

Director's Report

WVLS BOARD OF TRUSTEES MEETING

November 20, 2021



ALICE A. STURZL 2021 Library Hall of Fame Inductee

Former WVLS Trustee Alice Sturzl will be inducted into the 2021 Wisconsin Library Hall of Fame during the Wisconsin Library Association's Awards and Honors Ceremony in Green Bay on November 18, 2021.

Her nomination essay states, "Alice has lived many lives within the Wisconsin library community, devoting her time and talents to library service and leadership as a school librarian, a library trustee, an active member of WLA and numerous other professional organizations, and a dedicated public servant. She was honored with a **2005 WLA Special Services Award**, as **2007 WLA/DEMCO Librarian of the Year**, and **2015 WLA Trustee of the Year**. She

was elected 1997 WLA President and provided additional leadership to the school and trustee divisions as well as the WLA Foundation and numerous committees over four decades.

Alice was employed nearly four decades as library media specialist for the Laona School District. She officially retired in 2011 yet continued to serve as a substitute librarian at the Edith Evans Community Library that is co-located with school library services inside the Laona High School. The successful joint operation depends mightily upon the collegial coexistence of the two librarians along with their ability to bridge political relationships, policies and budgeting between the school and library boards. Alice not only mastered this challenging environment, but its unique perspective also informed her prodigious contributions to both school and public library advancement on a county, regional and statewide level.

By stepping outside her comfort zone to connect her corner of Wisconsin to the statewide multitype librarian network, Alice served as both a conduit and an advocate for greater communication and

collaboration. She brought a depth of experience across multiple levels to every meeting she attended, mentoring others at the table, taking on new challenges and providing valuable insights from a statewide perspective. And she accomplished all this with a humility and devotion that also won support within ever widening circles for the libraries, resources, and services that she, her professional colleagues and her fellow library trustees held in trust for residents of the communities they represented.”

Over the span of three decades Alice served on the Edith Evan’s Community Library Board, Forest County Library Board and WVLS Board of Trustees. Her remarkable years of service coupled with her deep commitment to and advocacy for excellent library service continues to inspire library colleagues across the state. And anyone who has had the honor of working with Alice knows that she doesn’t just ‘talk the talk,’ she ‘walks the walk.’

Congratulations Alice!

PEOPLE and LIBRARIES IN THE NEWS

IFLS Library System Director Named WLA/DEMCO Librarian of the Year!

John Thompson, fellow colleague and IFLS Library System Director since 2007, has been selected as the 2021 WLA/Demco Librarian of the Year. The award recognizes a librarian’s outstanding leadership and accomplishment in library service. John was honored at an awards ceremony at the WLA annual conference in Green Bay on Thursday, November 18. Congratulations to John on this much deserved recognition!

MCPL Hires New Director

During its November 15 meeting, the Marathon County Public Library Board of Trustees announced the selection of Interim Director **Leah Giordano** as the next director for the library. Leah replaces former director **Ralph Illick** who resigned from the position in May 2021. Congratulations and best wishes, Leah!

Hildebrand Announces Her Retirement

Augo Hildebrand, WVLS Accounting/HR Specialist, has announced that she plans to retire on December 11. She has worked for WVLS since July 2011 to complete bi-weekly payrolls and bill runs, respond to human resource questions from staff and WVLS member libraries, oversee WVLS health insurance needs and requisite coverage, and assist with the annual financial audit. The WVLS staff are sad to see her leave and wish her all the very best in the future!

WVLS is Well Represented at ARSL Conference

Six WVLS member librarians received scholarships to attend the 2021 ARSL (Association of Rural and Small Libraries) Conference on October 20-23 in Reno, Nevada. This year's scholars were:

Kay Heiting, Director, Granton

Janay Ziebell, Director, Neillsville

Teresa Hall, Director, Loyal

Tammie Blomberg, Director, Rib Lake

Julie Beloungy, Library Media Specialist, School District of Thorp

Jenny Jochimsen, Director, Abbotsford

Even though the recipients arrived and left Reno at different times, they were able to gather as a group during conference meals. At times, they were able to do some sightseeing together. Julie Beloungy said, *"I am always amazed at how friendly and open everyone is who attends the ARSL conference. During our lunch on Friday, I sat next to a woman from Washington and we had a conversation about how the school and public libraries work together in our communities. She shared about their program which gives every child in the school a special public library card number so they can bring home books when the public librarian brings books to their school."*

Conference reports from the 2021 Scholars will be shared with the WVLS Board of Trustees in 2022.



2021 WVLS ARSL Conference Scholars include (back row from L to R) Jenny Jochimsen, Abbotsford Public Library Director; Kay Heiting, Granton Community Library Director; Janay Ziebell, Neillsville Public Library Director; (front row from L to R.) Tammie Blomberg, Rib Lake Public Library Director; Julie Beloungy, WVLS Library Advisory Committee member and Library Media Specialist for the Thorp School District; and, Teresa Hall, Loyal Public Library Director.

Matczak to be 2023 WLA Conference Chair!

Kris Turner, 2023 Wisconsin Library Association (WLA) President and Associate Director of Public Services at the University of Wisconsin Law Library, asked **Jamie Matczak** to serve as the 2023 WLA Conference Committee Chair, and she said yes! Jamie has experience serving on several WLA conference planning committees, and served as Programming Chair (2007), Local Arrangements Chair (2013), Publicity Chair (2017), and as Sponsorships Chair (2018).

The location for the 2023 WLA Conference is yet to be decided. Stay tuned!

Metzler to Become the DLSL for the WPLC!

Talk about alphabet soup! During its October meeting, the Wisconsin Public Library Consortium (WPLC) Board elected officers for 2022. **Rachel Metzler** was elected to serve as the Digital Library Steering Liaison (DLSL) to the WPLC board. Others elected include **David Kranz** (Southwest Wisconsin Library System Director) as WPLC Chair, **Steve Hesel** (Milwaukee County Federated Library System Director) as Vice-Chair, and **Jeff Gilderson-Duwe** (Winnefox Library System Director and Oshkosh Public Library Director) as Technology Collaborations Steering Liaison.

CORRESPONDENCE

WVLS Board Appointments

Five trustees have terms set to expire at the end of the year. In October, **Susie Hafemeister** alerted the county clerks of those counties. Appointments/Reappointments were needed for: **Louise Olszewski** (Clark County), **Peg Jopek** (Langlade County) and **Sonja Ackerman, Jessica Bennett, and Michael Otten** (Marathon County). Peg alerted WVLS that she would not seek another term and, in response to that announcement, Langlade County appointed Judy Peterson as her replacement. Earlier in the week, Marathon and Clark counties let us know that Sonja, Jessica, Michael, and Louise have been reappointed. Also, there is an additional Marathon County vacancy to fill the expired term of **Tyson Cain**.

Celebrating Public Library System Directors

During a recent weekly meeting of staff from WI DPI Division for Libraries and Technology, and public library system directors, Public Library Administration Consultant **Shannon Schultz** shared a slide presentation that expressed the DLT team's gratitude to each system director. The slide presentation, "*Celebrating our System Directors! A Heartfelt Expression of Our Gratitude*" is shared as **Exhibit 11A**.

WVLS PROJECTS

Library Marketing Plan Workshop and Mini Grants

Fifteen libraries in Wisconsin were selected to receive [Library Marketing Plan Mini-Grants](#), as part of a project supported by the Wisconsin Department of Public Instruction (DPI), Public Library Development Team, with funding support from the Institute of Museum and Library Services.

The grant application process opened at the end of August and was available until October 6. Almost 70 libraries in the state submitted applications. Libraries selected as grant recipients include:

- Amery Area Public Library (*IFLS Library System*)
- Baldwin Public Library (*IFLS Library System*)
- Clinton Public Library (*Arrowhead Library System*)
- DeSoto Public Library (*Winding Rivers Library System*)
- E.D. Locke Public Library, McFarland (*South Central Library System*)
- Fond du Lac Public Library (*Winnefox Library System*)
- Kaukauna Public Library (*Outagamie Waupaca Library System*)
- La Crosse County Library (*Winding Rivers Library System*)
- Lake Geneva Public Library (*Lakeshores Library System*)
- Menomonee Falls Public Library (*Bridges Library System*)
- Mercer Public Library (*Northern Waters Library System*)
- Mukwonago Community Library (*Bridges Library System*)
- Oscar Grady Public Library, Saukville (*Monarch Library System*)
- **Rhineland Area District Library (*Wisconsin Valley Library Service*)**
- Verona Public Library (*South Central Library System*)

All WI public libraries were invited to attend the Library Marketing Plan Workshop held on Friday, November 12. Nationally renowned library marketers **Kathy Dempsey** and **Angela Hursh** shared advice on creating and implementing a marketing plan and answered questions from the grant recipients.

Jamie is part of a sub-group within the Public Library System Marketing Cohort who is leading this project. The other members of the subgroup are Jill Fuller (Bridges Library System), Mark Ibach (South Central Library System) and Chad Glamann (Outagamie Waupaca Library System). Jamie will serve as a mentor to five library grant recipients in 2022.

Public Library In-Service Assistance

The Marathon County Public Library (MCPL) Staff Inservice Day on Friday, October 15, was a big success. **Jamie Matczak** worked with MCPL Interim Director **Leah Giordano** on coordinating a day focused on team building and diffusing escalating situations with patrons. The day was led by **Michelle Dennis** (Head of Public Services) and Jill Osmond-Groell (Public Services Librarian) from the Hedberg Public Library in Janesville.

The day started with team-building activities led by Michelle, Jill and Jamie, followed by box lunches from the Mint Cafe. In the afternoon, Michelle and Jill talked about library security and how to diffuse

situations with agitated patrons. The day ended with a special guest appearance by **Wausau Mayor Katie Rosenberg**.

The day was well-received, with one staff member sharing with Leah Giordino, *“I just wanted to thank you, the planning team, and the speakers for the excellent Staff Day. It was an uplifting day with fellow co-workers that was both educational and joyful. It was great to have dedicated time to thoughtfully and purposefully work on career skills while also being able to deepen professional relationships.”*

Grant Projects

Four Grants Submitted Through the American Rescue Plan Act (ARPA) of 2021

IFLS, WVLS, and NWLS collaborated to apply for [ARPA Funding](#) on behalf of each system’s member libraries. **Leah Langby** (IFLS), **Anne Hamland** (WVLS), and **Jackee Johnson** (NWLS), worked quickly within the grant’s tight application window to come up with options that would be helpful to members and be within grant restrictions. Consultants gathered interest in project options and collaborated to submit four grants listed below. Libraries were encouraged to indicate their interest in any or all projects of interest.

- Event Tents: Expanding the Library as a Third Space – NWLS on behalf of 13 libraries
- LEAN WI Library Pickup Lockers – WVLS on behalf of 7 libraries
- Outdoor Seating: Space and Safety Improvement – IFLS on behalf of 37 libraries
- Outdoors and In: A Hybrid Library Service Model – IFLS on behalf of 26 libraries

The total value of the four grants the systems submitted was over \$450,000. If awarded, grants will fund 83 project items ranging from library pickup lockers, book bikes, and large event tents, to virtual program technology and solar powered benches for seating and charging personal smart devices.

FY20/21 CARES Act Grants to States (G2S) – Covid Response Support. The reimbursement request from system to DPI was completed and the disbursement of funds from DPI to system has been received. The collection and validation of project support documentation from libraries is in progress for a few remaining libraries, with an initial batch of disbursements to be sent to recipient libraries during the week of November 20. Remaining reporting validation tasks and subaward disbursements will be completed by the end of FY2021. More info is available at the LEAN WI landing page for the 2021 CARES Act grant project <https://leanwi.org/grants/cares2020/>.

FY20/21 LSTA – Technology – Increase Capacity for Technology Tools and Resources Sparsity Aid. Additional funding was allocated to each of the LEANWI partner systems. A final budget revision request was submitted to DPI prior to July 31, 2021 and approved. The final reimbursement request was submitted in November 2021, and each system is awaiting disbursement from DPI.

FY20/21 ECF – [Emergency Connectivity Fund Program](#). Our interpretation of the applicability of Children’s Internet Protection Act (CIPA) certification requirements and constraints per FCC rules differed from the DPI’s advice regarding the procurement and use of mobile hotspots with data plans

but we did not apply any of those during the ECF Round One application window.

We did apply for funding to support a maximum of \$400 per laptop for 110 laptops. WVLS has a custom-tailored configuration from Dell which meets reasonable performance minimums and costs approximately \$470 per device. With the ECF support, that results in a local cost of approximately \$70 per device. We have responded to all requests from the Program Integrity Assurance (PIA) office working with our application and are still pending notice of award. If awarded, our desire is to make the 110 devices available equitably to any of the eligible member public libraries within the LEAN WI partnership that are willing to accept and follow the program rules for data gathering, device lending, and 10-year maintenance of usage history.

The FCC later clarified their position on the applicability of CIPA regarding specific mobile hotspot and data plan use cases, affirming our interpretation. WVLS applied for 240 mobile hotspot devices with data plans for January 2022 through June 2022 (the end of the period of performance for eligible services in this grant round). We have not yet received follow up requests from PIA and are awaiting either follow up questions or an award announcement. If awarded, our desire is to make the 240 devices (with service plans) available equitably to any of the eligible member public libraries within the LEAN WI partnership that are willing to accept and follow the program rules for data gathering, device lending, and 10-year maintenance of usage history.

An ECF landing page will be created on the <https://leanwi.org> site upon announcement of award for either grant.

FY21/22 ARPA Grants to States (G2S) – Additional Covid Response Support. DPI DLT published an information aggregation page for ARPA and a grant guidance document for Public Library Systems and Libraries. The application window for the “Allocation Funding” (the non-competitive funding track with a formula-based allocation distribution to Library Systems has not yet been announced. The application window is linked to DPI’s project to migrate grant program management into the [Wisconsin WISEgrants portal](#). LEAN WI partners are putting together preliminary project ideas, but one large project that has high demand and buy in from LEAN WI partner systems and their respective memberships is related to Mobile Printing capabilities and management. LEAN WI partners are working with Princh to develop a scaled plan for including all 105 member libraries and branches in a unified, multi-year service agreement fully funded by the grant. The resources below have been shared during various stakeholder discussions and are available via the LEAN WI landing page for ARPA <https://leanwi.org/arpa2021>.

- American Rescue Plan Act of 2021 (ARPA) Project Funding Details and Ideas
- ARPA 2021 DRAFT Budget April 2021
- Project Funding List of Ideas - ARPA, LSTA, E-rate, Build America's Libraries, etc.

V-Cat and ILS Administration Projects

MEETING HIGHLIGHTS

During its two meetings in October, the **V-Cat Bibliographic and Interface Committee** reviewed magazine records and the need for volume information to prompt item level holds. ILS Functionality lists were presented so that staff could review and consider staff needs. Minimum required fields for creating full bibliographic records were reviewed, and **Rachel Metzler** created a new instructional document ahead of the October V-Cat Cataloging training.

WVLS requested another meeting to address the Aspen configuration. The Committee discussed the implications of Aspen setup on a potential recommendation for call numbers and volume information in magazine records. The committee offered valuable feedback on Aspen configurations for formats, facets, item status, and record details.

The **V-Cat Cooperative Circulation Committee** met once in October. The committee continued its discussion on Sierra patron record fields and reviewed a draft training document for creating new patron records/library cards. **Katie Zimmermann** gave an Aspen implementation update and requested feedback on a number of settings related to patron records and staff access. A survey was sent out to libraries after the meeting to determine each library's preferences.

In preparation for its next meeting which will review and discuss functionality in depth, committee members received lists of ILS functions related to circulation, patron records, reports and statistics and integration with other vendors.

The **V-Cat Council** met on Thursday, November 4. During the meeting, the Council approved:

- The [V-Cat Strategic Plan for 2021-2023](#), available on the [V-Cat Resources and Documents page](#).
- A recommendation to use **keyword search as a default in the Sierra Search/Holds function**. For full details, please see [the recommendation](#) on the [V-Cat Guidelines page](#). WVLS asked Innovative to make this change, and an email will be sent to Council members when it is complete.
- A recommendation to **add pre-publication records no more than 6 months prior to publication for books, and no more than 3 months prior to publication for other materials**. Full details about [the recommendation](#) may be found on the [V-Cat Guidelines page](#).
- A [recommendation](#) to allow **masquerade mode for select staff with access to all V-Cat patrons** with the understanding that an individual library can choose to limit that further either by limiting staff access or by shielding their patrons from staff masquerade access.

The November 4 meeting had a discussion regarding the slight delay in sending [library card renewal notices](#) to patrons who use phone and text message notices. More time is needed to identify a method to limit the renewals to only recently expired cards and not all expired cards. Aspen will be set up to provide a reminder to renew when library users login to their account.

Lastly, the meeting shared that **WVLS and the V-Cat Chair Elect were reviewing V-Cat committee membership for 2022**. Individuals interested in joining a committee were invited to contact WVLS staff.

RECENT AND UPCOMING TRAININGS

- Rachel Metzler and Katie Zimmermann attended an **Aspen Intro Training** to learn how to prepare member libraries for Aspen's Go Live event in January 2022.
- Rachel Metzler attended the **Wisconsin and Illinois Innovative User Group (WILIUG) Fall Meeting**. During this meeting, she learned about Innovative's new products that are being developed and attended a useful session on finding cataloging errors.
- **Marc Alert Training** was offered by Rachel Metzler on October 20. Eight individuals from seven libraries attended, with an additional two requesting a recording.
- **Create Lists Training** with Katie Zimmermann was offered in two sessions. On October 20, eleven individuals from nine libraries attended the first session covering the basics. An additional five requested a recording. On October 27, four people from three libraries attended the second session covering more advanced searching and tools. In addition, twelve individuals requested the recording.
- **V-Cat Cataloging Training** from Rachel Metzler was held on October 27. Six individuals from five libraries attended and an additional two requested a recording.
- **Aspen Trainings** for V-Cat members will be offered in November and December. A [full listing](#) is available on the [V-Cat Training Page](#). Libraries are asked to make plans so that have all staff who assist the public can attend Aspen Patron Experience Training in December.

ADDITIONAL PROJECT HIGHLIGHTS

ILS Evaluation and Review. After reviewing survey feedback from member libraries to assess challenges experienced with Sierra, one of the areas where staff report dissatisfaction is searching and placing holds. WVLS staff scheduled a series of meetings with Innovative to identify system changes that might improve the experience for library staff. A default keyword search was suggested, which has been implemented. Possible changes to how holds are placed will be addressed in an upcoming meeting.

WVLS asked for volunteers to join a **V-Cat ILS Evaluation and Review Committee** to tentatively begin meeting in February 2022. Functionality lists are under review by the Bibliographic/Interface and Cooperative Circulation committees. Library directors have also been asked to share feedback on draft lists. **Katie** plans to compile the information and bring a draft Request for Information (RFI) document to the February V-Cat meeting. WVLS is working on a list of vendors to consider and asked V-Cat members to share any suggestions.

Northern Waters Library System has also begun an evaluation and review process, and **Jackee Johnson**, NWLS ILS Administrator and **Katie** have scheduled meetings to compare notes and look for opportunities to collaborate.

The **Milwaukee County Federated Library System** (MCFLS) ILS evaluation and review process continues and WVLS staff have been invited to sit in on demonstrations for The Library Corporation's CarlX/Carl Connect, SirsiDynix's Symphony and Innovative's Polaris in November and December.

Aspen Discovery. Work on **Aspen discovery implementation and configuration** continues. The first training for V-Cat Library staff was completed on Tuesday, November 9 and additional trainings are planned in November and December.

The transition to uniform checkout periods is almost complete. All V-Cat libraries should be set up by the end of November.

Completed (in order):	Scheduled:
Loyal Rib Lake Abbotsford Three Lakes Antigo Greenwood Crandon Minocqua Granton Owen Withee Thorp Laona Rhinelander Colby Wabeno Westboro Gilman Stetsonville Medford Neillsville Tomahawk	<p>November Merrill, Dorchester, Marathon County</p> <p>Note: Additional consults to address complex loan rules were necessary for the Francis Simek Memorial Library, Medford; T.B. Scott Library, Merrill, and Marathon County Public Library.</p>

Technology Projects Overview

Service Explorations

With the successful extension of Antivirus services for one year at cost-to-continue rates, the testing of Microsoft Endpoint Protection (MSEP) is on hold until after first quarter of 2022. MSEP is the alternative managed Antivirus product under consideration to consolidate Antivirus licensing management and ideally general Antivirus client management and supportability.

WVLS Internal Projects, Library Projects, and Core Services Support

The WVLS meeting area will be getting a new room camera installed. The camera has been tested for use with various meeting software in use by WVLS and is pending an installation scheduled to be coordinated with room audio system update work. A Meeting Owl Pro – a table-top web conferencing

device with 360-degree camera – will be procured and tested for supplemental use in the WVLS meeting room (for smaller in-person meetings). The room audio system was reviewed by Consulting with Clarity and several tuning adjustments were made to the audio controller. Additional recommendations were made for system component replacements and updates to improve the audio experience for remote attendees. These are under consideration and will likely be included as part of the ARPA or LSTA grants pending final scoping of those grants.

Taylor County is building out a county-owned fiber network path throughout the county to connect county, municipal, and township facilities. All five public libraries in Taylor County were included in the project, which is covering the entirety of last-mile (fiber to the premises) and lateral (fiber on the premises to the facilities) construction. This project is intended to include internet accessibility which if effected, will empower the libraries with several options to strengthen internet reliability or to reduce current service costs. This project is in-progress, with fiber construction underway. WVLS and Taylor County member libraries are now in the loop and **Josh Klingbeil** is in regular communication with the project's administrator.

All WVLS Libraries: **Aschraf Ben Khalifa** continues working on ongoing maintenance projects including:

- Ensuring computers throughout the membership have updated firmware and device drivers and have the latest Windows Updates.
- Ensuring all libraries are using the currently supported stable version of Deep Freeze Enterprise, Cloud Connector Agent, and Antivirus.

WVLS Connects Libraries with the Wisconsin Science Festival

To celebrate this year's Wisconsin Science Festival, **Anne Hamland** connected WVLS libraries with Festival representatives to bring STEAM Kits to library patrons. The Wisconsin Science Festival was celebrated across the state from October 21-24.

Wisconsin Science Festival representative **Jerrod Buckner** stated: *"With COVID-19 still active we have come up with a solution to connect with communities, giving access to participating in the festival with hands-on activities. Our goal is to ship kits to various library sites for their families to pick up and participate at home."*

Laurie Ollhoff, Assistant Director of T.B. Scott Free Library in Merrill said *"The kits were well received by our patrons. They were gone within days. We would be willing to participate again in the future and hope to do more by developing complementary programs and other offerings."*

Taylor Weinfurter, Youth Services Librarian for the Marathon County Public Library in Wausau noted, *"I would participate again - families seemed to be excited about them!"*

The Wisconsin Science Festival kits, and other Take and Make Kits, first appeared on the library scene as a single, non-digital experience at the beginning of the pandemic when in-person programs were cancelled, and curbside item pickup emerged. Take and Make Kits either created by libraries or created

by outside groups and distributed by libraries, have evolved into a versatile tool to provide hands-on participation components in hybrid in-person/virtual or all-virtual programming opportunities.

The four-day Wisconsin Science Festival is a statewide celebration with events across Wisconsin for people of all ages. Events include hands-on science exhibitions, demonstrations, performances, tours, pub nights, workshops and more. Wisconsin Science Festival Partners include the Wisconsin Arts Board, Wisconsin Foundation, Wisconsin Alumni Association, and the Wisconsin Union. The 2022 [Wisconsin Science Festival](#) will be held on October 20-23.

Marketing Support

Katie Zimmermann, Rachel Metzler, and Anne Hamland used library surveys and requests for information to build customized catalogs for each WVLS member library. This customized support featured branding and imagery for requesting libraries. Hamland also created placards to promote Gale Courses, Ancestry Library Edition, and other online databases available via BadgerLink.

Inclusive Services Update

Sherry Machones, Northern Waters Library System Director and WVLS Inclusive Services Consultant, shared an *Inclusive Services Update* with member libraries in October and November.

The **October update** encouraged libraries to apply for the competitive ARPA funds as all three categories feature inclusive services. It also introduced libraries to the statewide assistive technology support that is available through educational partnerships. Continuing education options were promoted, including the **Toward One Wisconsin Conference** that had moved virtually.

Sherry attended the **Toward One Wisconsin Conference** and was amazed at the programming options. Unfortunately, she could not get to all of them as there were so many. Following are some of the sessions she attended: “Culturally Responsive and Trauma-Informed Discipline,” “Support Our Transgender and Gender Non-Conforming Population,” “Fostering Inclusivity in an Age of Polarization,” “Civic Health of Wisconsin: Engagement and Access for All,” and “Use a Book: Conversations About Equity and Justice Using Children's and Young Adult Literature.” The keynotes gave us a lot to think about, starting with the opening keynote topic: “What is it going to take? A frank conversation about cultivating an inclusive Wisconsin.” WVLS colleagues were invited to contact Sherry if they wanted more information shared at the conference.

The **November update** featured a commentary on cultural appropriation when celebrating Native American Heritage Month and Thanksgiving. Helpful resources shared included an anti-racism toolkit that organizations may use and an ALA Intellectual Freedom Blog on the trend of book challenges. Many articles were shared included news of the New York Public Library going fine free, the FCC's Lifeline program, and Madison Public Library's native storyteller in residence. A slew of upcoming continuing education offerings was provided, as were a long list of upcoming diverse holidays for the month.

Website Services

Recent Projects

The September Director's Report shared that the websites for the **Spooner** and **Deer Park** public libraries would transition from their current providers to the LEAN WI website service, and those processes have since been completed. The library in **Mercer** has also been added to the LEAN WI website service. In the weeks ahead, Anne Hamland plans to also add libraries in Medford (WVLS), Lac du Flambeau (NWLS), and New Richmond (IFLS). Details regarding the LEAN WI Website Service are available [here](#).

CONTINUING EDUCATION & TRAINING OPPORTUNITIES

Fall Webinars Were a Success!

Tech Days 2021. Tech Days 2021, a two-day event held on September 15 and 16 offered four 90-minute webinars on "Digital First: All Library Planning Starts with Digital," "Free Online Tools to Increase Your Workflow and Productivity," "Video Production: Tools, Tips and Tricks," and "Emerging Tech Trends for 2021 and Beyond." Tech Days 2021 was a hit with over 1,200 attendees over the course of two days. Feedback on the virtual format and on the webinars was positive. Recordings of all four sessions are available [on the Tech Days website](#). Tech Days is sponsored by all 16 public library systems, Wisconsin Department of Public Instruction's Public Library Development Team, with funding support from the Institute of Museum and Library Services.

Staff Empowerment Webinar Series. WVLS offered a fall Staff Empowerment webinar series with Northern Waters Library Service and the Southwest Wisconsin Library System on September 22 and 29, and October 6. Webinar topics included "Compassion Resilience and Anxiety Management During Tough Times," "Hiring in 2021 and Beyond," and "Best Practices in Volunteer Management." Around 60 people attended each webinar, and survey feedback indicated that the topics were timely and the speakers engaging. Librarians who missed the webinars can find the recordings on the [WVLS Continuing Education website](#).

CE Opportunities in the Works

The following workshops and webinars are in the planning stages

- The **Annual WVLS Youth Services Virtual Workshop** will be held on December 9. Minocqua Public Library Youth Services Librarian, **Erica Dischinger**, and Teen Services Librarian **Jennifer Davis** will be showcasing their successful youth programs and explaining how they were developed.
- **Wild Wisconsin Winter Web Conference:** The annual state conference is slated for January 26-27, 2022. The session tracks are Marketing, Public Services, Small Libraries, and Wellbeing. Registration for the conference will open soon!

STAFF CALENDAR

- November 2 – System Directors/DPI Discussion
- November 2 – WPLC Technology Steering Committee
- **November 4 – WVLS V-Cat Council meeting**
- November 8 – Antigo Public Library Strategic Planning Committee meeting
- November 9 – System Marketing Cohort meeting
- November 9 – System Directors/DPI Discussion
- November 9 – WISCAT User Group meeting
- **November 9 – WVLS/IFLS/NWLS Website Office Hours**
- November 10 – Council for Libraries and Network Development’s Network Development Subcommittee meeting
- **November 12 – Statewide “Library Marketing Plan” workshop**
- November 12 – WLA’s Library Development and Legislation (LD&L) Committee meeting
- November 12 – COLAND meeting
- November 15 – MCPL Board of Trustees meeting
- November 16 – System and Resource Library Administrator’s Association of Wisconsin (SRLAAW) meeting
- **November 16 – 19 – Wisconsin Library Association Fall Conference**
- **November 17 – Advanced Catalog Training – Part III**
- **November 18 – WVLS/IFLS/NWLS Website Office Hours**
- November 19 – MCPL Branch Coordinators meeting
- **November 20 – WVLS Board of Trustees meeting**
- November 23 – System Directors/DPI Discussion
- November 24 – DPI hosted System Continuing Education Consultants meeting
- November 25 – Happy Thanksgiving! WVLS office closed.
- November 26 – WVLS office closed.
- November 30 – System Directors/DPI Discussion
- **November 30 – Aspen Discovery Training**
- December 2 – Oneida County Library Board meeting
- **December 7 – WVLS V-Cat Bibliographic Control and Interface Committee meeting**
- **December 8 – Aspen Patron Experience Training**
- **December 14 – Aspen Patron Experience Training**
- December 20 – Marathon County Public Library Board meeting
- December 22 – DPI hosted System Continuing Education Consultants meeting
- December 24 – WVLS Office closed
- December 27 – WVLS Office closed
- December 31 – WVLS Office closed
- January 14 – COLAND meeting
- January 17 – Marathon County Public Library Board meeting
- **January 26-27 – Wild Wisconsin Winter Web Conference**

- **January 28** – WLA’s Library Development and Legislation (LD&L) Committee meeting
- **February 8** – **WLA’s Library Legislative Day**
- February 14 – WPLC Technology Steering Committee
- February 15 – DPI hosted System Youth Services Consultants meeting

Thank you for reading! Happy Holidays!

Marla