

# PILOT LIBRARY PROFILES



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# ALLEN COUNTY Public Library System

**Population**..... 375,000

**Number of Card Holders**..... 188,000

**Number of Library Staff** ..... 350

**Library Location**..... Urban with some suburban and rural service areas

## Science-based programming and services for adults

For two years, we have held free flu and COVID vaccine clinics open to both our staff and the public. We held them at multiple branches, particularly in neighborhoods the partner agency saw as high need. We worked with the local nonprofit Super Shot. We saw a strong turnout and received significant positive media coverage.

## Inclusive-centered Leadership Practices and Attitudes You Would Like To Develop:

Active practice of using DEI and Accessibility as a lens when developing any library policy, procedure, or programming. Explicit positioning of the library as anti-racist and pro-science. Centering community needs rather than library traditions. Leading through explicit action/project plans when possible, with transparency, follow-up, and accountability as appropriate.



### Susan Baier

Susan Baier began as Executive Director of the Allen County Public Library in March 2021. Previous roles have included serving as the director of the McCracken County Public Library in Paducah, KY and as a library administrator for the Los Angeles County Library system. Prior to moving into administration, she was a children's librarian, and can still pull off a pretty good storytime. Susan received her MLS from the University of Kentucky and is a graduate of the ALA Certified Public Library Administrator program. She is active in PLA and ALA, and serves on the board of local nonprofits serving the Fort Wayne community such as the Literacy Alliance. She is particularly inspired by library partnerships that democratize health. She organized the very first flu shot clinics at libraries within the Los Angeles County Library system, and continued that work into Kentucky and Indiana.

Number of Years As Library Director: 1.5

Number of Years In Library Management Positions: 15+



### Beth Boatright

Beth Boatright serves as Director of Community Partnerships and Programs at Allen County Public Library in Fort Wayne, Indiana. She believes that the most exciting library work happens when our spaces and services are oriented like a bullseye around the identities, strengths, needs, and aspirations of our community members and partners. Beth is a fierce advocate for equity, inclusion, and critical thinking. She's also a science geek and loves to bake on the weekends.

Number of Years In Library Management Positions: 4

# ATHOL Public Library

**Population**..... 11,064  
**Number of Card Holders**..... 7,064  
**Number of Library Staff** ..... 12 staff, 50 volunteers  
**Library Location**..... Rural

## Science-based programming and services for adults

- Monarch butterfly – we have a registered Waystation and garden behind the library and held a program this September on plantings, tagging, reporting. We have raised and tagged Monarchs for the past 5 years and plan to continue.
- Held a program for all ages on Pet First Aid
- On disaster preparedness and Disaster Prep Bingo with the Wachusett Medical Reserve Corp.
- Worked with our Board of Health on providing the public with information on Ticks & Tick-born illness and on Covid.

## Inclusive-centered Leadership Practices and Attitudes You Would Like To Develop:

We would like to work on identifying people and groups that we do not currently serve and also to find out if there are needed services that we could provide. We would also like to identify any current practices and attitudes that create a barrier here.

## What do you believe will be the greatest barrier/challenge to participating in the Serving Communities project?

Finding time to connect and collaborate with other local agencies - everyone seems to be overwhelmed and busy enough.



### Jean Shaughnessey

I have worked at the Athol Public Library for about 50 years, starting as a high school page.

Number of Years As Library Director: 8 years as the director of the Athol Public Library

Number of Years In Library Management Positions: 27 years as Children's Librarian



### Robin Shtulman

Assistant Director of the Athol Library for the past twelve years and previously worked as an elementary school and middle school librarian, circuit rider for the Western MA Regional Library System, library assistant at the Orange Library, and research assistant at Hampshire College.

Number of Years In Library Management Positions: Assistant Director of Athol Public Library for the past 12 years after serving 10 years as Erving Elementary School librarian for 10 years and Greenfield Middle School librarian for one year.

# CARLSBAD Public Library

**Population**..... 31,888  
**Number of Card Holders**..... 14,570  
**Number of Library Staff** ..... 14 staff, 10 volunteers  
**Library Location**..... Rural

## Science-based programming and services for adults

- We have addressed water quality. We took part in *Test The Waters* with Cornerstones of Science. We held a program to go over the kit and ways to use it in the community. We also had families check them out and give feedback. We still have the kits for the public to checkout.
- We are also working with the Pearl of the Pecos, our local arts and culture district, to create a makerspace. We hope to work with our local college and other community organizations on the makerspace to allow the community a space to embrace and learn more about science and collaboration.

## Inclusive-centered Leadership Practices and Attitudes You Would Like To Develop:

We hope to ensure our current policies and procedures are inclusion and make our library for everyone.

## What do you believe will be the greatest barrier/challenge to participating in the Serving Communities project?

Time and community involvement.



### Sarah Jones

Sarah Jones has worked in the library world for 12 years. She started as a children's assistant and community service coordinator. She fell in love with the library world and spent the next years working up into management roles. She graduated in 2008 with a BA in Advertising from Kansas State University. In 2016 she graduated with an MLS from Emporia State University.

Number of Years As Library Director: 3

Number of Years In Library Management Positions: 9



### Carolyn "Jo" Nickerson-Harper

Jo started her library career in 2014. She has a BA from Texas Tech University in Anthropology graduating in 1997. She graduated with an MLS in 2011 from the University of North Texas. Jo has diverse library experience from adult services, children's programming, and grant writing.

Number of Years In Library Management Positions: 1

# DAVID E. CARGO VALLE DE ANTON CHICO Public Library

**Population**..... 895  
**Number of Card Holders**..... 263  
**Number of Library Staff** ..... 7 (nonpaid)  
**Library Location**..... Rural

## Science-based programming and services for adults

1. Public health nutrition workshops and programs for youth and adults, healthy eating, fresh fruits and vegetable program
2. Exercise workshops partnered with the Guadalupe County Health Council
3. We are in the process of creating a community garden with GCHC for next year.

## Inclusive-centered Leadership Practices and Attitudes You Would Like To Develop

Strategies and best practices to promote social awareness and connection and actively encouraging feedback from the community

## What do you believe will be the greatest barrier/challenge to participating in the Serving Communities project?

Getting more community members involved



### Breezy Gutierrez

Breezy Gutierrez has worked for 17 years in public education as a math, science, health, physical education, library media teacher and assistant principal for grades K-12 and is now an Education Administrator for the New Mexico Public Education Department. She spearheaded the process in building a public library in the rural town of Anton Chico, including fundraising and securing funds through the legislature and private and public donations and grants. She has been the volunteer library director since the beginning of the process in 2004.

Number of Years As Library Director: 18

Number of Years In Library Management Positions: 18



### Virginia Sotelo

Virginia Sotelo has worked for the New Mexico Department of Transportation for 25 years, and has also been a part of the committee to assist in building the library since 2004.

# DUBLIN Public Library

**Population**..... 3,433

**Number of Card Holders**..... 5,671

**Number of Library Staff** ..... 4 staff, 2 for genealogy

**Library Location**..... Rural

## **Science-based programming and services for adults**

- Public health, water quality, food insecurity.
- In the past year, we have had community conversations, gardening programs, a Community Health and Safety Fair, and a Back to School Fair.

## **Inclusive-centered Leadership Practices and Attitudes You Would Like To Develop**

I am not sure. I am always looking for tools and advice to improve programing for all ages.

## **What do you believe will be the greatest barrier/challenge to participating in the Serving Communities project?**

Getting more community members involved



### **Adina Dunn**

My name is Adina Dunn and I have spent the majority of my life in Dublin. I have attended Tarleton State University, Texas Woman's University, and the University of North Texas.

Number of Years As Library Director: 13

Number of Years In Library Management Positions: 11



### **Abigail Delgado**

Married, I have a baby boy. I have been at the Dublin library since March of 2017. My favorite color is purple. I love pizza!

# HEWITT Public Library

**Population**..... 23,000  
**Number of Card Holders**..... 13,500  
**Number of Library Staff** ..... 16 staff, 300 volunteers  
**Library Location**..... Rural

## Science-based programming and services for adults

- Food insecurity: organized a food pantry in a local church
- Water Quality: participated in *Test The Waters* program
- Mental Health and Young Adults with Disabilities: Community Conversations through a grant for Libraries Transforming Communities from ALA.

## Inclusive-centered Leadership Practices and Attitudes You Would Like To Develop

To intentionally be prepared and educate staff to bring policies and develop library collections, in a variety of material formats, including a full range of viewpoints and experiences, and programs to serve the needs of all members of the community.

## What do you believe will be the greatest barrier/challenge to participating in the Serving Communities project?

Creating dedicated time to research, survey, train, and implement change



### Wynette Ditto

Waynette Ditto joined the Hewitt Public Library team after 18 years in public education. In 2009, she was hired as the Library Director, and realized the importance of the Hewitt Public Library and its rich history of service to the residents. During the financial crisis, the library was flooded with laid-off skilled workers who found that the digital age had passed them by. Most job seekers did not have computer training, and were having trouble filling out online job applications. With the help of the State of Texas Library and Archives, Ditto could secure grants for computers, software, resume-building resources, and curriculum for classes to help residents in cities that did not have a Texas Workforce Office. The HPL staff was able to teach basic computer classes in the Community Center. Senior citizens who lost income came to the library seeking help with food assistance. Many could not travel to the large food pantries in Waco because of gas prices. With the support of the City Council, the Hewitt Public Library held a Food for Fines exchange program allowing patrons to bring nonperishable food items in exchange for waiving their library fine. Ditto sought support from local social service agencies and Baylor University's School of Social Work to develop a referral list for distribution. Ditto's outreach efforts were recognized around the state. She served on a review committee for the minimum accreditation requirements for public libraries. During the legislative session, she testified at the Texas Capital about library funding issues, usage, and TexShare Resources. She also served as the city's board member for the Greater Hewitt Chamber of Commerce. Being a voice for libraries, she was elected president of the Texas Municipal Directors Association, an affiliate group of the Texas Municipal Government.

Number of Years As Library Director: 13

Number of Years In Library Management Positions: 31

### Co-Leader



# JOHNSON CITY Public Library

Population..... 68,000

Number of Card Holders..... 30,603

Number of Library Staff ..... 40

Library Location..... Suburban - rural-ish

## Science-based programming and services for adults

- Health based Information Programs for adults partnering with our Health Department
- Star-gazing for all ages with East Tennessee State University
- Hosted Covid-19 and Flu Vaccination clinics

## Inclusive-centered Leadership Practices and Attitudes You Would Like To Develop

Ensure that I'm consistently applying an inclusive-centered approach to my work, not considering it as a secondary practice.

## What do you believe will be the greatest barrier/challenge to participating in the Serving Communities project?

This early in the project, I'm not really sure yet.



### Julia Turpin

After working in legal, academic, and public libraries, Julia began her professional career as the Adult Services Librarian for a small rural library in Emience, Ky. Julia's administrative path began in 2012 when she became the Director of the Taylor County Public Library in Kentucky. Julia then relocated to North Carolina where she served as the Wilkes County Librarian. Julia became the director of the Johnson City Public Library in Johnson City, TN in 2018.

Number of Years As Library Director: 4

Number of Years In Library Management Positions: 10



### Tyler Wilmoth

Throughout my 10 years of library experiences, I have infused new ideas and streamlined workflows for several organizations where I have also had the pleasure of training new employees. To me, librarianship is promoting community and learning through inclusivity, compassion, and information. I am a graduate of East Tennessee State University and East Carolina University. I have almost 10 years of library experiences, almost 5 years of that in management. I have also enjoyed working experiences at retailers such as Barnes & Noble.

Number of Years In Library Management Positions: 4.5



# MONROE COUNTY Public Library System

**Population**..... 140,000

**Number of Card Holders**..... 70,000

**Number of Library Staff** ..... 150

**Library Location**..... Urban

## **Science-based programming and services for adults**

MCPL has been working to address the digital divide in Monroe County by providing free and equitable access to wireless hotspots and wifi-enabled personal computing devices. With nearly 50% of the county still without broadband access, and with all local school corporations now maintaining a 1:1 educational technology program, the Library believes it should play a pivotal role in supporting residents who do not have the economic means to remain digitally connected. In addition to providing access to the Internet and to personal computing devices, the Library is developing digital citizenship initiatives including public programming and onsite technical support for patrons.

## **Inclusive-centered Leadership Practices and Attitudes You Would Like To Develop**

Developing a greater understanding of the opportunities and challenges inherent in hiring and retaining staff from diverse backgrounds and experiences and forming strategies for increasing diversity among our new hires.

## **What do you believe will be the greatest barrier/challenge to participating in the Serving Communities project?**

Time — we're very excited to participate, to learn, and to contribute. As always, time constraints are the number one challenge.



### **Grier Carson**

Grier Carson has been working in libraries and schools since 2000. His primary focus has been on transformative technologies and the role they play in education, creativity, and intellectual freedom. He's worked in public library systems such as The Public Library of Cincinnati and Hamilton County, the Kenton County Public Library, and Putnam County Public Library, and the Monroe County Public Library. He carries degrees in English Literature, Art History, and Library Science from Indiana University.

Number of Years As Library Director: 1

Number of Years In Library Management Positions: 14



### **Josh Wolf**

Josh Wolf has served as a Children's Librarian, Children's Services Manager, and Public Services Administrator for MCPL. He has worked in public libraries in Virginia and Indiana including Fairfax County Public Library, Johnson County Public Library, and the Monroe County Public Library. He currently serves as the Assistant Director of Public Services at MCPL.

Number of Years In Library Management Positions: 15

# MOUNTAIN HOME Public Library System

Population..... 16,235

Number of Card Holders..... 2,326

Number of Library Staff ..... 8

Library Location..... Rural

## Science-based programming and services for adults

- Our county has seen an increase in suicides and we have partnered with our local hospital outreach to bring key people in the community to talk about what we could potentially do to educate and provide resources for those who are struggling.
- We've currently applied for grants towards teen programming focused on mental health with curriculum that is technology-based in learning about VR equipment, creating apps and working with other teens.

## Inclusive-centered Leadership Practices and Attitudes You Would Like To Develop

- Lead with emotional intelligence and vulnerability
- Manage staff with empathetic and trauma-informed practices
- Participate in conflict resolution and difficult feedback conversations from a people- and equity-centered approach

## What do you believe will be the greatest barrier/challenge to participating in the Serving Communities project?

Language barrier (Non-bilingual staff)



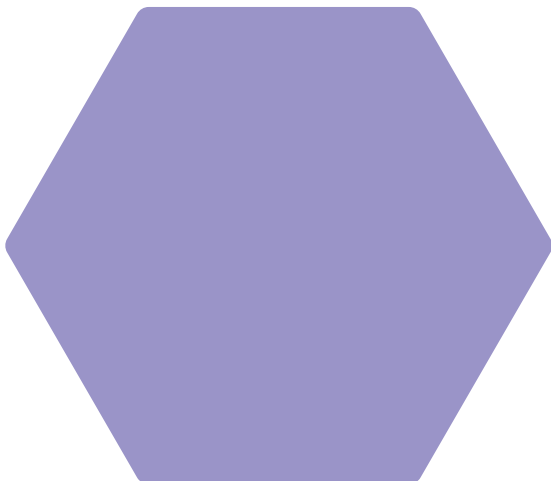
### Shasta Hochstrasser

This girl has always loved visiting and working in a library. Her parents and grandparents were all teachers and initially had her thinking that the profession would be the best fit. However, the more she was around her library, the more she felt it was her home away from home. She helped as a teen volunteer which then led to her first job as a part-time shelver in high school. She continued employment there for 7 years while working on her undergrad degree in Early Childhood Education at Boise State University. She married an airman and moved away, finishing her degree online through Ashford University. When a public library job in circulation opened up in her new town, there was no stopping her from applying, and she has worked there for 8 years. In Fall 2019, she started the School of Library and Informational Management master's program. While still in school and working full time at her library, on March 18th, 2021 she was appointed to be the public library director.

Number of Years As Library Director: 1.5

Number of Years In Library Management Positions: 1.5

### Co-Leader



# SCOTT COUNTY Public Library System

Population.....

Number of Card Holders.....

Number of Library Staff .....

Library Location..... Rural

## Science-based programming and services for adults

- Employment readiness — working with adults on writing resumes, mock interviews, computer skills (beginning and intermediate) and dress attire for interviews. For the patrons showing up, it was successful. This service subsided when COVID hit. We're currently trying to rebuild our program, and slowly getting back to pre-COVID.
- No community organizations.

## Inclusive-centered Leadership Practices and Attitudes You Would Like To Develop

Coming together as a whole for libraries and community organizations to serve our community needs.

## What do you believe will be the greatest barrier/challenge to participating in the Serving Communities project?

For patrons, transportation. For community organizations, buying into the need and providing a solution.



### Darlene Hall

Darlene Hall is the Director of the Scott County Public Library. Hired in 2000 as a temporary bookkeeper, the role soon turned into a full-time bookkeeper, human resources, and business manager. In 2009, the Director resigned and the Library Board asked me to step into the Director's role. Since I did not hold the required Masters in Library Science, the Board agreed to pay for my classes. My journey actually began in 2013 — the delay in classes was due to major restructuring of buildings and staff. I received my Associates in Business, Bachelors in Business Management, and Masters in Library Science by taking two online classes a semester and working full time at the library. After a set-back on my schooling due to kidney disease and resulting dialysis, I graduated in May 2022 with my Masters, and was blessed to receive a kidney transplant the same month. I also serve on the Scott County District School Board as an elected official for 20+ years. In the past, I have served as a Girl Scout Troop Leader (10 yrs.) and other community organizations.

Number of Years As Library Director: 13

Number of Years In Library Management Positions: 17



### Michelle Watts

For nearly 20 years, I served as Director of the Twenty-First Century Learning Center. Responsibilities included program development and implementation which I found very rewarding. Many of our programs were designed to help families in need. We created a food pantry and a clothing closet. With community organizations and private donors, we provided financial assistance to families and developed programs to build relationships with families. Each year, we had a Thanksgiving dinner, fun family nights and field trips. Getting support from students' families was seminal to another one of our programs, Credit Recovery. This work allowed students to recover lost credits. In turn, students were able to graduate or move to the next grade on time. We received multiple perfect evaluations by the state, and were recognized as the best program in our congressional district.

Number of Years In Library Management Positions: Nearly twenty years in a school setting.

# WEST HAVEN Public Library

**Population**..... 55,000  
**Number of Card Holders**..... 15,000  
**Number of Library Staff** ..... 28 staff, 4 volunteers  
**Library Location**..... Urban

## Science-based programming and services for adults

The library has worked with the current Public Works department to get the word out on the new garbage separation project in the city.

## Inclusive-centered Leadership Practices and Attitudes You Would Like To Develop

I would like to develop how to address being a more inclusive library and how to assist the staff with understanding the importance of inclusiveness.

## What do you believe will be the greatest barrier/challenge to participating in the Serving Communities project?

The hardest part will be finding the time for the activities with all the current projects and understaffing of the library.

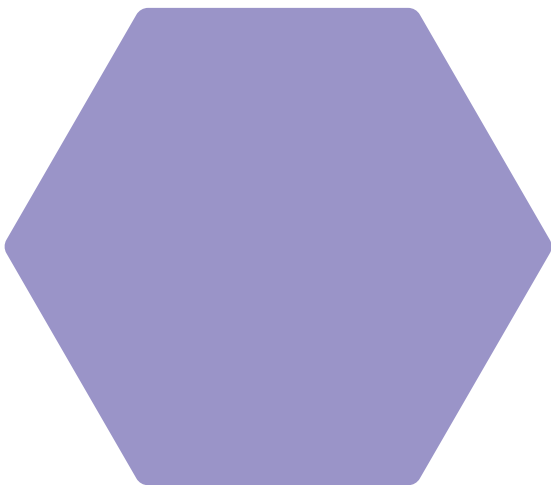


### Colleen Bailie

Been in libraries for 14 years. Served as president of CT Library Association for FY22, have been a long-time West Haven Rotary Member and president for FY21, served as President for Library consortium (LION) in FY18. Staff size of library is 28, with a budget of \$1.575 million and currently 2 locations with a bookmobile. Have received a number of grants including the New Alliance Foundation for summer literacy for underprivileged kids, received an ALA Humanities grant FY22 for expanding outreach and summer literacy, and received a state construction grant in FY17 for handicap accessibility in our Ora Mason location. We have been a fine free library since September 2020.

Number of Years As Library Director: 7

Number of Years In Library Management Positions: 14



### Co-Leader

# Pilot Project Roster

## Program Staff, Project Partners, and Pilot Libraries

PROJECT STAFF			
Cornerstones of Science Cindy Randall David Keeley	Cynthia.randall@cornerstonesofscience.org David@thekeeleygroup.com	207-844-0620 207-441-1069	
Alan Melchior - evaluator	melchior.alan@gmail.com	508-454-4363	
PROJECT PARTNERS			
Ismael Mendoza - Idaho Gail Hurley - Connecticut Ashley Sklar - Connecticut Carrie Sanders - Maryland	Ismael.Mendoza@libraries.idaho.gov Gail.Hurley@ct.gov Ashley.Sklar@ct.gov carrie.sanders@maryland.gov	208-639-4140 860-704-2223 667-219-4805 317-409-8705	
PILOT LIBRARIES			CONFIRMATION
<b>Allen County Public Library</b> 900 Library Plaza Fort Wayne, IN 46802	Susan Baier, Executive Director sbaier@acpl.info Beth Boatright, Director of Community Partnerships and Programs bboatright@acpl.lib.in.us	260-421-1201	Yes
<b>Athol Public Library</b> 568 Main Street Athol, MA 01331	Jean Shaughnessy, Director jshaughnessy@cwmars.org	978-249-9515	Yes
<b>Carlsbad Public Library</b> 101 S. Halagueno Street Carlsbad, NM 88220	Sarah Jones sejones@cityofcarlsbadnm.com <a href="https://cityofcarlsbadnm.com/departments/carlsbad-public-library/">https://cityofcarlsbadnm.com/departments/carlsbad-public-library/</a>	575-885-6776	Yes
<b>David F. Cargo El Valle de Anton Chico Library</b> State Highway 386 West Main Street La Loma, NM 87724	Breezy Gutierrez breezygutierrez@gmail.com <a href="https://hitchhiker.nmstatelibrary.org/library-profile-anton-chico/">https://hitchhiker.nmstatelibrary.org/library-profile-anton-chico/</a>	575-427-2665	Yes
<b>Dublin Public Library</b> P.O. Box 427 Dublin, TX 76446  206 W. Blackjack Street Dublin, TX 76446	Adina Dunn a.dunn@dublinlibrary.org <a href="https://www.dublinlibrary.org/">https://www.dublinlibrary.org/</a>	254-445-4141	Yes
<b>Hewitt Public Library</b> 200 Patriot Court Hewitt, TX 76643	Waynette Ditto wditto@cityofhewitt.com <a href="http://www.cityofhewitt.com/32/Library">http://www.cityofhewitt.com/32/Library</a>	254-666-2442	Yes
<b>Johnson City Public Library</b> 100 West Millard Street Johnson City, TN 37604	Julia Turpin, Library Director julia.turpin@jcpl.org www.jcpl.org	423-434-4457	Yes
<b>Monroe County Library</b> 303 E. Kirkwood Ave. Bloomington, IN 47408	Grier Carson gcarson@monroe.lib.in.us <a href="https://mcpl.info/">https://mcpl.info/</a>	812-349-3094	Yes
<b>Mountain Home Library</b> 790 N 10TH E Mountain Home, Idaho 83647	Shasta Hochstrasser, Director librarydirector@mountain-home.us <a href="https://mhlibrary.org/">https://mhlibrary.org/</a>	208-587-4716	Yes
<b>Scott County Public Library</b> 108 S. Main Street Scottsburg, IN 47170	Darlene Hall darlene@scott.lib.in.us <a href="http://www.scott.lib.in.us">http://www.scott.lib.in.us</a>	812-752-2751	Yes
<b>West Haven Library</b> 300 Elm Street West Haven, CT 06516	Colleen Bailie, Director cbailie@westhavenlibrary.org <a href="https://westhavenlibrary.org">https://westhavenlibrary.org</a>	203-937-4233	Yes