ILA Is Transforming To Serve You Better!

Studying Staffing Structure

The job description for ILA’s Executive Director has grown over the years to more than what can be easily managed by our previous arrangement of one person with occasional part-time help. Technology and administrative duties have continued to be added to the job over the years.

Administrative functions, especially accounting functions, have become increasingly more technical and time consuming. Association Management Companies (AMCs) are uniquely suited to handle such administrative functions. An AMC provides management and specialized administrative services to associations, including financial management, board and committee support, communications, marketing, membership renewals, website management, and meeting planning. Some of the benefits that an AMC can provide ILA include:

- **Breadth of staff.** ILA will benefit from specialized expertise in areas such as information technology, accounting and graphic arts.
- **An exchange of best practices.** AMCs allow associations to share successful practices.
- **Increased buying power.** ILA may benefit from discounts due to leveraged volume of business in negotiations with suppliers.

For additional information about AMCs, see the publication *Guide to Association Management Companies*, Supplement to *Association Now*, July 2010.

ILA began to work with Diversified Management Services (DMS) during the transition shortly after the retirement of our executive director, and found the services useful and cost-effective. In March, a Request for Proposal (RFP) for expanding the services provided by an AMC was submitted to six AMCs around the state. The Executive Board decided to add more functions and to stay with DMS, at least through the end of December.

We felt it was important to have someone in the ILA office to help with the transition. Roy Kenagy, long-time ILA member, stepped forward to assist. We are grateful for all his work, including extending his original contract for several months to give us more time to make decisions and work toward a more deliberative transition. We have determined that someone will be needed, at least through the end of the year, to work with the Board, the members, and DMS, to clarify which administrative functions will be handled by what entities to best

*Transition continued on page two*
serve the membership in the long term. To that end, ILA recruited an Interim Office Manager. From twenty-eight applicants and a number of great candidates, we are pleased to have found someone who will do an excellent job during this transition.

**New ILA Interim Office Manager**

Please welcome Denise Ballesteros as the new ILA Interim Office Manager. Denise began work on Monday, May 23, and her hours are 9:00 a.m. to 1:00 p.m., Monday through Friday. Denise has experience in office management and public relations and looks forward to working with each of you. Roy Kenagy will help train Denise during the transition period.

The ILA Executive Board will meet at a retreat on June 16 and 17 in Decorah to discuss and plan for ILA’s future including, its administrative structure.

**Pending Sale of ILA Office Building**

One topic the Executive Board will review at their retreat in June is what to do about the current ILA office. The building has had mold problems for the last two years and is now in bankruptcy proceedings. The Board will look at the costs involved in continuing in the current office versus pursuing other options. We understand the importance of maintaining high quality administrative and supportive functions for the Association.

We Welcome Your Input

The Personnel Committee and the Executive Board are carefully reviewing administrative and office management options. Our decisions will consider the needs of ILA and its membership, while making the most efficient use of available funds. We appreciate your patience as we work through this process and welcome your comments via email. Send your comments to any Personnel Committee or Executive Board member. Contact information can be found on the ILA website under the About ILA tab.

**Personnel Committee**

**Executive Board**
Message from the ILA President

Summer is upon us, and as I write this message the Iowa Legislature is still in session. The latest word from our lobbyists, which you recently read on the library mail lists, is that our bill is waiting the approval of the Education Appropriations bill, where it has been included. The final language was shared with you by ILA Lobbyist, Craig Patterson, in his message to us on May 17th. Once this bill is signed, all library services will officially come from one state agency. More information will be coming your way on this topic, so be sure to look for it and read it thoroughly. We have both the ILA mail list and the IOWALIB mail list where I encourage you to post questions, and we’ll do our best to give you the most accurate information possible.

In this issue of the Catalyst you will find more information on the process to reorganize how ILA works and serves you, the members of ILA. The Executive Board voted at its last meeting on May 6th to post updates on this process in the Members Only section of the ILA website. Be sure to look there often these next few weeks and months to keep yourself updated on the reorganization process.

Your Executive Board will travel to NE Iowa for a Board retreat in Decorah. Vice President/President-Elect Lorraine Borowski will host the Board members June 16 and 17. This time together, the first time in a long while that the Board has done a two-day retreat, will yield many solid ideas of how to continue moving forward in making ILA a more flexible professional association to meet your needs. Watch for future Catalyst articles which will report on Executive Board work and ideas.

The ILA Conference Planning Committee is hard at work crafting an excellent 2011 conference for all of us. Save the dates October 12, 13, and 14, for a rewarding time at the Mid-America Center in Council Bluffs. A webpage with conference information will be available soon and the next issue of the Catalyst will include a complete conference program and a registration form.

I want to send everyone best wishes as they begin summer reading programs, schedule and cover for vacationing co-workers, catch up on the backlog of unfinished projects, or, in the case of teacher-librarians, have a restful yet invigorating summer. Our fall routines in all types and sizes of libraries will return before we know it.

As always, thank you for your membership and support of the Iowa Library Association.

Dale A. Vande Haar, Ph.D., MLS
ILA President

Library Staff Basket Competition

Meet the Challenge!
Achieve a Note of Distinction!

Win a prize for your library at the Silent Auction by entering the Best Basket Competition at the ILA Convention in Council Bluffs.

Who will have the best theme? Who will raise the most cash? Who will win the prize? Remember, proceeds go to support Iowa libraries in many ways.

Fill out the ILAF Silent Auction Donation Form today!
Each year during the Annual Conference the Iowa Library Association recognizes individuals who have contributed outstanding service to the Iowa library community. Recipients are nominated by people like you. Please take the opportunity to recommend someone you admire—a friend or a colleague—whose dedication to Iowa libraries is distinguished.

The nomination is easy and it’s an important contribution you can make to the Iowa library community. We are counting on you to advise us about whom you want to recognize for excellence in service. For all nominations, complete the ILA Awards and Honors Nominations Form and send it to the ILA office at 3636 Westown Pkwy, Suite 202, West Des Moines, IA 50266-6713 before August 1, 2011.

For the ILA Member of the Year Award, the nomination packet must include three to ten letters of recommendation and support for your nomination in addition to the form.

Nominations will be accepted for the following awards:

**Member of the Year**

This award is conferred upon a librarian, trustee, friend or institutional member of the Iowa Library Association. The award shall be based upon such activities or accomplishments as the following:

- Outstanding service to the Iowa Library Association
- Community library betterment through broadened scope and quality of service
- Contribution to any area of service benefiting library users
- Distinguished service to libraries: outstanding participation in activities of a professional library association; notable publications and productions; creative work in interpreting the library to the community
- Leadership in education and in-service training for librarians or trustees
- Extension of library services through cooperation
- Development of library facilities

**Member of the Year Recipients** (Last 10 years)

2010 Susan Kling
2009 Vicki Myron
2008 Mary Wegner
2007 Mary Jo Langhorne
2006 Robin E. Martin
2005 Patricia Coffie
2004 Karen Burns
2003 Katherine Von Wald
2002 Mary McInroy
2001 Dale H. Ross

**Citation of Merit**

This award is conferred upon individuals who have made outstanding contributions to quality library services or who have advanced the principles of quality library service to the community. This award may be given to a group of people or an individual. The recipient(s) will have influence and reputation beyond the local community. Either the nominee or the person making the nomination must be a member of the Iowa Library Association.

**Citation of Merit Recipients**

2005 Susan Henricks
2004 Hills Bank and Trust
2000 Christie Vilsack
1999 Naomi Stovall
1998 Dreama Deskins

**Honorary Member Award**

This lifetime award is given by the Association to a non-ILA member to recognize meritorious achievement.

**Honorary Member Recipients**

2003 Barbara Mack
1998 Christie Vilsack

**Ted Anderson Library Advocacy Award**

This award is given to an individual in recognition of outstanding leadership in the Iowa Legislature.

**Ted Anderson Library Advocacy Recipients**

2007 Representative Cindy Winckler
2007 Senator Frank Wood
2006 Senator Robert Dvorksy
2001 Senator Kitty Rehberg

**Lifetime Membership Award**

This award is given to ILA Members of twenty-five years or more upon their retirement. Please notify the ILA office if you qualify for this award.

Visit the [ILA website](http://ila-website/) to fill out the Awards and Honors Nomination Form
Has Your School Library been Impacted by a Natural Disaster?

APPLY TODAY

Has your school library incurred substantial damage or hardship due to a natural disaster such as a tornado, earthquake, hurricane, flood, avalanche, mudslide or fire? We can help you. Apply today.

Beyond Words™
the Dollar General school library relief fund

A collaboration among

For more information, please visit
www.ala.org/aasl/disasterrelief
True Collaboration: More Than the Sum of Its Parts

With shrinking budgets and increasing demands, one of the most crucial survival tools in today's libraries is collaboration. With only two full-time youth staff in a community of more than 27,000, the Marshalltown Public Library relies on partnership and collaboration, not only for efficiency, but to allow us to provide the highest quality of service.

The following tips refer to working together with other organizations, whether serving a supportive role, being partners, or participating in the more elusive TRUE collaborations.

1 Stay true to the definition of partnership and collaboration.

Ideal collaborations involve each partner in operating from a logical connection with its own mission; in sharing leadership and decision-making; in putting forth resources (staff time, funds, etc.); and in a mutual commitment to an end that has a benefit for both the organizations and the public served.

In recent years, collaboration and partnership have become buzzwords thrown around freely in meetings and grant applications. While there is nothing wrong with providing support to others’ projects, make sure you clarify the expectations, and beware of those who use the word “collaboration” when they really mean, “What can YOU do for ME?”

2 Try to be as fair and equitable as possible in your partnerships.

Obviously, you cannot partner with everybody. Are you partnering in a way that allows you to reach a broad representation of your community? For example, I try to be as collaborative with our school system as possible, yet I decline frequent requests to be a guest reader in individual classrooms. With eight elementary schools in our community it would be impossible for me to read in all of the individual classrooms, so I won’t do it for some and not for others...leading me to the next tip:

3 You can’t say “yes” to everything—but you can often say, “No, BUT----.”

For example, I may not be able to visit individual classrooms, but I do make summer reading presentations to assemblies at all of the schools. We also host classes or grade levels who are willing to come to the library and I help parents or other volunteers find great read-aloud books so they can be successful guest readers. These are all ways I can feel good about saying “yes”.

4 Building partnerships is a fluid, ongoing process, not a "checklist”.

Sometimes you will have a long-standing partnership that you don’t even have to work at anymore, and then staff or budget changes will throw a wrench into the process. Just like any relationship, partnerships can’t be taken for granted and need to be cultivated. Keep your enthusiasm fresh, and be ready to justify the importance of the partnership, with stories or statistics, if needed.

5 Programs may come and go, but relationships with people have the real staying power.

Several years ago, our community built a great after-school program that was supported by federal funding. In the first few years, the library invested time and resources as a partner in quality after-school programming with a strong literacy focus. We saw the program grow from a chaotic "corralling" of students, into a quality program that really had an impact. Unfortunately, just as the program was hitting its full stride, the federal funding disappeared, and the district was unable to obtain enough private support. While the library had invested quite a bit in building this program only to see it close, it wasn’t wasted effort; there were many positives that came from this collaboration. For example, the library started a story kit program and an educator resource collection to aid program staff in planning literacy-based activities. This collection has continued to grow and circulates now to daycares, youth organizations, and the school system. Most importantly, the majority of the staff from the partner organizations that we worked with has gone on to other positions in our community, and we now have allies at all levels of education.

Collaboration continued on page seven
 **6 Keep your eyes on the prize: the people you are all working together to serve.**

If I am feeling overwhelmed or conflicted about pursuing a partnership opportunity, I try to think through the million dollar questions: how will this project impact our patrons, their literacy, their love of reading, their development? What can the library bring to the collaboration that is unique to our organization? I try to think about the economics of my time: every hour spent on one priority is one LESS hour on another. Every "yes" to one thing is, by default, a “no” to something else….bringing me to my own most challenging tip:

**7 Know when to let go.**

Recently, I stepped down as the primary organizer of KidsQuest, a free summer event for children and families, with hands-on arts experiences, held in conjunction with our local arts fair. I coordinated KidsQuest for about ten years, and it was a difficult decision for me. I have a great deal of pride and ownership in this event, which many kids and their families love. However, with our participation rates in the summer reading program continuing to grow, I knew that the priority had to be on the summer reading program, and on preserving time and energy for those individual interactions with youth that make a huge difference. I felt okay turning over KidsQuest to a committee, because I know the event has become a valued part of the arts festival and will continue. I also know that by saying “no” to KidsQuest, I am really saying “yes” to a higher quality individual summer library experience for a lot of kids.

**8 Advocate for your partners and encourage them to do the same for you.**

When we have strong partnerships and really understand the position and the role of our partner organization, we can mutually cheerlead and network for each other. Often times existing partnerships become catalysts for new partnerships. Fortunately for my library, I have been on both the giving and receiving end of this phenomenon.

**9 Track the impact of collaboration.**

Sometimes tracking can be convoluted…there are so many factors simultaneously at work.

For example, I served on a literacy committee for Mid-Iowa Community Action’s poverty reduction project, where a cross-section of professionals, discussed the need for early intervention and together we created the Little Ones Need Worlds community campaign. The library’s BabyTime program, a literacy-based support/play group for parents and babies, grew indirectly out of this original partnership. Sue, an early childhood specialist for Empowerment, while talking with staff of another agency’s Building Healthy Families program about new parents' need for support, made a connection between the library’s goal of reaching parents with the early literacy message and the Building Healthy Families' desire to provide emotional support for new parents. She set-up a "blind date" between our two organizations and now we partner by sharing staff and resources for the BabyTime program. We also refer families to each other so we each can serve the families in ways beyond the original collaboration. BabyTime, now in its second year, has exceeded all our expectations.

When you have a great result like ours with Babysmas, make sure you take a moment and practice this final tip:

**10 Sit back and enjoy the karma of an authentic commitment to collaboration.**

Even though partnering with other organizations takes an investment of time and energy, you will find that the rewards are often exponential and unexpected. Best of all, while a partnership can be a win-win situation for the organizations involved, the youth and families we serve end up being the true winners.

*Joa LaVille is the youth services director at the Marshalltown Public Library and credits most of her proudest achievements to the power of collaboration.*

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May/June 2011 *Catalyst* - 7
### ILA 2010 Financial Report and 2011 Budget

Cash Balance General Fund 1/01/10 119,877

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Friends Net Asset Transfer: 797.00
Transfer to College and University: (1,000.00)

Cash Balance General Fund 12/31/10 128,807.00
Cash Balance Subdivision Fund 12/31/10 59,939.00
Financial Statements, Executive Board Minutes, and More Are Available on the ILA Members Only Webpages

GO TO: ILA Financial Documents to see current and past financial statements
GO TO: ILA Executive Board to see meeting minutes

Or go to the ILA website, then click on the Members Only tab at the upper right of the page. You will be asked to log in. After logging in, you will be taken to the Members Only home page. There you'll find links to many ILA resources including links to past issues of the Catalyst.

Log in reminders:

- Your User Name is usually your first and last names expressed as a single word, “johnsmith”.
- There is a password reset link if you don’t remember your password. It will return you to the log in page when you click on it, without any notice that you have accomplished anything. But after a short time you will receive an email with a link to a password reset module.
- If you have trouble with your log in, please contact the ILA office for assistance at 800-452-5507, 515-273-5322 or admin@iowalibraryassociation.org.

GOdort for Sustainable Living: A Workshop on Using Government Resources Creatively and Effectively for Green Solutions

IA-GODORT’s summer workshop is scheduled for July 8, 2011 at the Student Center at Maharishi University of Management in Fairfield. The program will feature a mix of librarians and green activists, and we are taking an unusual step this year: we are opening the workshop to the general public because July is GO GREEN MONTH in Fairfield and the community has a strong interest in green initiatives.

In the morning a panel of green activists from Johnson and Jefferson county, including Mayor Ed Malloy of Fairfield, listed among the greenest mayors in the country; Francis Thicke, who ran for Iowa Secretary of Agriculture in 2008; and Brenda Nations, environmental coordinator for the city of Iowa City, will offer insights to participants. Maeve Clark, from the Iowa City Public Library, will moderate the panel which will discuss the effectiveness of government resources in sustainability and how they can be improved.

The afternoon will include two hands-on workshops and two tours. Lunch is available in a town that is distinctive for having many small healthy, often organic, gourmet restaurants. Click here for more details and to register. For more information about IA-GODORT go to our website.

Suzanne Vesely
Chair, IA-GODORT

Reserve Your Hotel for the Iowa Library Association Annual Conference in Council Bluffs

October will be here before we know it. Get the hotel you want and reserve your room today. When making reservations, please tell them you are booking a room in the Iowa Library Association block.

Country Inn & Suites — Attached to the Mid-America Center
Toll-free 886-322-5282 $91.99/night

Hampton Inn & Suites @ Ameristar — Attached to the Ameristar Casino
712-328-2500 $102/night

Hilton Garden Inn — Attached to the Horseshoe Casino, across the street from the Mid-America Center.
712-309-9000 $89/night

Holiday Inn Express & Suites — Across the street, behind the Mid-America Center
712-352-1300 $105.95/night

Holiday Inn Hotel & Suites @ Ameristar — Attached to the Ameristar Casino
712-322-5050 $102/night

Springhill Suites — Across the street from Bass Pro Shop and a short walk to the Mid-America Center
712-256-6500 $86/night
In August of 2005, Dan Chibnall was in New Orleans, LA, working as an instruction librarian at a local university. He and his wife had lived there for less than two months when Hurricane Katrina struck. Fortunately, they got out early, safely making their way to Des Moines. In Iowa, Dan worked first as a substitute librarian with the Des Moines Public Library and in the summer of 2006, he began work as the User Services & Instruction Design Librarian at Grand View University in Des Moines.

Dan earned his Bachelor's degree from Knox College in Galesburg, IL and his Master's degree from the University of Missouri-Columbia. At Grand View he is the lead instruction librarian where he designs and teaches library research orientations, collaborates with faculty in embedded librarian projects, and teaches a course he designed called Computer & Information Literacy.

When he is not in the library, Dan enjoys listening to baseball games on the radio, reading books (both traditional & eBooks), biking, hiking, and playing chess. He also volunteers at the Boys & Girls Club of Central Iowa, teaching K-8 students how to play chess. Dan and his wife like to travel, looking for places that have good hiking trails and close proximity to national parks. Their big trip this year takes them to Iceland, where they plan to see some of the country’s geysers, glaciers, volcanoes, and waterfalls.

Libraries have always played an important role in Dan’s life. Growing up, his house was filled with a variety of bookshelves and book nooks, but he still visited the library at least once a week. In college Dan worked as a research assistant on a project for the Library of Congress focused on the Lincoln White House. He also worked as a library assistant in the college’s special collections and archives.

Dan has been involved with ILA for a number of years. He has served on the ILA Conference Planning Committee and currently serves on the Intellectual Freedom Committee and the Nominating Committee and is the Secretary-Treasurer for the IA-ACRL subdivision.

Dan volunteers as ILA’s main Twitter communicator. He created the account in the spring of last year and it now has 161 followers. He says, “Twitter is a great tool for quick communication with members of the organization. It can be very helpful in notifying members about legislative activity, organizational initiatives, library events and programs throughout the state, articles in the national press pertaining to libraries, and staying connected with friends & colleagues. It’s just one tool in our communication toolbox, but it’s an important one.”

You can follow Dan and ILA on Twitter at @IowaLA.

Get to Know ILA’s “Tweet Master”

Iowa School Librarian Receives National Social Media Award

Congratulations to Shannon Miller, school district librarian and technology specialist at the Van Meter Public Schools, who won the 2011 Connecting People Shorty Award. Shannon beat out a talented group of nominees from all walks of life to win this award, which is given to a person who genuinely brings people together through social media. She was nominated by her students, and one voter wrote, "She connected me to my favorite author, Amy Efaw, who I now have on Facebook, and talk to her often. I am only fourteen, she has changed my life."

Shannon uses Twitter, Facebook and Skype to help local students connect with their favorite authors, other students and educators around the globe. On her blog, Van Meter Library Voice, she shares information about libraries, education, and activities at the Van Meter schools.

Said Miller, "It was such an honor to win the Connecting People Shorty Award. The connections, professional and personal, that the Shorty Award has brought to me and the students have been amazing. I love that my network has expanded so much over the last two months. It has not only brought opportunities, connections, and resources to me, it has brought incredible things to my students and the school community at Van Meter.”
Spotlight on Iowa Libraries

**Name:** Lamoni Public Library

**Age of Library:** The library is about 100 years old; the current facility was built in 2002.

**Library Director:** Rebecca Ramsey

**Number on Staff:** 5 (1 FT; 4 PT)

**Volunteers:** three volunteers help year-round with preschool story time, book deliveries to senior centers, and information technology. Several others help with summer reading programs and as needed with tasks like landscaping and changing light bulbs. In addition, we host a variety of community service workers from organizations like ExperienceWorks, Promise Jobs, Upward Bound, and Graceland University work study.

**Programs:** Preschool story time; book deliveries to nursing homes, assisted living facilities, a senior housing complex, and preschools/daycares; monthly book club for adults (they insist that it is NOT an adult book club); scrapbooking; and summer reading programs for people of all ages.

**Interesting Story:** We recently had an older man from a nearby town that doesn't have a library come in and ask us to help him find a specific book. He's a World War II veteran, and this book was a history of his division of pilots. We signed him up for a library card and searched SILO, but couldn't find the book. We searched online sales sites and found copies available in the $450 range, and finally, we borrowed it for him through OCLC with help from SWILSA. It came from The Citadel in South Carolina! He was very appreciative and told us lots of stories about his war experiences. He's been in many times since, most recently for information about the different recycling categories for plastics.

**Hours Open:** 34.5 per week (Mon, Wed, Fri: 1:00–5:30 p.m.; Tues: 10:30 a.m.–9:00 p.m.; Thurs: 10:00 a.m.–5:30 p.m.; Sat: 10:00 a.m.–1:00 p.m.)

**Where Located:** Lamoni is just west of I-35 in south-central Iowa, three miles north of Missouri. The population is 2,324 (size C).

**Special Collections:** Our genealogy room houses one-of-a-kind materials for genealogy research, copies of Lamoni High School and Graceland College yearbooks dating back to 1913, and items related to Lamoni history. Because the publishing house and church headquarters of the Reorganized Church of Jesus Christ of Latter Day Saints (now known as Community of Christ) were in Lamoni for many years, we have a small collection of historic church publications. Lamoni has a large percentage of elderly citizens, so large-print materials make up a substantial portion of our collection.

**Features:** We collaborate with the Lamoni Community Food Pantry and Graceland University’s Students In Free Enterprise (SIFE) team to offer basic computer classes as well as classes in subjects such as wellness and financial management. Our meeting room is used for girl scouts, women’s social clubs, and as a food stamp sign-up site. We are particularly proud of our custom-built display case, which is just over a year old. It houses changing displays that have included artifacts from Japan, South Africa, and Australia; unusual musical instruments from around the world; and samples of foodstuffs harvested around Lamoni. Perhaps the most popular displays have been contests: in June, 2010, we challenged our patrons to identify wedding portraits of some of Lamoni’s most prominent citizens, and in December they had to name the Christmas carols represented by a dozen different vignettes.

Rebecca Ramsey
Director, Lamoni Public Library

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Picturing an Iowa School Library

Follow Kathy Kaldenburg (K-12 teacher librarian at Solon Schools) for a day, and you might see some of these things happening:

More and more of our students have smart phones and they love to learn about how to use the apps. We are creating QR codes for our new books, linking students directly to book trailers, reviews and any content we think they might be interested in. QR creation sites abound, but if you want a fantastic resource for getting started, check out The Daring Librarian’s "QR Codes at a Glance" ComicLife Tutorial.

Harry Potter Day brought out the J. K. Rowling fans at Solon High School's library.

Edward, Bella and Jacob joined our Solon High School Media Center staff early on in the year. They are eerily quiet, but they joined in the fun.

Last school year the Solon High School PTO purchased café tables, a portable storage cart, a coffee pot, one thousand cups and lids. The library has used the resources as an easy fundraiser throughout the school year, holding hot beverage and bake sales before school every other month. The last week of school, a "Thanks-A-Latte" event will be held where all students with clear circulation records get a free cup of cocoa, tea or a flavored latte mix. The students love it!

Solon’s café tables with chess decals were a big hit!
Check Out the Keynote Speakers for This Year’s Conference  
October 13 & 14 in Council Bluffs

Thursday’s opening keynote speaker, Chris Russell, will share with us the Google employee creativity model and how it can be applied to other organizations. Mr. Russell’s talk will leave us with “food for thought” about how employee creativity can enhance Iowa Libraries.

Mr. Russell, a graduate of Brigham Young University, is the Operations Manager of the Google Data Center in Council Bluffs. He comes from a background of managing global IT infrastructures, and has direct experience with implementing and managing IT in over 35 countries.

Saints, Soldiers and Spies: Women and War, the Thursday evening banquet presentation, will be both entertaining and informative. The program, about the roles women have played in war, shows that women have not only been on the sidelines, but out front and center in many conflicts.

Pippa White has performed across the country at universities, conferences, performing arts centers, museums, libraries and festivals. She calls her One’s Company Productions “part theatre, part storytelling, and part history.” Ms. White has a BA in English from the University of Nebraska-Lincoln and has been a teaching artist with the Nebraska Arts Council since 1990. A veteran of television, she hosted a daily morning show on ABC in San Francisco for five years.

Learning, Living, and Liberties: Why Libraries are the Bedrock of the Community will start us off on Friday morning. Dipesh Navsaria, MD, is on the faculty at the University of Wisconsin School of Medicine and Public Health. As a medical student, Dr. Navsaria suddenly found himself taking a year off to attend library school. Come learn the unexpected discoveries he made there, and why he sees the future of medicine as being in the library!

Dr. Navsaria believes that reading is so important to a child’s cognitive, emotional, and social health, that beginning at six months of age, he gives his patients a book to take home and keep at each checkup. He encourages parents to read to their children daily. In addition to his clinical work as a pediatrician, Dr. Navsaria has spearheaded the Reach Out and Read Program at American Family Children’s Hospital.

Once again we are fortunate to have the current All Iowa Reads author as our Friday lunch speaker. This year’s author, Stephanie Kallos, will talk about her second novel, Sing Them Home. Called a “complex, captivating tale of love, grief, and healing, with elements of magic” by Bookmarks Magazine, this novel has been generating lots of discussion in book groups across Iowa. Join us to hear what Ms. Kallos has to say about writing this enchanting novel.

Ms. Kallos spent twenty years in the theatre as an actress and teacher of voice, speech, and accents before becoming a writer, so expect her presentation to not only inform about her novel, but to make its distinct personalities come alive.
Lively Leadership Workshop Shows Anyone Can Be a Leader

The ILA Leadership Development Workshop, *Anyone in the Library can be a Leader*, was held May 3rd at the Coralville Public Library for 28 library staff, supervisors, managers, and directors. The attendees were a cross-section of library personnel and included both public and academic librarians. The workshop was presented by Heather Woody of *Heather Woody Unlimited* in Coralville, whom you may remember from the 2010 ILA annual conference in Coralville. She is a dynamic, engaging speaker and had no trouble getting participants to speak up and talk about examples from their experiences.

The message of the workshop was that being a leader isn’t contingent on a specific position within a library but on a person’s ability and willingness to step up and take the lead. Attendees also learned that focusing on your strengths, the ability to listen, and having a desire to move others toward a common goal are important characteristics of a leader.

It was a fun day full of information and great food and the facilities at the Coralville Public Library were wonderful. Many thanks to the library staff who worked with us to get things up and running, they were a big help.

**Based on comments from the evaluations, the workshop was a success:**

- “[I learned] ... that I can actually lead from the middle and that when I take ownership it makes difficult decisions and behaving in the best interests of the library much easier.”
- “I am a rather quiet person and hadn’t entertained the idea that someone with my personality could be a good leader. I have always associated leadership with outgoing people, so the workshop was a great eye opener for me.”
- “I thought Heather Woody was a great workshop leader. This is the first workshop/presentation I have attended that I did not look at the clock wondering if it was lunch time or if it was time to leave! Kudos to Heather!”

*Heather Woody*

*Leadership Development Committee Chair*
Not Your “Old School” Library Anymore!

Are school libraries on their way out? Is it true they are an unneeded (unwanted?) luxury in the Iowa school of the future? Will all those shelves and shelves of picture books and chapter books be dumped like so many slate boards?

Stephen Abram, in his blog Stephen’s Lighthouse, discusses an Educause article titled 7 Things You Should Know About the Modern Learning Commons. Abram proposes a blended purpose area. He quotes from the article, “As a place where students can meet, talk, study and use ‘borrowed’ equipment, the learning commons brings together the functions of libraries, labs, lounges, and seminar areas in a single community gathering place.” He points out a number of common features of such a facility:

- Staff flexibility, ability to deal with ambiguity
- Relaxed rules, position descriptions, and greater staff empowerment over day-to-day decisions
- Single service points for all clerical/directional questions
- Partnerships among staff with related concerns (like IT, circ, reading & writing labs, etc.)
- Significant re-imagination of physical space (with a better balance of carrels, tables, sofas)
- Equal treatment of physical and virtual strategies
- Liberalized food, drink and cell phone policies; soft seating; and nicer signage

Many of these trends are becoming evident in school libraries across Iowa. Kathy Bottaro, head teacher librarian of Sioux City schools, was responsible for developing a new library at North High last year.

In April of 2010, the North High library was gutted to accommodate a new science wing that was being built adjacent to the library. North High School was built in the early 1970’s and the library had a “very Brady” feel about it. There was an abundance of tall metal shelving that housed plenty of books from the opening day collection. It was a lovely library for the 1974 teen, but wasn’t meeting the informational or digital literacy needs of the 21st century high school student.

The demolition of the old library opened the door for conversations about designing a new library that would provide the following spaces:

- Small group collaborative areas with comfortable seating
- Large group instructional area
- Student help desk staffed with student interns facilitating the upcoming 1:1 laptop initiative
- Production studio
- Coffee bar with seating area including high top tables and chairs
- Computer labs

In January 2011, the new North High Library opened, boasting lots of comfortable seating, a combination school store and coffee bar (run by staff and students from the business department), and a dramatically reduced print collection that is being supplemented by e-readers and online databases. Before school the tables in the coffee bar are packed with students enjoying a coffee, a smoothie, or breakfast. Library shelving runs the entire length of the back wall allowing for better display of print items. The soft seating is organized in small groupings providing personal reading space and small group collaboration areas. Yet to come are the student help desk, which must be in place by August when the 1:1 initiative rolls out, and the production studio which is still in the planning stages.

Said Bottaro, “We are excited to be able to offer our students at North High a library that better meets their 21st century needs. Soon we hope to offer that same opportunity to students at our other district high schools as well.”

Katherine Howsare
Urbandale High School Teacher Librarian
More than $1 Million in Grants Awarded by the Vision Iowa Board Will Impact Three Iowa Libraries

The Vision Iowa Board has awarded $1.05 million in grants to library projects in North Liberty, Atkins and Clarksville. "Libraries are the heart of so many smaller communities and they are an important ‘quality of life feature’ providing services for residents of all ages," Vision Iowa Board Chairwoman, Regenia Bailey, stated.

The Community Attraction and Tourism (CAT) Fund awarded Atkins $277,000 to help construct a new public library, community room and city hall. Atkins, with a population of around 1,300, is located in east-central Iowa.

Clarksville was awarded $160,240 to help double the size of its public library. It’s located 30 miles northeast of Waterloo and has a population of about 1,400.

North Liberty received $622,484 that will be used to fund its $3.3 million public library expansion. The project includes the construction of an 11,400-square-foot addition to the library, which will provide space for five meeting rooms, three youth programming areas, twice the current seating and 20 additional computer stations. With more than 13,000 residents, North Liberty is northwest of Iowa City.

*Congratulations to these three Iowa libraries! It is obvious that the residents of their communities see them as vital now and into the future.*

Future North Liberty Public Library

Future Clarksville Public Library

Future Atkins Public Library
The library services reorganization bill passed the full Senate on a 46-3 vote, and a slightly different version of the bill passed the full House on an 88-9 vote. Final legislative action on the bill is expected before the legislature adjoins for the year; the reorganization bill is expected to be part of the education appropriations bill. This article describes transition steps that are already in process in anticipation of the new organization model which will be created by this bill.

**What Does The Library Services Reorganization Bill Do?**

The bill creates a streamlined model of state-funded support services for libraries, by combining the Library Service Areas and State Library into one agency, called Iowa Library Services. The new agency preserves the close-to-home services that Iowa libraries depend on, while ensuring the consistent availability of services across the state. One of the main purposes of the new agency is to work with Iowa libraries of all types and all sizes to make library service in Iowa the best it can be.

**When Will The Changes Take Effect?**

We expect the bill to go into effect on July 1, 2011.

**How Will Services Be Delivered To Libraries/Who Do I Call For Help?**

The new agency will have six district offices around the state, each with a librarian consultant and a project coordinator, in addition to the Iowa Library Services/State Library office in Des Moines. The district librarian and project coordinator will provide consulting and assistance directly to libraries in their district, and will be the first point of contact when you need assistance. Additional help will also be available from the rest of the Iowa Library Services staff. Phone numbers and office locations will be publicized as soon as they are finalized.

**What Transition Steps Are Already In Process?**

1. Job descriptions for the district librarians and project coordinators have been written and will be posted on the Job List page of the State Library website when the application period opens. Current Library Service Area administrators will be hired as district consultants, if they choose to apply. As many current LSA office employees as possible will be hired, also.

2. An Advisory Panel of librarians will be named before July 1. This group will, in accordance with the bill, “advise and recommend...evidence-based best practices, to assist the commission and division to determine service priorities and launch programs, articulate the needs and interests of Iowa librarians, and share research and professional development information.” An application form for service on the Advisory Panel is now available. The legislation establishes that the executive board of the Iowa Library Association appoints a simple majority of the members of the Advisory Panel, and the State Librarian appoints the remaining members. The Panel will include a broad representation of libraries, by size, by type, and by location, to assist the new agency in moving forward to provide the best possible service to Iowa’s libraries.

3. An Internal Transition Team will be created, consisting of LSA staff who transition to the new agency and current State Library staff who work with Iowa libraries.

4. The ILA Reorganization Committee met on April 28 to identify questions and issues. Library Service Area staff and State Library staff have created a shared document for listing transition questions and identifying steps to be taken. A team from the State Library, headed by Sandy Dixon, has scheduled visits to each Library Service Area office for face-to-face discussion of the transition. The six visits will be completed on June 9.

5. The State Library is working with the LSA offices and the Chief Financial Officer of the state Department of Education and his staff on the financial steps that are necessary for closing the Library Service Area offices. The State Auditor’s office and the State Accounting Enterprise office are also providing advice.

**Next Steps**

Information about the reorganization and transition process is being shared regularly, and posted on a transition page on the State Library’s website. If you have questions, please contact Mary Wegner, State Librarian, 800-248-4483 or 515-281-4108; or Dale Vande Haar, ILA President, 515-242-7569.

There are still many unanswered questions at this point, but we will do our best to keep the Iowa library community informed as the process continues.

The most important thing to remember is that everyone working on the transition has the best interests of Iowa libraries as their highest priority. Support services to libraries will continue, and job #1 for all of us is to ensure that we all continue to provide great library services to Iowans.

Dale Vande Haar, ILA President  
Mary Wegner, State Librarian