**MULTITYPE LIBRARY BOARD MEETING SUMMARY**

**Thursday, September 8 2010**

Present: Bryan Wilson (Chair), Joanne Beltramini (vice-Chair), John Murray, Wendy Sinclair, Joylene Campbell, Charlene Sorensen, Pat Kolesar, Susan Baer, Karen Basky, Brad Doerksen; Jack Ma, Elgin Bunston (Provincial Library Support Staff)

Absent: Jeff O’Brien

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<tr>
<th>Agenda Item</th>
<th>Discussion</th>
<th>Action</th>
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<td>Welcome &amp; Introductions - Approval of agenda - Approval of January Meeting Summary</td>
<td>There was a round table of introductions to begin as this was Susan Baer’s first Board meeting. The agenda was approved as distributed, though it was noted that the items would be moved as necessary to accommodate the speakers. The meeting summary from April was approved with some minor wording changes.</td>
<td>Publish June meeting summary on the Saskatchewan Libraries website (Multitype Unit).</td>
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**Advocacy vs. Advice**

Assistant Deputy Minister, Darren McKee, was invited to speak to the Board about the distinctions between advice and advocacy. As a minister’s advisory board, the Multitype Library Board’s mandate is to advise the minister as well as the library community with respect to the development of the multitype library system. Mr. McKee assured the Board that their messages are heard by the Minister of Education. Even if outcomes are not immediate or apparent, Multitype Library Board (MLB) advice is still important in the decision-making process. For example, the Board provided information about librarian recruitment and retention challenges in Saskatchewan to the ministry over a period of years which resulted in a successful request for bursary funding to address this issue.

Advisory boards are intended to provide the ministry with the ‘best thinking’ in order to make informed policy decisions. The MLB, as an overarching group representing a variety of interests with one strategic plan, is especially effective. The Ministry of Education views itself as working at the strategic level for the sector and appreciates the strategic thinking done by this Board.  

Tactical and operational
level activity is more appropriately undertaken outside of the ministry.

The difference between advice and advocacy is subjective, but anyone providing advice to government, including public servants, must keep in mind that they are not to be advocates. Advocacy groups have their own agenda apart from overall ministry goals and some are partisan organizations. Government is less likely to consider recommendations from advocacy groups.

There are many competing priorities that could potentially benefit the people of Saskatchewan, but the Government of Saskatchewan cannot fund them all. Well-articulated advice will clearly answer the question, “what is the benefit to the people of Saskatchewan?” To be effective, the Board must provide sound rationalizations for policy changes and funding requests and explain the implications for the Ministry of Education and the Government of Saskatchewan if recommendations are accepted or rejected. It should be noted that the Government of Saskatchewan employs considerable resources to minimize and mitigate risk.

Board members noted that the institutions represented on the Board are under the jurisdiction of different ministries. Mr. McKee responded by describing the Government of Saskatchewan’s efforts in the area of horizontal integration, where information is shared between government agencies with the expectation that duplication will be reduced and services will be improved. Deputy ministers and assistant deputy ministers have recently taken steps to improve communications with other ministries.

**Provincial Panel on Student Achievement**

Craig Melvin is an education consultant commissioned by the Ministry of Education to prepare the government’s response to the *Final Report of the Provincial Panel on Student Achievement*. Mr. Melvin is working with all the partners and stakeholder groups before making implementing plans. His meetings with stakeholder groups are intended to enhance his understanding and ensure that the government’s response
represents an informed approach to implementation. The discussion between Mr. Melvin and the Board members focused on the six foundational components in the report.

The report recognizes that the issues affecting students achievement are complex and that addressing social issues is crucial in any efforts to improve outcomes. Saskatchewan test scores have been declining over the past decade and there is deep concern among the school divisions. In some other provinces, test scores have been discussed more openly in policy and planning for years. Strong school systems, including libraries and other resources are needed to develop students in a knowledge economy. The ministry is aware that libraries play a positive role in test scores. For example, see: Connections: Policy and Guidelines for School Libraries in Saskatchewan

There are good policies in place to improve First Nations and Métis education, but implementation has not been adequate. Treaty education was mandated and has been successfully implemented as a result. How to effectively implement policy is a crucial issue that needs to be addressed throughout this process. Experience has shown that engaging First Nations and Métis parents and communities at the decision-making level and in formal structures has impacted the decisions made. Reserves are federal jurisdiction, which complicates First Nations issues. A representative workforce is recognized by the panel as a crucial element in this report.

Early learning and child care is essential for vulnerable children and the return on investment has been calculated in the 6-10% range. One of every four children in the province is considered at risk, so schools and other partners need to do a better job of engaging all parents.

The Ministry of Education has to lead the way in developing sustainable learning organizations with the capacity to learn and improve. This includes schools, school boards and everyone involved with education. It means identifying effective practices
demonstrated by research and the evidence from research needs to be put into practice building the culture of learning.

Equity for all students is a priority and student services need to reflect that. The Government of Saskatchewan needs to ensure that there are more young teachers from First Nations and Métis communities. There is a need to measure the effectiveness of such strategies. These ideas together will establish a learning culture.

A Board member noted that the comparatively large number of job opportunities in Saskatchewan for people with little formal education presents a challenge as well.

There is a social emphasis in the report and a recognition that government needs to help with health and well-being for vulnerable children. Continuous review is needed to achieve systemic change, as simply putting in place a process is not sufficient. It was noted by the Board that libraries need to do a better job of demonstrating outcomes and providing evidence in this area. Libraries need to consider what can be done to support early learning. Perhaps an early learning stream or curriculum within public libraries could be developed.

Mr. Melvin also spoke about horizontal integration. The Regional and Integrated Services Branch of the ministry works with other ministries e.g. Health, Social Services on issues, programs and policies for a broad range of related areas. The Government and Libraries Forum identified several areas where libraries can help the Government of Saskatchewan meet its goals.

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<th>Correspondence</th>
<th>The Saskatchewan Library Association provides a report to the Board each year on the status of the Saskatchewan Library Education Bursary. The Board reviewed the report.</th>
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<td>Saskatchewan Libraries Conference Session Ideas</td>
<td>Each year, the Multitype Library Board sponsors one or two sessions in the Saskatchewan Libraries Conference as a way to promote the multitype concept. In order to help the conference planning present the two session ideas to SLA (Multitype Development Unit).</td>
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Committee to prepare the conference program (usually starts in the fall each year), it would be better that the Board indicates to the SLA what types of sessions it is willing to sponsor ahead of time.

The Provincial/Territorial Public Library Council (PTPLC) has commissioned a report called *Early Literacy Storytimes for Preschoolers in Public Libraries*. Research was conducted on the role of libraries in early learning and literacy. It found that Canadian libraries have had success in adopting the “Every Child Ready to Read” program from the United States. It is important for libraries to demonstrate evidence-based outcomes such as this.

This would be a good conference theme since many libraries have literacy as part of their mission and it relates to the Provincial Panel on Student Achievement. Most public libraries are involved with literacy programs in some form. We can determine who the speaker will be later. Ideally, it would be the author of the report. The session would focus on quantitative information such as return on investment.

The Board also recommended holding a panel discussion on online MLIS education at the 2011 conference. This is a topic that the Board has been focusing on at various times and it is relevant to all sectors. The Board would like to sponsor both sessions if they are available.

As a general rule, the Board will opt to sponsor sessions related to best practices for library services and evidence-based/informed themes. The Board may consider commissioning someone to do research in areas where evidence is needed in the future.

| SIAST Information Technology Advisory Committee | SIAST has asked if a Board member could sit on their Library and Information Technology Advisory Committee. This committee provides advice and guidance to assist in ensuring the quality of their Library and Information Technology Program. The Board agreed that it was interested in participating on the committee. Charlene Sorensen was chosen as the appropriate representative for the Board. Her Provide Charlene’s contact information to SIAST (Multitype Development Unit). |
name will be forwarded to the program to establish a one-year appointment to the Committee. The appointment would be renewed in May 2011 for a 3-year term.

| GOS Workforce Readjustment Strategy | The Government of Saskatchewan’s overall target is a 15% reduction in staff over the four-year term. The Ministry of Education made a significant reduction over the past year, which means that the transition should be manageable. Many staff members are near retirement, so attrition is expected to be fairly significant (average is 8% per year in government). The Government of Saskatchewan is planning to complete the process through the management of vacant positions and staff retirements.  

The Ministry of Education is working on a multi-year plan to comply with the government’s requirement. KPMG performed a value stream analysis and ministry staff were invited to provide input about how to streamline services. The goal is not only to reduce staff but also to improve education sector engagement and efficiency and to focus on core business/priority programs within the ministry. Direct services are to be moved to outside organizations where possible. Span of control has been reviewed to ensure that managers are responsible for an appropriate number of people. The Deputy Minister’s Office has done some research on organizational design to ensure effective services with a small staff.  

The ministry has held a number of consultations with stakeholders, including public library board chairs and directors. Public library directors held a discussion at their June retreat where they were asked questions like, “what can Provincial Library stop doing? What can be transferred to the SILS consortium and what can be moved to public libraries?” Regina and Saskatoon public libraries are interested in the multilingual collection, but not without substantial funding. Regional and northern libraries are concerned about maintaining full access if that collection is dispersed. Another suggestion was to move the Community Access Program (CAP) to the SILS consortium and this move is underway |

| | | |
right now. CAP funds computers in libraries in order to provide public internet access. There is an administration fee in the grant sufficient to cover the cost of hiring a coordinator for the program. It is still unclear what the impact will be for interlibrary loans and the multilingual collection. A substantial change may require a Cabinet Information Item or Cabinet Decision Item.

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<th><strong>HST Paper</strong></th>
<th>Harmonized Sales Tax (HST) was recently implemented in Ontario and BC, making Saskatchewan one of the few remaining jurisdictions in Canada that has both PST and GST. There are no plans for the Government of Saskatchewan to implement the HST, but it is an issue that may resurface because it is supported by the business community. The background paper was intended to provide the Board with some information about the impacts of HST on libraries in other provinces and some potential implications for libraries in Saskatchewan. The conclusion was that the impact on libraries in other jurisdictions has been minimal and we would expect the same in Saskatchewan. The Multitype Development Unit will share the background paper on request.</th>
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| **Library Education** | Several topics were discussed on how to increase library school graduates in Saskatchewan.  
**Career Days** (two purposes: keep Saskatchewan residents here and to recruit from other provinces)  
Library schools have recruiting fairs where Saskatchewan representatives could discuss current and upcoming employment opportunities. In the past, Saskatchewan libraries have recruited librarians by sending people to speak at library schools. The same could be done with the technician program at SIAST Kelsey Campus. Visits to recruiting fairs need to let students know about upcoming opportunities and provide information about Saskatchewan institutions and consortia. The multitype library system, SILS and other positives about Saskatchewan libraries fit especially well with marketing the new Saskatchewan.  
Recruitment efforts could be tied in with Government |
| Jack and Elgin will join Susan at a meeting with the SLA about career days. They will find out what SLA would need from the Board to do this.  
Find out about other GOS recruiting efforts and how libraries might fit in and report |
of Saskatchewan (GOS) recruitment activities. We need to decide what we are marketing and then coordinate our message and communicate with SLA and the GOS. The Board felt that the SLA is better-positioned to coordinate a provincial approach on this issue and decided that it would support SLA if they want to accept this role. The Board would look at the possibility of recommending a grant if necessary.

Promoting library careers at career days for high schools, and universities is separate from the type of recruiting above. If the Board decides to take this on at a later date, it will need to develop information packages.

**Grow your own librarians**
This was the approach taken by the Mississippi Library Commission to address their challenge in recruiting professionals to work in public libraries. They created an intensive Librarianship Institute to provide participants with a foundation in the principles of public librarianship to improve public library services. It has also motivated some participants to attend library school to pursue professional degrees. The institute provides continuing education for professionals in addition to foundational programs. The Board reacted positively to this approach, though a higher priority is making professional education available in Saskatchewan. The Board will table the idea of creating a “grow your own” program at a later date.

**University seats**
Saskatchewan purchases a few seats in health-care-related professional schools outside of the province for some Saskatchewan students who agree to return upon completion of their degrees. That model may be adopted by the library community to increase the number of library school graduates returning to the province. However, the priority for the Board is to provide professional library education in Saskatchewan.

**Internship (first priority)**
A potential internship could help bursary winners
| who do not find work in Saskatchewan immediately upon graduation. The Multitype Library Development Unit will gather information from libraries through the survey they are preparing and create a proposal. The preamble for the survey will describe broadly what the board envisions. It will ask libraries how long they can support a student as part of a multi-institution, multitype internship (about 1 year in length). It will ask who can put resources behind building this new program, since the Board cannot guarantee the resources to develop it. However, the Board can coordinate as necessary. A number of concerns need to be addressed. Will each institution pay separately or will they contribute to a central funding pool? What restrictions might the program face from collective agreements? Different options for the program structure need to be considered. One intern might spend a number of short periods at different institutions, though geography could present a challenge if multiple moves are involved. Another option might be to offer several short placements and make them open for multiple candidates. Any opportunities for teacher librarians will need to be restricted to qualified teachers. |

| Develop of list of library school recruitment fair dates (Multitype Unit). |

| Strategic Planning | The Board discussed the images to be included in the final document and decided to add small images to each strategic direction. One new bullet was added to the page about the Board’s strategic alignment with the Ministry of Education. The document will be made publicly available once the copyright permissions have been obtained for the images selected. The Multitype Unit filled out the Key Actions template after the last meeting. Some small changes were made to this document to reflect the Board’s priorities over the next 12-18 months. |

| Send revised strategic plan to MLB (Elgin). |

| BC Book Project | **BC Books Online** is a collaborative project where libraries purchased electronic rights to a collection of non-fiction books from BC publishers to make them accessible to all BC residents through public, school and post-secondary libraries. This is currently a pilot project in its first year with 650 titles with plans to expand. Saskatchewan publishers have expressed an interest in working with libraries and Saskatchewan |

| Discuss BC Books Online at the next MDLP meeting (Jack). Discuss BC Books Online at the next SDA meeting (Elgin). Ask who was involved |
libraries have partnerships in place to work on such a project. This might be a direction for growing the MDLP with provincially-focused materials. SDA-led digitization projects have included books, so that type expertise is in place as well. The Multitype Library Development Unit will look at answering the following questions: Could current MDLP agreements allow for something like this? Can the Overdrive model be applied?

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<th>Sector Reports</th>
<th>Public Libraries (John Murray and Karen Basky)</th>
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| John has been meeting with First Nations Elders and the Métis community to prepare for the Round Dance. It will be held at the Prince Albert Grand Council, Saturday February 12, 2011. Phase 3 of SILS implementation will be completed in September. The target to “go live” is September 27/28. All remaining partners will have their records migrated to the new system at that time (Chinook, Wheatland, Pahkisimon Nuye’ah and PLLO).

Wapiti Regional Library is preparing a report on schools and school library technical training sessions. It will note the possibility of cross-sector collaboration. The Southeast Regional Library Board policy decision on joint-venture libraries participating in SILS may have implications for others in recognizing existing agreements with schools, particularly with respect to holds, lending and cataloguing. There are challenges involved with cross-jurisdictional cooperation and maintaining separate collections in the SILS environment.

Legislation requires public library system directors to have a Library Science degree accredited by the American Library Association. Lakeland Regional Library has hired a graduate from the University of Alberta with the intention of meeting the requirement of the legislation in the near future.

The Standards for Staffing Levels and Compensation (SSLC) report is almost complete. The SSLC Committee compared job descriptions and responsibilities among various libraries and the report will provide evidence of huge discrepancies between urban and rural libraries. The salary scan,
job description and task analysis and implementation plan were discussed at the last Library Directors’ meeting, but documentation has not yet been distributed. There is potential interest from other sectors.

The Saskatchewan Library Trustees Association strategic planning session will be held September 10 at the Wanuskewin Heritage Centre near Saskatoon. SLTA received a Capacity Building Grant through SaskCulture for this event.

The SLTA newsletter is online at www.libraries.gov.sk.ca/slta. Email is now the primary means of distribution in order to reduce mailing costs. The SLTA expo booth was set up at the Saskatchewan Urban Municipalities Association and Saskatchewan Association of Rural Municipalities conventions, the Saskatchewan Libraries Conference and the Wapiti and PNLS AGMs. The expo booth and one banner are available for loan to promote SLTA and public libraries.

Special Libraries (Pat Kolesar and Susan Baer)
There have been space reductions in several law society libraries, but a new law library is opening in Meadow lake. The Law Society has converted its catalogue to an integrated library system that includes databases. They have had some authentication issues with MDLP databases and have expressed an interest in adding a database that reviews hardware and software products.

APLIC (Association of Parliamentary Libraries in Canada) is having its biennial conference this month (September, 2010). One agenda topic is examining the feasibility of creating a portal that would provide a single search interface to access electronic legislative and government documents collected by APLIC member libraries. The idea is to improve access to individual electronic documents and cross-jurisdictional searching and to reduce the need for individual APLIC libraries to collect and maintain electronic materials from other jurisdictions. There are no plans for a single repository and if the project

Remind librarians to update their information on the library directory on the Sask Libraries site (Multitype Library Development Unit).
proceeds, it will initially only be available to APLIC member libraries.

Regina Qu'Appelle Health Region is increasingly moving to electronic subscriptions and reducing print collections. Ashley Farrell has been hired full-time and Jeff Mason has a new position with the library. Twelve third-year medical students are now based at the hospital and more nursing students and other health professionals are served by the library. The distributed model of education is resulting in more and different types of students visiting the library. Library staff are also conducting more sessions for the public on health information resources. In May of 2013, the Canadian Health Librarians Association conference will be held in Saskatoon.

Maha Kumaran has been hired as the new Saskatchewan Health Information Resources Partnership (SHIRP) Coordinator.

**Schools and School Libraries (Joanne Beltramini and Bryan Wilson)**

School divisions are preparing for the release of the renewed curricula. The new President of the Saskatchewan School Library Association (SSLA) is Carlene Walter and the President Elect is Joanne Beach. The SSLA Fall Workshop will be hosted by Regina Catholic and Public Schools and Prairie Valley Schools on October 25, 2010. The theme will be “Inquiry: The Heart of the Learning Commons” and the presenters will be Carol Koechlin.

**Aboriginal Libraries (Wendy Sinclair)**

The Committee on Aboriginal Library Services (CALS) met in August to identify goals and directions for the next 18 months. Library Services for Saskatchewan Aboriginal Peoples (LSSAP) which represents all library sectors sponsored three members to attend the national meeting of Aboriginal library representatives. PLLO and LSSAP sponsored a trade show table at the Assembly of First Nations’ AGM. Wapiti Regional Library will host the fourth and final public library Round Dance.

The report *Sound Practices in Library Services to Aboriginal Peoples: Integrating Relationships, Resources and Realities,* was released in June
In 2008, the Provincial/Territorial Public Library Council’s Aboriginal Library Services Working Group conducted a survey regarding the current state of library services for Aboriginal peoples. It was designed to report to provincial and territorial governments on two aspects of library services for Aboriginal peoples currently available in Canada: sound government practices that support Aboriginal library services; and, sound local practices that identify models which others may be interested in for the purposes of replicating in their community.

The recommendation of the PTPLC is that provincial and territorial governments engage in further discussions and approach the federal government about initiatives that could result in a better quality of Aboriginal library services. This includes dialogue on public infrastructure funding programs, education, training and capacity building, libraries and archives and Aboriginal affairs.

At the Assembly of First Nations Annual General Meeting in Winnipeg, in July, there was a forum where Aboriginal public library representatives met and formed the National Aboriginal Public Libraries Organization (NAPLO). This group was formed with the intent of creating a unified voice to recognize the right of all Aboriginal communities to access public library resources and services and work toward achieving that goal.

“NAPLOs vision is to strengthen and promote public library services on-reserve through advocacy, awareness and networking with the belief that public libraries help to provide economically and culturally strong communities,” said Chairperson Sheri Mishibinijima. NAPLO is currently reaching out to the provinces and territories of Canada to join in solidarity as they collectively strive to strengthen and raise awareness of the importance of a public library as an essential service.

Provincial Library & Literacy Office (Joylene Campbell)
The Provincial and Territorial Public Library Council (PTPLC) had a trade show booth at the Assembly of
First Nations event this year and showcased their report on sound practices in aboriginal library services.

Lonette Pelletier has joined PLLO as the Aboriginal Library Services Coordinator. She came from the Ministry of First Nations and Métis Relations. The Director of Public Library Planning position has been advertised.

Joylene has been invited to the Quebec Library Association’s Conference of the Library and Information Community 2010 this November. It is a joint conference that includes archives, library technicians on other related professionals. They are interested in learning about Saskatchewan’s experience with the Salls project.

Multitype Unit Report (Jack Ma and Elgin Bunston)

Gerry Burla is working with vendors to set up a number of trials in September. Products including Small Engine Repair Reference Center will be considered for the supplemental collection. The Ministry of Education has agreed to fund a French encyclopedic database, Universalis Junior, as part of the supplemental collection, but enough to cover the province-wide license. A service request has been submitted to the ITO for Confluence, a communications software application. The Ministry of Environment has replaced the Forest Information Centre as a partner in the MDLP.

All of the content on the Saskatchewan Libraries website has been transferred to the content management system.

PLLO has made a funding request to expand digitization initiatives in Saskatchewan. This is still at an early stage so details won’t be known until the budget day.

The mylibrary.sk.ca site was developed as part of the promotion campaign in 2005. It provides links to MDLP partner libraries, databases and virtual reference services. Unfortunately, the site hasn’t attracted much traffic since the campaign and it now lacks a clear purpose. During discussions about the Sask Libraries website redesign, the Board proposed using mylibrary.ask.ca for public information. The
Multitype Library Development Unit has begun discussions about how to repurpose the site for public information and will bring a proposal to a later MLB meeting.

Phase 2 of The Saskatchewan War Experience project is nearly ready to begin. Grant funding has been provided to the University of Saskatchewan and a coordinator has been hired. The SDA will meet in later September to discuss the timeline and scope of the project. There will be 3 or 4 new institutions joining the project in addition to majority of partners from last year. The SDA will hold a strategic planning meeting this winter. The SILS consortium purchased Content Pro digital collection building software along with their catalogue. The SDA intends to enter into a dialogue with SILS to determine how it would support province-wide digitization.

### Next Meetings

The next meeting date will be January 14, 2011.

**Communiqué**

- ADM, Darren McKee
- Craig Melvin, libraries and the “culture of learning”
- Proposed SLA sessions
- Strategic Plan finalized
- Charlene nominated for SIAST board
- HST paper, available on request (thank the Multitype Unit for working on this)
- Next meeting date.

**January agenda items:**

- SILS demonstration
- Debrief on recruitment meeting with SLA
- Strategic plan key actions
- Saskatchewan-based MLIS

**Adjourn**

The meeting was adjourned.