learning including [SkillUp™ PA](#) and [POWER Library](#).



Progress on Goals

Goal 4: Increase staffing capacity (in progress)

Goal 5: Establish performance measures and data collection mechanism

Progress:

- The data and research compiled to help inform the initial plan can be analyzed to develop outcome measures.
- An initial employer needs survey was developed to help inform our plan and recommendations. This survey will be updated to serve as regular feedback and data collection mechanism.



Pennsylvania employers provided insight into the digital skill levels of current employees, and their anticipated future needs:

On a scale of 1-5 (5 being the highest) nearly 65 percent of employers rated 5: digital skills for the roles they are hiring for now or in the future are very important.

- Less than 20 percent rated this as a 4.
- Less than 5 percent of employers rated this as a 2 or lower.

Just over half of employers estimated that 75 to 100 percent of their current employees had basic skills readiness.

- Another 30 percent estimated this to be 50 – 75 percent.
- Approximately 1 in 6 respondents estimated that less than half of their current workforce had basic digital readiness.

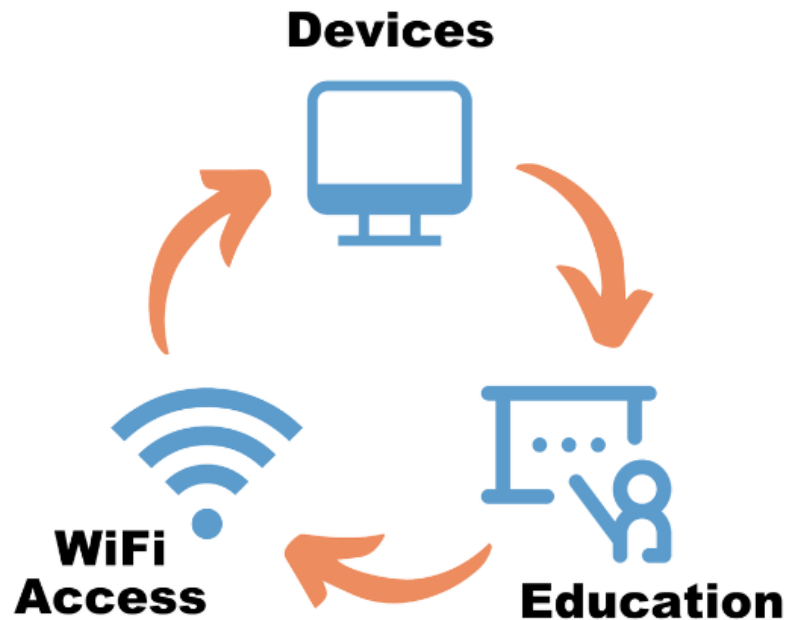
Nearly 60 percent of respondents believed that the need to provide basic digital readiness training for newly hired employees will increase in the future.

- Less than 10 percent of respondents felt that they would need to provide fewer of these types of training in the future.



Continued connection with broad digital access efforts

- [Broadband Development Authority](#)
- [State Broadband Plan](#)
- Digital Equity planning and investments through the [Infrastructure Investment and Jobs Act](#)



Questions:

- **What partners/networks need to know about this plan and the map?**
- **What other agency or partner plans come to mind where this work could be incorporated?**
 - **Other feedback or questions for the team?**

Thank you!

Download a copy of **Advancing Digital Skills in Pennsylvania: 2022 State Plan and Recommendations** in the Background section of the [map page](#).



Governor's Advisory Council on Library Development
Chair's Report – Mary Garm
December 8, 2022

Year-End Review

This past year saw a very active Council, with committees meeting and collaborating on a number of projects and initiatives. I'd like to note a few:

- The Search Committee, led by David Belanger, reported a successful search for the Deputy Secretary of Education, Commissioner for Libraries, and State Librarian. Susan Banks hit the ground running following her official appointment to the position, and we are grateful for her leadership this year.
- The Planning Committee, led by Barbara Zaborowski, produced a strategic plan that focuses on communication, collaboration, and clarification. These three principles will guide our work and actions in the coming year. A series of focus groups led by Barbara and by Beth Mellor have set the stage for continuing opportunities to hear from library workers and supporters in 2023.
- We will say goodbye to two Council members at the end of the year, Patrick Oates and Larry Nesbit. Larry was the longest-serving member of Council and our institutional memory.
- We welcomed Dale Hamby, President of the Library System of Lancaster County, as a new trustee member of Council.
- We convened a working group, comprised of representatives from PaLA, OCL, and GAC, to focus on a review and reworking of the current library Statute and Regulations.
- The Guidelines Committee is hard at work on clarifying service area definitions and designations. Committee Chair David Belanger hopes to introduce the new guidelines in the first part of 2023. Many thanks to Heather Sharpe and her team for their valuable participation in this work.
- We appreciated having the opportunity to talk with and hear from librarians at the PA School Librarians Conference in the spring and the PA Library Association conference in the fall.
- We saw the conclusion of two important projects and heard reports from each: The Library System of Lancaster County and District Library Center pilot project and the OCL's Evolving District Services project.
- Our committees worked collaboratively this year. I'd like to commend Communications Chair Marsha Everton and Education and Advocacy Chair Beth Mellor who have advised and contributed to the work of several committees.

I am especially grateful to have the opportunity to work with such a strong Council and for the leadership of the Office of Commonwealth Libraries under the direction of Sue Banks. I'm looking forward to a New Year filled with productive and meaningful progress.

Committee Assignments for 2023

See the document "Committee Assignments 2023" for the roster of committee chairs and members for the coming year.

**Governor's Advisory Council on Library
Development
2023 Committee Assignments**

Executive Committee

Mary Garm, Chair
David Belanger, Vice Chair
Allison Mackley
Susan Banks, State Librarian

Statute and Regulations (Ad Hoc)

David Belanger
Allison Mackley
Dale Hamby

Chair is ex-officio on all committees.

Bylaws

Allison Mackley, Chair
Barbara Zaborowski

Communications

Marsha Everton, Chair
Beth Mellor
Barbara Zaborowski

Education and Advocacy

Beth Mellor, Chair
Rebecca Long
Marsha Everton
Susan Werner
Dale Hamby

Guidelines and Policies

David Belanger, Chair
Rebecca Long
Allison Mackley
Dale Hamby
Robert Lambert

Planning

Barbara Zaborowski, Chair
Rebecca Long
Marsha Everton
Beth Mellor

Governor's Advisory Council Meeting

Thursday, December 8, 2022

Deputy Secretary's Report:

- **PDE Leadership Work** – Focus now on preparing for the transition from the Wolf Administration to the Shapiro Administration. Research and outreach to incoming leadership in the General Assembly as appropriate and preparation for PDE leadership transition – expected to begin mid-January.
- **PA Humanities** – Features [Teen Reading Lounge in their Stories](#), and a written feature/interview with DS Banks attached to an upcoming [We are Here podcast](#) via Keystone Edge.
- **Chief Officers of State Library Agencies** – Conference in Pray, MT created new relationships and connections for 30+ Chiefs from all over the country and territories. [COSLA has a new website](#) that will allow State Library Agency Staff to work together and share ideas, resources and programs seamlessly.
- **OCL-LSTA 5-year Plan** – Implementation plan and further sharing and feedback sessions will be scheduled and conducted through June 2023
- **Issues in the Field** - OCL staff and leadership continue working with PDE Legal, Policy and Government Relations office in responding to challenges at the community level. Leaders are focusing on solutions and responses to help library leaders and the public understand how funding and services areas work – and pathways to more effectively resolve local issues. Current questions around service areas and municipal support are focus areas for the preparation and prioritization of the coming work on the Title 22, Part IX library regulations.
- **Equity, Belonging and Inclusion Work** – Staff in both bureaus are working together to continue the development of their work in Equity, Belonging and Inclusion – particularly as it plays out with recruiting and onboarding new staff, as well as connecting with the work of other offices in the Department and other Departments across the Commonwealth.
- OCL will be convening conversations about a **Futures Community of Practice**, with the help of a team of folks from libraries across the state – public, academic, school and special libraries. Look for invitations to join the conversation and community in January.
- **CARES/ARP/GEER program update** – All Federal funds through the pandemic relief programs have been fully expended. The final remaining amounts went to purchase the e-books currently being promoted and shared through POWER Library. Those perpetually-licensed titles focused on digital literacy and technology training for audiences from k-12 through current IT professionals.
- **Carrie Cleary continues to represent PDE and Libraries** - She has been working with a small group of other state employees on a project that stemmed from the National Governors Association Workforce Innovation Network to advance work on the state's digital skills plan. The group will be **presenting at this GAC meeting** this week to share the map, the method

to update it, and the PA Digital Skills plan. The group will also present at a special information session for PA Public Libraries to summarize recent happenings in the topic of broadband on Monday, Dec. 19. At that meeting, in addition to the presentation of the Digital Skills Plan and map, a broadband speed survey for PA Public Libraries will be released (with expectation of completion by end of February) as well as a broadband LibGuide which compiles resources. The Libraries Connect Communities and Broadband Resources GEER funded project wrapped up at the end of October, with participating libraries receiving advanced training from Carson Block and improvements and upgrades to broadband connected computers and technology devices.

- In the bigger picture at the statewide level, at the November meeting of the PA Broadband Development Authority, Pennsylvania's [statewide broadband plan was](#) approved. The FCC released outreach grants for the **Affordable Connectivity Program (ACP)** and there have been moves to collaborate on a state-level outreach grant that may result in printed materials that libraries could share forward.
- **Forum Building update** – PDE staff being prepared for the transition. We hope to be in the Forum offices by late summer of 2023. State Library re-opening is tentatively scheduled for October of 2023 (after the PaLA Conference), based on the need to clean and weed the collection after returning to building.
- In **OCL staffing news**, the Bureau of Library Development is busily rebuilding its complement and is moving forward in the hiring process for a new Library Advisor to be the Coordinator of Professional Development, a new Fiscal Management Technician to fill the big shoes Joe Morales left in our LSTA program, and are preparing hiring processes for a Library Advisor Coordinator of Statewide Programs, and two new supervisor positions, including a new Assistant Director of Library Development in the newly-reorganized Bureau structure. Carrie Cleary is leading the hiring process for a new Administrative Officer 2 who coordinates all the fiscal, budgetary and HR processes for the Office. Staff in both bureaus are working together to continue the development of their work in Equity, Belonging and Inclusion – particularly as it plays out with recruiting and onboarding new staff, as well as connecting with the work of other offices in the Department and other Departments across the Commonwealth.

**GAC, Bureau of State Library Report
December 08, 2022 Meeting**

Return to the Forum Building and renovation completion

After discussions with the Department of General Services (DGS) for the Commonwealth, the Forum Building construction is expected to be completed sometime in the Spring of 2023. This means that the State Library will begin to move its collections and staff back to the Forum Building in the Spring/Summer of 2023. This timeline is subject to change based on the construction schedule. Below is an outline of events that the State Library will need to complete to return to the Forum Building.

Late March/April:

- The microfilm, newspapers, and other collections removed from the Forum Building and stored in deep storage in NY will be returned and reshelved by the contracted library mover.

May/June:

- The contracted library mover will clean the collection and shift to accommodate the return of items removed for construction.
- Items in the Turnpike Commission warehouse will be returned to the Forum Building.

June/July:

- The State Library will close the temporary Keystone location to move collections and staff.
- Collections from the Keystone location will be moved back to the Forum. This includes the scanners for digitization.

July/August:

- Staff will be moved from the Keystone Building to the Forum Building.
- Preparation for re-opening the State Library at the Forum Building will be completed.

August/September/October:

- All PDE Staff will be moved to the Forum Building.
- The State Library will re-open.
- The State Library will hold a re-opening event.

Submitted by Sarah Greene, Director, Bureau of State Library
12/05/2022

Bureau of Library Development Report

Governor's Advisory Council Meeting

December 8, 2022

FEDERAL FUNDING/PROGRAMS

LSTA

- Federal fiscal year 21/22 concluded on September 30, 2022 and the extensive end-of-year wrap-up and reconciliation has begun.
- FY22/23 projects have begun. Some highlights include:
 - An Early Childhood, Play and Grow grant closed on December 2, 2022. Play and Grow aims to move beyond simple storytimes programming to "infant and toddler activities that develop the whole child, supporting and nurturing all areas of a child's development, including social-emotional learning in addition to academic skills." The grant is intended for libraries that do not have a full-time children's library so that the libraries who have limited staff are given tools to create meaningful programming for their littlest patrons from birth to entering Kindergarten
 - A new workshop series of INCLUDING YOU is starting in February 2023 and announcements about the new series will be sent in January so stay tuned for more information. There will be workshops for trustees this year.
- Planning is underway for the new five-year plan (2023-2028) beginning in federal fiscal year 23/24. [An overview is available here.](#)

ARP (American Rescue Plan Funds for Library Recovery)

- Grant period ended August 31, 2022 with final reports due September 30, 2022. A few reimbursement requests require corrections and remain to be processed. Final reports are under review.

STATE FUNDING/PROGRAMS

State Aid

- Plans for state aid, waivers, and audit reviews are all winding down with approval notifications to be sent out in the coming weeks.
- County Coordination Aid plans have been reviewed and approvals emailed.
- Preparation has started for the annual report 2022. Questions are being reviewed and updated as well as data elements required by the IMLS. Work continues on internal improvements of reporting processes.
- A work group is participating in the Governor's Advisory Council's development of service area guidelines.

Keystone Grants for Public Library Facilities

- The review process has begun, and applicants are expected to be notified in February 2023.

OPERATIONS/PERSONNEL

- Publicly accessible public library directory is in the final phase. Libraries can expect to receive a survey to ensure records are accurate early in 2023.

Recently posted positions include:

- **Library Development Advisor – Professional Development** – Interviews have concluded.
- **Management Technician** – Interviews have concluded.

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

- **Education Admin Supervisor - Administration & Data** – Newly described, currently vacant
- **Library Development Advisor - Statewide Services & Library Access** – Newly described, currently vacant
- **Library Development Advisor - Special Projects** - Newly described, currently vacant



Pennsylvania School Librarians Association

December 2022

Report for Governor's Advisory Council

Submitted by Aimee Emerson, PSLA President

PSLA Work with the LSTA Grant

The 2021-22 LSTA Grant wrapped up its work with a leadership retreat in Hershey, PA in September. Future LSTA Grant work that was emphasized included helping all school librarians feel connected again after the Covid pandemic and integrating the equity, diversity, inclusion, and belonging work of our past grants into our future tasks. The new grant work will focus on updating the PA Model Curriculum with EDI+B initiatives and rework the Educator Effectiveness Framework for School Librarians to reflect the Act 13 changes and make it available on PA-EETEP, PA's electronic teacher evaluation system where school administrators evaluate school personnel.

PSLA Annual Conference

The PSLA Annual Conference is scheduled for March 30-April 1, 2023, in Harrisburg, PA, with the theme of "Breaking Boundaries, Creating Communities." We are excited to have Cicely Lewis as our Keynote Speaker and Alex Gino as our Keynote Author. Currently, our Conference Committee is completing the selection process for the concurrent session proposals. Many excellent proposals were submitted, and the focus is on our membership needs particularly focusing on intellectual freedom, book censorship, EDI+B, technology integration, collaborative efforts with school colleagues as well as stakeholder groups, and curricular requirements to name a few.

American Association of School Librarians (AASL)

Representation in AASL Leadership

PSLA is recognized at the national level various members on task forces and committees. Leah Lindemann, President-Elect, and Aimee Emerson, President, are currently delegates for our state. Aimee and Dr. Laura Ward, Immediate Past President, represented PSLA at the 2022 ALA Conference in Washington, DC, in July.

Dr. Cathi Fuhrman, Past PSLA President, has been elected as the 2022-2024 AASL Director-at-large, Chapters. Dr. Laura Ward is the chair of the ABC-CLIO Leadership Grant committee.

AASL Recognition of School Library Collaboration with Public Library

Recently, AASL awarded the State College Area School District and the Schlow Public Library a commendation for their collaborative work. The following is the statement sent to the State College Area School Board in recognition of these efforts:

The Pennsylvania School Librarians Association is honored to have the All Ready Access Program/Schlow to School program recognized by the American Association of School Libraries. The coordinated efforts between the State College Area School District staff and the Schlow Public Library staff to provide equitable access to resources and get print materials into patrons' hands is imperative to a literate community. This collaborative program should be a model for partnerships between other public libraries and schools, which have the potential to tear down barriers and help students and staff alike succeed. When schools and communities work together, they demonstrate the true value of education and cooperation in a dynamic society.

Congratulations to the All Ready Access Program/Schlow to School program for leading the way. PSLA hopes that more will follow in your footsteps.

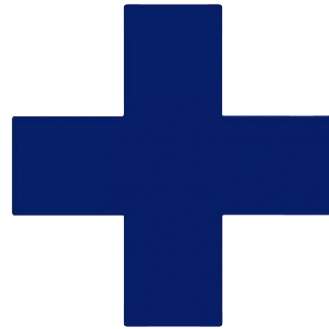
PSLA Legislative Efforts

PSLA has hired Wodjak Government Relations to help our Advocacy Committee and our Intellectual Freedom Task Group with legislative work. Jordan Fuhrman is our lead consultant, and he is assisting us as our membership and profession continue to be bombarded with book challenges and in particular with legislation focused on revoking readers' rights and their intellectual freedom. Our Advocacy Committee has been hard at work collaborating with stakeholder groups across the state to protect all readers and to oppose legislation like SB 1277 which inhibits students' intellectual freedom and first amendment rights.

Our Intellectual Freedom Task Group has been focused on creating and curating materials that will support all Pennsylvania librarians who need assistance with their school library policies, procedures, reconsideration of materials forms, and any other information needed if a book challenge arises. Many school librarians have felt professional and personal pressures due to the recent upcharge in heated censorship efforts. Our Intellectual Freedom Task Group is positioning itself as a helpline to all librarians affected by such concerted efforts.

Additional PSLA Committee Work

PSLA continues to deliver professional development opportunities to our members via our online platform. Our Operations Committee hosted a webinar to engage current as well as prospective members to review what PSLA offers as an association. Our Teaching and Learning Committee continues to offer book reviews and various other topics that our members request. Our Communications Committee is recognizing a school librarian each month as a Spotlight Librarian. Each librarian takes over our social media account for a week to promote the work accomplished in their respective school libraries. Our Awards Committee has been reading and selecting top books to promote next year in our school libraries throughout the state through our PA Young Readers Choice Awards program. They have also selected winners who will be recognized at our annual conference. These winners are from the following categories: Outstanding School Library, Outstanding School Administrator, and Outstanding School Library Paraprofessional.



Z Target searching with SHAREit + SPARK

This project is made possible in part by Library Services and Technology Act (LSTA) funds from the U.S. Institute of Museum and Library Services and through the Commonwealth of Pennsylvania's Library Access funds administered by the Pennsylvania Department of Education, Office of Commonwealth Libraries.

POWER Library is
Hosted by HSLC



Let's start with a basic refresher... what's Access PA?

- Access Pennsylvania is the interlibrary loan consortium for the Commonwealth
- The consortium is part of POWER Library. POWER Library is managed by HSLC.
- Access PA uses the SHAREit system to house the statewide union catalog and manage the consortium.



Well, then what is PaILS?

- PaILS is the Pennsylvania Integrated Library System (ILS), a non-profit corporation that oversees SPARK.
- SPARK is a consortium of more than 160 libraries across Pennsylvania running the Evergreen ILS.
- There are more than 160 SPARK libraries participating in Access Pennsylvania.



So, what the heck is a Z target?

- Z39.50 is an international standard protocol for information retrieval that allows a user to search and retrieve information from another system (the Z target) without knowing the search syntax of that system.
- Z39.50 is often incorporated into integrated library systems (ILSs) and is widely used for interlibrary catalog search and loan.
- Many Access PA participants search the database using Z39.50 to set up Access PA as a Z target in their ILS.



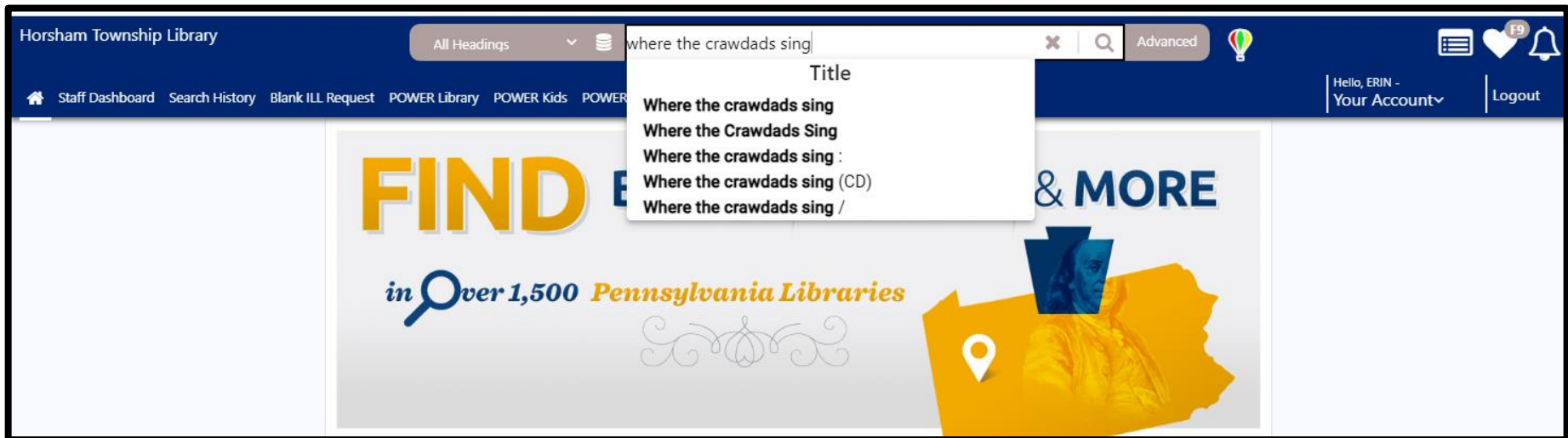
Okay, so what's that got to do with SHAREit + SPARK?

- As a pilot project designed to explore options for efficient and effective use of the SHAREit software, SPARK libraries have been set up as Z targets in SHAREit.
- So, a search in Access PA will also go out and search all of the SPARK libraries' holdings without necessitating a full file load into the union catalog.
- Functionally, the SHAREit user will get the same results from their search query, but the Z target results do require an extra click to see those results.



Show me what that's going to look like...

You'll start with searching for the item you're seeking, as typical.



But there will be one difference...

Your initial search results will appear, comprised of union catalog records.

A button will then appear in the top left corner, inviting you to “Add Additional Results.” Clicking this button will add the results from the Z target(s).

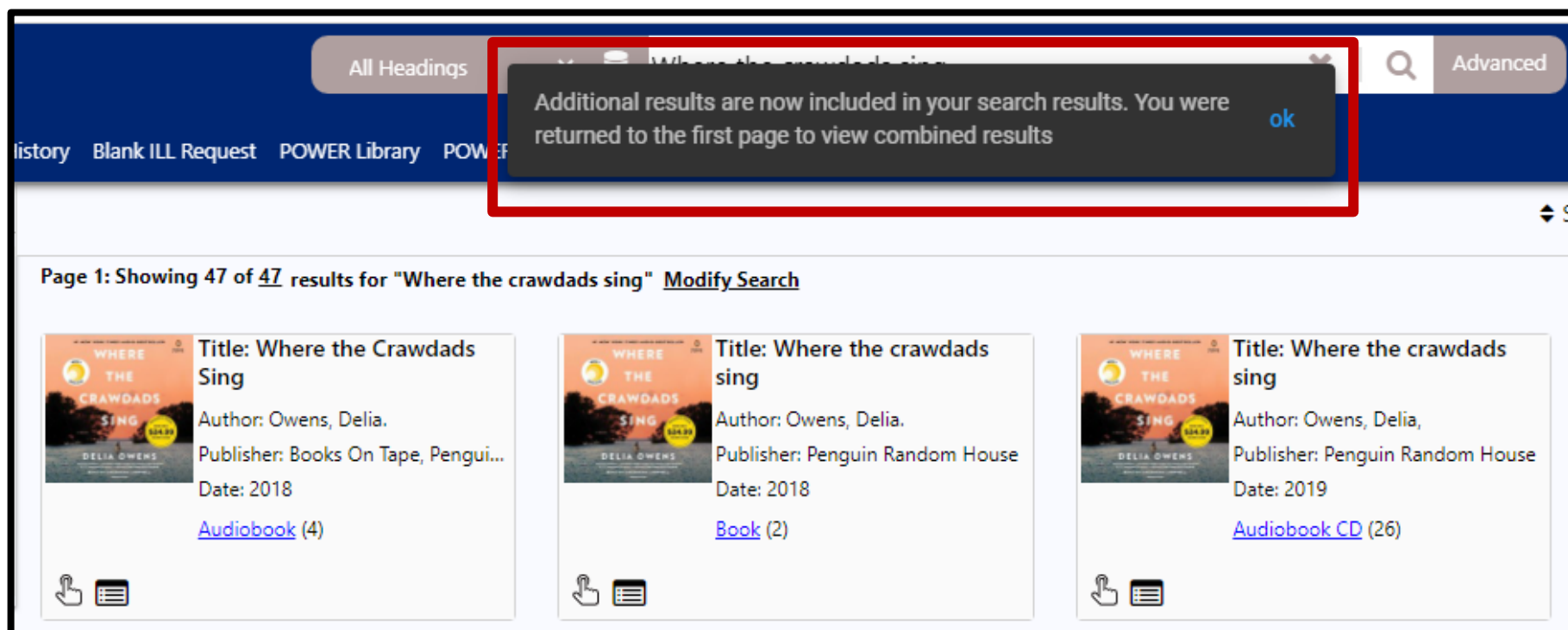
The screenshot shows a library search interface. At the top, a search bar contains the text "Where the crawdads sing" and an "Advanced" search option. Below the search bar, a navigation menu includes links for "History", "Blank ILL Request", "POWER Library", "POWER Kids", "POWER Teens", and "CONTACT SUPPORT". A red box highlights a button labeled "Add Additional Results" in the top left corner, with a yellow arrow pointing to it from the text above. Below the navigation, the search results are displayed on "Page 1: Showing 38 of 47 results for 'Where the crawdads sing'". Three result cards are visible, each featuring a book cover and the following information:

Title	Author	Publisher	Date	Format
Where the Crawdads Sing	Owens, Delia.	Books On Tape, Penguin...	2018	Audiobook (4)
Where the crawdads sing	Owens, Delia.	Penguin Random House	2018	Book (2)
Where the crawdads sing	Owens, Delia,	Penguin Random House	2019	Audiobook CD (26)

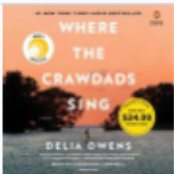
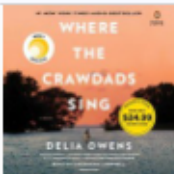
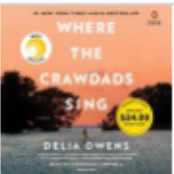
Then you will get the confirmation message...

When you see this message, simply click “ok.” Or, you can ignore it – it will go away after a few seconds.

You are now free to continue with your request as you typically would.



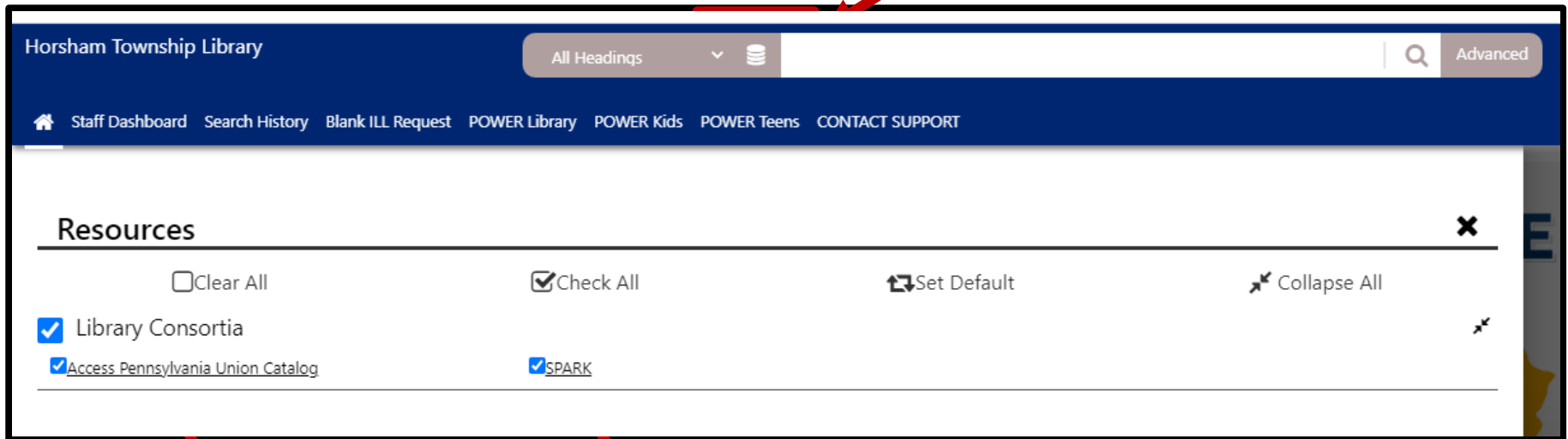
The screenshot shows a library search interface. At the top, there is a navigation bar with 'All Headings' and 'Advanced' options. A search bar contains the text 'Where the crawdads sing'. A dark grey confirmation message box is overlaid on the search bar, containing the text: 'Additional results are now included in your search results. You were returned to the first page to view combined results'. Below the search bar, the page displays 'Page 1: Showing 47 of 47 results for "Where the crawdads sing" [Modify Search](#)'. Three search results are visible, each with a book cover and metadata:

Result 1	Result 2	Result 3
		
Title: Where the Crawdads Sing	Title: Where the crawdads sing	Title: Where the crawdads sing
Author: Owens, Delia.	Author: Owens, Delia.	Author: Owens, Delia,
Publisher: Books On Tape, Penguin...	Publisher: Penguin Random House	Publisher: Penguin Random House
Date: 2018	Date: 2018	Date: 2019
Audiobook (4)	Book (2)	Audiobook CD (26)

Now here's the fun part!

Thanks to the Z target setup, library staff can now decide up front whether to search the union catalog, SPARK libraries only, or both.

Here's how it goes... ever notice the “stack of coins” next to the search bar?



The screenshot shows the Horsham Township Library website interface. At the top, there is a dark blue header with the library name on the left and a search bar on the right. The search bar contains the text 'All Headings' and a 'stack of coins' icon. Below the header is a navigation menu with links for 'Staff Dashboard', 'Search History', 'Blank ILL Request', 'POWER Library', 'POWER Kids', 'POWER Teens', and 'CONTACT SUPPORT'. The main content area features a 'Resources' filter panel. This panel has a title 'Resources' with a close button (X) on the right. Below the title are four buttons: 'Clear All' (with an unchecked checkbox), 'Check All' (with a checked checkbox), 'Set Default' (with a refresh icon), and 'Collapse All' (with a double arrow icon). Underneath these buttons, there are two checked items: 'Library Consortia' and 'Access Pennsylvania Union Catalog'. To the right of these items, there is a 'SPARK' button with a checked checkbox and a double arrow icon. Red arrows point from the text above to the search bar and the 'Resources' filter panel.

When you click on it, the “Resources” filter pops up. Now that Access PA has more than one resource, we have choices. The default is both, but you can click and unclick according to the searching you wish to do.

Questions?



Contact Us:

POWER Library
support@hslc.org

SPARK
support@sparkpa.org

This project is made possible in part by Library Services and Technology Act (LSTA) funds from the U.S. Institute of Museum and Library Services and through the Commonwealth of Pennsylvania's Library Access funds administered by the Pennsylvania Department of Education, Office of Commonwealth Libraries.

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