

II. FISCAL IMPACT ANALYSIS

A. Five Year Summary of Fiscal Impact:

Fiscal Years	2007	2008	2009	2010	2011
Capital Expenditures	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Operating Costs	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
External Revenues	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Program Income (County)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
In-Kind Match (County)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
NET FISCAL IMPACT	<u><u>0</u></u>	<u><u>0</u></u>	<u><u>0</u></u>	<u><u>0</u></u>	<u><u>0</u></u>
# ADDITIONAL FTE					
POSITIONS (Cumulative)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>

Is Item Included in Current Budget?

Yes_

No x

Budget Account No.:

Fund_

Dept_

Unit_

Object

Reporting Category

B. Recommended Sources of Funds/Summary of Fiscal Impact:

Source: PLA Institutional Scholarship

\$8,000

Impact: Minimal fiscal impact

C. Departmental Fiscal Review:

Lavinia D. Gardner
(Lavinia Gardner, Chief Financial Officer)

III. REVIEW COMMENTS:

A. OFMB Fiscal and/or Contract Dev. And Control Comments:

[Signature]
OFMB

10-31-06

[Signature]
Contract Dev. and Control

11/2/06

B. Legal Sufficiency:

[Signature]
Assistant County Attorney

11/2/06

C. Other Department Review:

Department Director



Grow Your Own @ Your Library® Institutional Scholarship Application

Contact Information:

Name of Contact:	<input type="text"/>
Present Position :	<input type="text"/>
Present Position Length:	<input type="text"/>
Library Name:	<input type="text"/>
Address:	<input type="text"/>
City:	<input type="text"/>
State:	<input type="text"/>
Zip:	<input type="text"/>
Phone:	<input type="text"/>
Email Address:	<input type="text"/>
Library Website:	<input type="text"/>
Size of Staff:	<input type="text"/>
Size of Budget:	<input type="text"/>
Circulation Population:	<input type="text"/>
Size of Service Population:	<input type="text"/>

See Attached

Please indicate which of the following categories is yours:

- | | | |
|---------|------------------------------------------|-----------------------|
| Group 1 | Service population of 1 million and over | <input type="radio"/> |
| Group 2 | Service population of 500,000-999,999 | <input type="radio"/> |
| Group 3 | Service population of 250,000-499,999 | <input type="radio"/> |
| Group 4 | Service population of 100,000-249,999 | <input type="radio"/> |
| Group 5 | Service population of 50,000-99,999 | <input type="radio"/> |
| Group 6 | Service population of 25,000-49,999 | <input type="radio"/> |
| Group 7 | Service population of 10,000-24,999 | <input type="radio"/> |
| Group 8 | Service population of 5,000-9,999 | <input type="radio"/> |
| Group 9 | Service population under 5,000 | <input type="radio"/> |

Nominees may be contacted if questions about their applications arise during the 2007 Midwinter Meeting. Please list the phone number where the nominee may be reached during this time. If phone number is the same as above, type "same":

I agree to allow PLA or the award sponsor to post any part or all of of my application on their respective web pages for general information and reference uses. ☐

Grow Your Own @ Your Library Institutional Scholarship

Application

The following are PLA's application questions and the Library's responses to be filed electronically by the County Library.

1. How will you select the employee(s) to receive funds? What selection criteria will you use and how does this/these demonstrate commitment to public libraries, leadership potential and the ability to manage work/school?

The selection will be based on the following criteria:

- a. length of service in the library;
- b. the library's professional staff need in the applicant's specialty, youth services, reference, outreach, etc.;
- c. applicant's current and past participation in staff training and development activities, participation in library committees, and involvement with library community activities;
- d. leadership role taken in library committee work and community activities;
- e. an essay submitted by the applicant outlining applicant's commitment to public libraries, career plan, and plan to balance work and school.

Selection criteria 'c', 'd', and 'e' will reflect the candidates' leadership potential. These criteria will also reflect the candidates' demonstrated commitment to public libraries. Selection criteria 'c' and 'e' will demonstrate the candidates' ability to manage work/school.

2. How many employees will you target? Describe their current positions in the library and their level of education. (NOTE: you do not have to identify by name the individuals you have in mind.)

We are going to target eight employees who are currently enrolled in an ALA accredited MLS program and have earned at least eighteen credits towards their program. They are in the library associate level of the library's classification.

3. What significant contributions to the library profession do you envision the employee(s) who receive funding and mentoring will make within the next 10 years?

With the anticipated retirement of many of the top management team members, we envision these employees will step into leadership roles on the library's management team. They will help the transition of the library of today to the library of tomorrow through a fresh approach to current services and an internalized comfort level with technology that will make it easier to adapt services.

4. Describe the mentoring system you will use to assist this/these individual(s) during their work/study. Describe any previous mentoring your library has done, including mentoring experience/credentials of the staff who will mentor.

The library provides mentoring to library employees via the Sun Seekers Program of the Southeast Florida Library Information Network (SEFLIN). Below is a list of library staff who have mentoring experience. The library will provide a list of available mentors with

their credential information to students and facilitate the match-up of mentors and students. Students will meet monthly with their mentors.

Jane Blevins, Collection Development Coordinator
Sharon Hill, Assistant Director
Carol Roggenstein, Branch Manager, North County Regional Library

5. Describe any support your library will provide the student worker(s) during the scholarship period. This can be in-kind or direct support.

The Palm Beach County Government provides tuition refund for up to \$2,200 a year. The Library works with MLS students' schedules (if necessary) to make it possible for them to attend class. MLS students participate in the Library's MLS Student Enhancement Program described in answer to question 9.

6. Describe what job opportunities might be available for the "grow your own" staff upon completion of the MLS, either in your library or at a public library in another community and how you would assist in their job search.

The library is engaging in a \$55 million expansion plan to be completed by 2010. Numerous new entry level positions will be available for the "Grow your Own" staff to apply. One of the MLS Student Enhancement Program session will cover preparing resumes, helpful tips for interviewing successfully, and how to conduct a job search.

7. For the \$1,500 portion of funds that cover attendance at PLA continuing education, outline which and how many staff you anticipate sending.

"Grow your Own" award recipients will be asked to apply to attend a PLA continuing education workshop or program of their choice and provide justifications as to how the workshop or program will benefit the employee and the library. Two employees will be selected to attend the workshop based on the justifications.

8. Describe how your library will share news/progress of the program within your library and the larger library community. How will your library share progress/results with your community?

The library will share news/progress of the program via email, staff newsletter, and news items to Palm Beach County Library Association, and SEFLIN. The library will share progress/results with our community via news releases to media.

9. Describe any other component(s) of your "grow our own" plan that would be of interest to the committee or would help them understand your plan better.

The library will provide an MLS Student Enhancement Program that will be conducted in conjunction with the Library's Librarian Trainee Program and Job Exchange Program. MLS students will be offered four or more half-day educational or career enrichment activities, and will participate in two full-day job exchanges in various departments of the library.