Agenda Iter	n #:	3 1	1 V

PALM BEACH COUNTY BOARD OF COUNTY COMMISSIONERS AGENDA ITEM SUMMARY

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_	November 21, 2006	[X] Consent [] Ordinance	[] Regula [] Public	r .		
Hearing Department: Submitted By:	County Lib	rary/Administration				
Submitted For:	County	Library/Administra	ition			
				12222 :		
	<u>i. EX</u>	ECUTIVE BRIEF				
Motion & Title:	Staff recommends n	notion to				
(A) Approve the electronic filing of an Institutional Scholarship Application for \$8,000 with the Public Library Association (PLA); and						
· ·	the Chairperson to si and certifications rela	_	ment if received and a	ny other		
to address the n and Information working towards The Library will requirements to	eeds of public library s Science (MLS). If aw obtaining an MLS to administer the distr PLA. The scholarship	staff working towar arded, the Library receive additional ibution of funds a program would be	ibrary Institutional School a master's degree in will select employees funding to cover tuition and comply with all regin in mid-February 2 ed. Countywide (TKF	n Library who are on costs. reporting 007 and		
Background and Justification: The primary goal of this program is to increase the number of public librarians. The program will accomplish this by providing funds to public libraries to enable them to "grow their own" librarians from within existing staff. PLA is a division of the American Library Association (ALA).						
Attachments: 1. Ele	ectronic Application Co	ру				
				::::::::::::::::::::::::::::::::::::::		
Recommended	By: Department D	Director	(John J. Callahan III)	Date		
Approved By: _	Chl		11-6-06			
-	Assistant Cou	unty Administrator		Date		

II. FISCAL IMPACT ANALYSIS

A. Five Year Summary of Fiscal Impact:

Fiscal Years	20 <u>07</u>	20 <u>08</u>	20 <u>09</u>	20 <u>10</u>	20 <u>11</u>
Capital Expenditures Operating Costs	0	<u>0</u>	0	0	0
External Revenues Program Income (County) In-Kind Match (County)	0 0		0 0	0 0	0 0
NET FISCAL IMPACT # ADDITIONAL FTE	0	0	0		0
POSITIONS (Cumulative)	0	0	0	0	0
Is Item Included in Current Budget? Budget Account No.: Fund_ Dept_ Unit_ Reporting Category					· · · · · ·
B. Recommended Sources of Funds/Summary of Fiscal Impact:					
Source: PLA Institutional Scholarship				\$	8,000

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Impact:	

Minimal fiscal impact

C. Departmental Fiscal Review: <u>Januar</u>

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III. REVIEW COMMENTS:

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

Od Jamobal	10.31.07	V Alm I Sheolow 1112,	100
B. Legal Sufficiency:	04,306 My Ja	Contract Dev and Control	
) /s /b.c.		

C. Other Department Review:

Department Director

This summary is not to be used as a basis for payment.



About PLA

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Conferences, Events & Online Learn

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Publications & Reports

Issues & Advocacy

Resources

Members Only

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Grow Your Own @ Your Library® Institutional Scholarship Application

Contact Information:

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Name of Cont	act:	2011 - 27 - 27 - 27 - 27 - 27 - 27 - 27 -	- White the result was the same and supplying a			See Attac	hed
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web pages for general information and reference uses.

I agree to allow PLA or the award sponsor to post any part or all of of my application on their respective

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 of 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.