

**Council on Library and Network Development**  
 July 12th, 2024  
 Field Day Learning Games Lab  
 UW Madison Educational Sciences Building  
 1025 W. Johnson Street; Madison, WI 53706  
 9:00 AM - 2:00 PM

Virtual Meeting: [Join Microsoft Teams Meeting](#)

Call in Option: 608-620-9781 Conference ID: 710 437 87#

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|----|--|---|
| 1. | <b>Call to Order</b> (Action; 5 minutes)   | Isa Small, COLAND<br><i>Chair</i>   |
|    | <a href="#">Roll Call/Determination of Quorum</a> (Information)  | Terri Muraski,<br><i>COLAND Secretary</i>   |
|    | <b>Introduction of Guests/Visitors</b>   |   |
|    | <b>Changes/Additions to Agenda</b> (Action)  | Isa Small   |
|    | <a href="#">Approval of May 10th, 2024, Minutes</a> (Action)   | All   |
|    |  | Terri Muraski   |
| 2. | <b>Welcome from the Field Day Learning Games Lab</b><br>(10 minutes)   | David Gagnon,<br>Director and Founder   |
| 3. | <b>Field Day Learning Games Lab Tour</b> (Information,<br>Discussion; 45 minutes)  | David Gagnon, Jim<br>Mathews, Field Day<br>Labs & Wisconsin<br>Center for Education<br>Research |
| 4. | <b>Games and Learning Presentation</b> (Information,<br>Discussion; 45 minutes)  | Chris Baker (DPI)   |
| 5. | <b>Report of the Chair</b> (Information, Discussion; 10 minutes)   | Isa Small;<br>All   |
| 6. | <b>Elect COLAND Officers</b> (Discussion, Action; 15 minutes)  | Dennis Myers, Terri<br>Muraski, and Joshua<br>Klingbeil   |
|    | <ul style="list-style-type: none"> <li>● <b>Nomination Committee</b> <ul style="list-style-type: none"> <li>○ <a href="#">COLAND Nomination Committee Report July 2024</a></li> <li>○ COLAND <a href="#">Bylaws</a> Article III Section<br/>2</li> </ul> </li> </ul> |   |

- See [Column M](#)
- COLAND Officers (Chair, Vice-Chair, and Secretary)
  - COLAND [Bylaws](#) Article I Section 2
  - See [Column N](#)

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|---|---|
| <p>7. <b>Outreach &amp; Engagement</b><br/>(Discussion, Action; 30 minutes)</p>   | <p>Isa Small;<br/>All</p>                                 |
| <p>8. <b>Lunch</b> (11:30)</p>  |   |
| <p>9. <b><a href="#">DPI, PLSR, and School Libraries Updates</a></b><br/>(Discussion; 30 minutes)<br/>Biennial Reports s. 43.07(4), (5), (7)</p> <ul style="list-style-type: none"> <li>● <a href="#">Library Visits</a></li> </ul>   | <p>Ben Miller; DPI Staff</p>                              |
| <p>8. <b>Legislative Update</b> (Discussion; 30 minutes)</p>  | <p>DPI Staff; <i>DPI</i></p>                              |
| <p>9. <b>Network Development Subcommittee Reports</b></p> <ul style="list-style-type: none"> <li>● <a href="#">May 17th, 2024, Broadband Subcommittee Minutes</a></li> <li>● <a href="#">June 21st, 2024, Broadband Subcommittee Minutes</a></li> </ul> <p>(Discussion; 15 minutes)</p>   | <p>Ellen Kupfer,<br/><i>Vice-Chair</i>;<br/>DPI Staff</p> |
| <p>10. <b>Review Meeting Dates and Tentative Locations</b><br/>(Information, Discussion; 5 minutes)</p> <ul style="list-style-type: none"> <li>○ 2024 Meeting Dates:           <ul style="list-style-type: none"> <li>■ Friday, September 13th, 2024 - Mead Public Library, Sheyboygan</li> <li>■ Friday, November 8th, 2024</li> <li>■ Friday, January 10th, 2025</li> </ul> </li> </ul> | <p>Isa Small;<br/>All</p>                                 |
| <p>11. <b>Announcements</b></p>   | <p>Isa Small;<br/>All</p>                                 |
| <p>12. <b>Adjournment</b> (2:00 pm)</p>   | <p>Isa Small;<br/>All</p>                                 |

**COLAND Goals:**

**1. HUMAN RESOURCES:**

- a. RECRUITMENT: Support efforts inspiring middle school, high school, and college students to consider a career in library science.

- b. **EDUCATION:** Evaluate and support educational pipelines, continuing education, professional standards, inclusive practices, and licensing/certification for both school and public librarians.
  - c. **RETENTION:** Increase the retention of professional librarians and help advocate for competitive salaries, benefits, and recognition for service in the field.
- 2. BROADBAND ACCESS:**
- a. **ADVOCACY:** Advocate with stakeholders in achieving statewide broadband service that is accessible and affordable for all Wisconsinites—a foundational element of digital equity.
- 3. INNOVATION:**
- a. **OBSERVATION:** Actively and thoughtfully monitor trends, developments, and challenges in modern library services.
  - b. **ENCOURAGEMENT:** Support the Department of Public Instruction, library districts and systems, individual libraries, and professional groups as they implement and experiment with new programs—especially those which serve marginalized populations.
- 4. OUTREACH & ENGAGEMENT:**
- a. **AWARENESS:** Increase awareness of COLAND through outreach to libraries, library systems, and professional groups.
  - b. **NETWORKING:** Develop and support active relationships with—and between—libraries, librarians, and vital organizations aligned with COLAND goals.
- 5. INTELLECTUAL FREEDOM:**
- a. **PROTECTION:** Vigorously defend intellectual freedom and the Right to Read.
  - b. **PERSEVERANCE:** Support libraries and their staff as they face a recent surge in book challenges; carefully monitor state and national trends in book challenges, as well as the groups and opinions fueling them.

**43.07 Council on library and network development.** The state superintendent and the division shall seek the advice of and consult with the council on library and network development in performing their duties in regard to library service. The state superintendent or the administrator of the division shall attend every meeting of the council. The council may initiate consultations with the department and the division. The council shall:

- (1) Make recommendations to the division in regard to the development of standards for the certification of public librarians and standards for public library systems under s. 43.09.
- (2) Advise the state superintendent in regard to the general policies and activities of the state's program for library development, interlibrary cooperation and network development.
- (3) Advise the state superintendent in regard to the general policies and activities of the state's program for the development of school library media programs and facilities and the coordination of these programs with other library services.
- (4) Hold a biennial meeting for the purpose of discussing the report submitted by the state superintendent under s. 43.03 (3) (d). Notice of the meeting shall be sent to public libraries, public library systems, school libraries and other types of libraries and related agencies. After the meeting, the council shall make recommendations to the state superintendent regarding the report and any other matter the council deems appropriate.
- (5) On or before July 1 of every odd-numbered year, transmit to the state superintendent a descriptive and statistical report on the condition and progress of library services in the state and recommendations on how library services in the state may be improved. The state superintendent shall include the report as an addendum to the department's biennial report under s. 15.04 (1) (d).
- (6) Review that portion of the budget of the department relating to library service. Recommendations of the council in regard to the budget shall accompany the department's budget request to the governor.
- (7) Receive complaints, suggestions and inquiries regarding the programs and policies of the department relating to library and network development, inquire into such complaints, suggestions and inquiries, and advise the state superintendent and the division on any action to be taken.

**History:** 1979 c. 347; 1983 a. 524; 1985 a. 177; 1995 a. 27; 1997 a. 27.

**Meeting Minutes**  
**Council on Library and Network Development**  
**Friday, May 10, 2024**  
**UW-Green Bay Cofrin Library**  
**2420 Nicolet Drive, Green Bay, WI**

**Council Members**

**Present:**

Isa Small (Chair)  
Ellen Kupfer (Vice Chair)  
Terri Muraski (Secretary)  
Josh Klingbeil (Member at Large)  
Andi Cloud  
Eric Genrich  
Jaime Healy-Plotkin  
Michael Otten  
Christinna Swearingen  
Rachel Thomas  
Amy Thornton  
Terrence Berres  
Rob Nunez  
Dennis Myers  
Kristi Williams

**Missing:**

Amy Beth Bahena-Ettner

**DPI Staff:**

Ben Miller  
Elizabeth Tomev  
Monica Treptow  
Allyson Hanz

**Guests:**

Renee Ettinger  
Kurt Kiefer  
Tracy Vreeke  
Darrell Williams

Nick Dimassis  
Rebecca Ferrell

**Call to Order** - Isa Small called the meeting to order at 9:05

**Roll Call** - Quorum present

**Approval of March 8, 2024 minutes** - Motion by D. Myers , second by J. Healy-Plotkin to accept minutes. Motion carried with one abstention.

**Introduction of Guests/Visitors** - Kurt Kiefer, former Assistant State Superintendent for the Division of Libraries and Technology, expressed his pleasure to have the opportunity to attend the meeting. He shared that when working in the Division he used the quote "Libraries are the living rooms of our communities". He also praised the amazing DPI staff. Dr. Williams, the current Assistant State Superintendent, welcomed everyone and thanked Kiefer for attending.

**Changes/Additions to Agenda** - none

**Welcome and tour of the UW-Green Bay Library**

Renee Ettinger, Assistant Director, Research and Outreach Services welcomed COLAND and provided a tour of the Cofrin library for those attending the meeting in person.

### **Report of the Chair**

Chair Small shared a short report. She is working on scheduling future meetings. The next meeting will be held at UW Madison.

### **Election Nominating Committee**

T. Muraski will be unable to serve on the nominating committee. R. Nunez volunteered to join in her place. The bylaws relevant to the work of the committee are listed below.

- Nomination Committee -
  - COLAND [Bylaws](#) Article III Section 2, See [Column M](#)
- COLAND officers - Chair, Vice Chair and Secretary
  - COLAND [Bylaws](#) Article I Section 2, See [Column N](#)

**Outreach and Engagement** - no meeting of this group has been held as of yet. There has been discussion of possible means for increasing visibility for COLAND and advocating for libraries. Chair Small was asked to share information with the media on the rising number of book challenges in Wisconsin. A discussion of book challenges and DPI support for procedures to deal with them followed. M. Treptow shared information on an interview with PBS (link below) related to book challenges. <https://www.pbs.org/video/here-now-for-april-12-2024-nhcmxt/>

### **School Librarian Staffing**

M. Treptow provided a presentation on staffing issues in school libraries. There is a link below to an annual report on staffing issues in education, including school libraries. The report provides data on current shortages from a survey and other statistical sources, including one chart with information on library media specialist licenses with stipulations. These licenses with stipulations require teaching certification, so they are not applicable to those with an MLS and no teaching certificate. Adding a similar pathway from the MLS would require legislative action. Treptow reviewed the survey results on vacancies, insufficient applicant pools, strategies used to fill the openings, and the reasons why educators leave their positions. The strategies used often involve limited staffing that does not fully provide needed library services. Treptow then reviewed action items for the Library Services Team related to this issue including data analysis, strategies for effective use of Common School funds, and increased feedback from districts. Questions and discussion followed. E. Kupfer asked about the effects of downsizing and eliminating library positions. Dr. Williams reported that DPI does reach out to districts on the importance of librarians in educational outcomes and creative ways to deal with budget issues. Treptow reviewed the school report cards (see link below) that include student literacy grades, but direct correlations to libraries and library staffing is difficult to prove with data. COLAND advocacy and support to districts and school boards on the importance of libraries and staffing professional media specialists can be helpful with these issues. Internship and collaboration possibilities were discussed.

[2022 Educator Preparation Program and Workforce Analysis Report](#)

School report cards: <https://apps2.dpi.wi.gov/reportcards/>

## DPI, PLSR, and School Libraries Updates

B. Miller reported that DPI has received the LSTA grant award \$3,230,831. These funds will be used to support the goals in the LSTA five year plan. This funding has basically been flat and since it is used to support staff salaries, needed increases for staffing can lead to decreased funding for grants to libraries. Guidelines for specific programs and projects are on the LSTA website.

The Affordable Connectivity Program (ACP) funding was not included in the federal budget. Approximately 425,000 Wisconsin citizens will lose their internet connectivity discount. The DPI is working with the PSC and ISPs to update and promote the Internet Discount Finder and advocate for future funding of the ACP program. The Flexible Facilities Program provides grants for capital funding projects that offer reliable, affordable internet connectivity that will directly enable work, education and healthcare monitoring. This program has a bandwidth requirement of 100 Mbps, so DPI is working with libraries that use TEACH connections to meet this requirement when applying for the grants. Application training is scheduled for May 9 and applications are due July 11. J. Klingbeil shared his experiences and issues working with libraries on the TEACH program. Badgerlink procurement continues. A Request for Bid (RFB) was released.

The Library Workforce Connection/Workforce Development continues to meet and discuss staffing. The group hosts monthly speakers. A Collaboration Workshop will be held on May 24 at the Brown County Library. If COLAND members are interested in attending, registration is now open. The Play Make Learn Conference will be held July 18-19 in Madison. B. Miller encouraged council members to consider attending. A Foundations of Librarianship Youth services workshop will be held in August. Jeni Schomber will be participating in a learning cohort this summer to prepare for a Building Equity Based Summers program for public libraries starting in October, 2024. The Library Services Team is working with the Department of Children and Families (DCF) to connect public libraries with resources to create a Dolly Parton Imagination Library in their community.

B. Tomev provided a presentation (linked below) on her National Library Week library visits throughout southern Wisconsin with Dr. Williams. She emphasized the many ways that Wisconsin libraries are providing important services through creative programs for their communities. A few examples are bilingual resources, imaginariums, memory care kits, bookmobiles, job search resources, reading competitions, book festivals, and many other special services. She highlighted the Mead Public Library in Sheboygan, the Beloit Public Library, and the McIntosh Memorial Library in Viroqua for their exemplary programs and collections. Tomev also discussed some of the staffing and funding problems expressed by many Wisconsin libraries. Book challenges were less of a concern this year. They plan more visits for September

- [Wisconsin Library Services and Technology Act \(LSTA\)](#)
- [DEHCR Flexible Facilities Program \(wi.gov\)](#)
- [Library Visits](#) presentation and article [Love of Literacy and Learning: Celebrating School Library](#)



## Month

Lunch recess at 12:30 for twenty minutes.

### **Legislative Update**

Dr. Williams thanked all of the libraries who hosted visits, especially thanking N. Dimassis for his hospitality in Beloit. He highlighted the Capitol Hill day advocacy, where he visited with Senator Baldwin and multiple Representatives. They were very supportive. At DPI, the strategic planning process continues and they welcome input. He discussed referendums in Wisconsin and the role of relationships in library advocacy. A few themes from their visits are highlighting the ways that libraries provide services beyond books and that there should be a book for every reader.

Williams presented with Miller on Black Legislative Day in Madison and also attended the Culture Keepers Conference with Wisconsin tribes in Black River Falls. The biennial budget process has begun with discussion of priorities. Dr. Williams encouraged COLAND members to provide input. The Recollections Wisconsin board is also working on their priorities and budget request.

Tracy Vreeke, Director of Nicolet Federated Library System, shared her experiences with libraries in the system related to book challenges, the reconsideration process, and dealing with partisan groups. She stressed the importance of relationships and communication, such as with the Library Development & Legislation Committee and the American Library Association. It is also important to have a plan and provide opportunities for non-partisan staff training on the process. The group discussed recent activities in Wisconsin and the

PBS interview with Dr. Underlie and Monica Treptow: [Wisconsin school libraries navigate rise in book challenges \(pbswisconsin.org\)](https://www.pbswisconsin.org/newsroom/wisconsin-school-libraries-navigate-rise-in-book-challenges)

### **Network Development Subcommittee Reports**

E. Kupfer reported on the two meetings of the subcommittee. She shared two action items related to cybersecurity. The first recommendation asks the Library Services branch of DPI to collaborate with DPI's Cybersecurity team to address a gap in cybersecurity expertise by tracking software updates, establishing best practices, and curating training materials. The second recommendation calls for DPI to collaborate with regional and national organizations to develop security standards tailored to the unique needs of libraries. Discussion of these two recommendations followed. Topics included existing subscription services for staff cybersecurity training and the importance of establishing best practices. B. Miller added that DPI has just hired a librarian who has expertise in this area. These recommendations will be forwarded to the COLAND Executive Committee. The next meeting of the subcommittee is Friday, May 17.

- [March 15th, 2024 Broadband Subcommittee Minutes](#)
- [April 19th, 2024 Broadband Subcommittee Minutes](#)

### **Review of future meeting dates and tentative locations**

- 2024 Meeting Dates:

- Friday, July 12th, 2024 at UW Madison
- Friday, September 13th, 2024 - Dennis Myers will organize
- Friday, November 8th, 2024
- Friday, January 10, 2025 - remote only

**Announcement**

The Kenosha Public Library grand opening for their new Kids' Library is July 13

**Meeting adjourned by Chair Small at 2:03**

**Respectfully submitted,**

**Terri Muraski, Secretary**