



# Jesse White

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## SECRETARY OF STATE

# NEWS

### ILLINOIS SECRETARY OF STATE

#### FOR IMMEDIATE RELEASE

- **December 6, 2000**
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### **White Awards \$1.64 Million for Innovative Local Library Initiatives**

**SPRINGFIELD** — Secretary of State and State Librarian Jesse White today awarded \$1.64 million to 51 Illinois libraries that are currently developing unique and innovative programs to serve their communities.

The federal funds are being distributed through the Illinois State Library under the Library Services and Technology Act (LSTA). Recipients will receive grants ranging from \$5,000 to \$160,000 for programs that meet qualifications in one of four specific categories:

--Reaching Out to Special Populations—these funds allow libraries to develop programs or models that implement or strengthen services to a special population in their library community.

--Libraries as Community Leaders—funds will permit a library to develop programs enabling it to enhance the profile of libraries in the community.

--Model or Innovative—funds will be used to develop innovative methods of conducting a program, developing a new service or trying a new activity.

--Libraries in the 21st Century—funds will allow libraries to develop creative and innovative programs and models that showcase the library as a vital component of 21st Century society.

"I am extremely impressed with the innovative, imaginative

programs being developed by Illinois libraries to serve the citizens in our local communities," White said. "Our libraries are special places that are the heart and soul of many of our communities. They are places where we go to educate and enlighten ourselves. Our libraries are developing programs such as these that strengthen community pride and foster a strong community spirit. As State Librarian, I'm proud to work with all of our Illinois libraries to make our communities stronger, enrich the human spirit and bring people together."

(Attached is a list of libraries receiving LSTA grants.)

Augusta	Greater West Central Public Library District	The Greater West Central Public Library District plans to help older adults and those with developmental disabilities see the modern library as user friendly. Assistance for the project will be provided by volunteers from amongst the residents of the Hancock County Shelter Home, local Boy Scouts of America, and members of various church organizations. The program will be held at the Augusta branch library and benefit citizens from Bowen, Augusta, Plymouth and the encompassed rural areas. Participants will have the opportunity to learn about the use of personal computers and video equipment. They will learn about the offerings of the library and how to access these. They will also be entertained with skits, monologues, and videos.	\$5,000.00
Barrington	Barrington Public Library District	The Barrington Public Library District and the Barrington Park District plan cultural and literacy enrichment programs for students in KEEP, the extended day program for Barrington Community School District 220. These programs allow children who are isolated from community activities and have never been able to attend library programs to be exposed to opportunities for lifelong learning and cultural enrichment at the Barrington Public Library District.	\$5,000.00
Barrington	Barrington Public Library District	The NorthStarNet Barrington program creates partnerships between the Barrington Public Library District, The Healthier Community Project of the Barrington Area, the Volunteer Center of Greater Barrington, and Community	\$7,000.00

organizations in the library district. In the role of community leader, the library provides community organizations with the computer skills, volunteers and the guidance necessary to participate in this online community information network. The public may access information on community events 24 hours a day through this online source at <http://www.northstarnet.org/bakhome/>

Burr Ridge	Suburban Library System	Through the collaboration of four regional Library systems, this grant project builds upon an earlier grant and develops LibraryU, a repository for library-centered Web-based training. Regional Systems staff and the staff of selected member libraries receive training in the needs of adult learners and the development of effective Web-based training. Using WEBCT and working in teams, they produce a series of training modules. Regional Systems staff collaborate to develop a module on FirstSearch for use by all Illinois residents. The staff from participating member libraries create training on a topic of their choice for use by their own patrons.	\$97,975.00
Champaign	Illinois Fire Services Institute	This project develops creative and integrated distance learning library services specifically for the online Firefighter II Certification Program and applicable to other Institute's Firefighter II programs in Illinois. The project adds a new Library Firefighter II site, and improves the FSI Library OPAC, Web Home Page, email and listserv system to fit into the online course. The collaboration and partnership between the FSI Library, the Institute Firefighter II Team, and local public and community college libraries will facilitate resource access and coordinate information in a more problem-centered and service-oriented manner. Use of the FSI Library material by the offsite Firefighter II students will be studied. Online and non-print training materials to be scanned and purchased by the project will be accessible beyond the project year.	\$49,570.00
Champaign	Illinois State	The library at the Illinois State Geological	\$6,375.00

	Geological Survey Library	Survey, along with the libraries of the Illinois State Water Survey and the Illinois Waste Management and Research Center, are providing 24/7 access to bibliographic databases containing information on the natural resources of Illinois through their web sites. Each library is making their resources available on the Internet to help those seeking information the natural resources of Illinois, including geology, water resources and waste management research. These databases were previously only available within the libraries, and were not being utilized to their fullest potential.	
Chicago	Chicago Public Library	This nine-month project will seek to establish the Chicago Public Library as one of the major providers of poetry-related programs in the City of Chicago. It will also enable the Library to bring together the different voices of poetry (academic, traditional, performance, Hispanic, African-American, and others) in a neutral setting to present the best of Chicago's rich poetry tradition, along with nationally known poets and writers.	\$15,000.00
Chicago	Chicago Public Library – Wrightwood-Ashburn Branch	Major societal changes have dramatically increased the demands for grant and proposal writing skills and resources. Two Chicago Public Libraries, Carter G. Woodson Regional and Wrightwood-Ashburn Branch, both located on the south side of Chicago serve a diverse population of people and organizations. These communities have varied grant and proposal writing needs and interest. This project provides grant and proposal skills through workshops, collection enhancement and partnership. The collection is available through the Chicago Public Library's Internet Home Page, CARL and FirstSearch Database Services.	\$21,000.00
Chicago	Chicago Historical Society	The Chicago Historical Society seeks funding to create and promote a new service called House History Research. House History will build upon CHS's unparalleled architectural resources to provide historical information about Chicago-area residences. Access to this	\$42,500.00

information will be available to users onsite and through the CHS Web site. The service addresses an identified demand faced by all urban libraries for rapid and uncomplicated access to historical information about urban dwellings. It will serve as a model that is extensible to urban libraries, historic houses, and history museums throughout the state.

Chicago	Newberry Library	The eminent dance critic, Ann Barzel shot over 50,000 feet of silent film, capturing the essence of American dance, during her career. Focusing on Chicago, her films offer a unique perspective on the dancers and dance companies from this great city, and from around the world. This project, a collaboration between The Newberry Library and the Chicago Public Library, will ensure the preservation of these films, by creating a master videotape for preservation, and making VHS copies available for circulation in both libraries. Miss Barzel will identify the content and add her commentary to this amazing collection of dance films.	\$32,125.00
Coal Valley	River Bend Library System	RBLS member libraries wish to stay abreast of 21st century innovative library service by providing the E-resources their patrons are requesting. However, individual libraries do not have the budget resources to launch this type of service while maintaining their traditional collections. By partnering with other RBLS area libraries, participant libraries will create a collection of electronic books that will be available to all patrons of all River Bend Library System member libraries. Patrons will be able to access the collection from any personal computer with web-browsing capability at any time of day from home or office. The focus of the collection will be on materials that help junior high through sophomore college level students with homework assignments and research topics. A committee of librarians from participating libraries will be responsible for collection development and other implementation decisions. One of the primary goals of this project is to	\$30,131.00

create a funding mechanism to get the Quad-City Area E-Library established and plan for future growth. To this end, the participant libraries have agreed to contribute 1% of their book budget for the next two years towards a collaborative e-book collection. This project seeks to match this local funding with LSTA funds to build a strong e-book core collection that will be a valuable service to area patrons. It is hoped that the Quad-City Area E-Library will be so well received by area patrons that this project will just be the foundation of future cooperative e-resources.

Colona	Twin Rivers District Public Library	The Twin Rivers District Public Library is expanding it's summer reading program from six weeks to ten weeks of fun, reading programs and getting to know your library in the summer of 2001. Summer reading enriches every child's life!	\$5,000.00
Darien	Indian Prairie Public Library District	Indian Prairie Library's plan is to purchase 2 computers dedicated for use in learning to read and for learning English as a second language. One computer is to replace an existing literacy computer in the Children's Department while the other is a new adult resource. Students familiar with computers can click on the appropriate icon to begin use while people less computer literate can make appointments for one-on-one instruction. The plan includes purchasing two copies of each software program; one set of programs to remain available for in-house use and the other set available for circulation, including interlibrary loan.	\$6,495.00
DeKalb	DeKalb CUSD #428 – DeKalb High School	The DeKalb High School Library, DeKalb CUSD #428, will offer Internet and e-mail training to the senior citizens in DeKalb. A partnership has been established with the DeKalb Public Library, the DeKalb Senior Services Center, the Golden Years Plaza, a low income housing development for the elderly and disabled, and Kishwaukee College. Students from the high school and community volunteers will be trained to teach the senior citizens how to use the	\$5,000.00

Internet to access information and how to send and receive e-mail. The seniors will be able to obtain one-to-one training at DeKalb High School, the DeKalb PL, DeKalb Senior Services Center, and the Golden Years Plaza.

Des Plaines	Des Plaines Public Library	Project ASIST serves students and families, including a large immigrant population, through an enriching after-school program integrating the technology resources needed to support school assignments and projects. Technology resources available include online reference, curriculum supporting software programs, word processing and other applications programs, digital camera, scanner, and a graphics editing workstation. The project includes staff training, volunteer opportunities for high school students, and School Family Nights to bring students and their families to the library for tours and orientation. Project ASSIST serves as a model that can be replicated in suburban libraries.	\$28,919.00
Dixon	Dixon Public Library	The library directors of Dixon Public Library and Byron Public Library District in Cluster D, Northern Illinois Library System, are providing instruction and mentoring on technological applications to the fourteen cluster public libraries. A needs assessment is being conducted and applications for the mentoring sessions are being determined. The mentors are receiving training and then are developing and presenting training sessions in group and individual formats. Materials and equipment for these sessions are being selected and purchased. Masters of tutorial brochures for specific applications are being created for use and reproduction by participants, patrons and other Illinois Library systems.	\$27,100.00
East Dubuque	East Dubuque District Library	The East Dubuque Library is creating a study, reading and meeting area for preteens and teens in a local Youth Center across the street. This area will include a couch, chairs, a computer, CD Roms, teen and preteen materials, reference books, logic building games, and shelving, as well	\$9,418.00

as writing and homework supplies. We will tie this area to the library by holding programs there directed at this teen and preteen target audience. An area such as this will meet LSTA goal #3, enrich the quality of life for citizens of Illinois by advocating the pleasures, ability and importance of reading.

Evanston	Evanston Public Library	There will be three components to this outreach program to a low and moderate income African American Community that currently underutilizes library services. The first will be the preparation of high quality public relations materials aimed at this community. The second will be "model family storytimes," designed to promote reading and library use to children and their parents. The third will be a form of direct personal outreach that utilizes meeting and greeting at day care facilities when parents pick up their children at churches on Sunday, at community gatherings, and social service agencies.	\$29,700.00
Galesburg	Knox College	Serving Remote Users through a Proxy Server allows the library to provide access to licensed IP authenticated database services for remote users who do not connect to the internet via the campus network. Installation and configuration of a proxy server is an ideal technical solution to the challenge of providing complete database access to all the library's constituents regardless of the format of the information. The project directly relates to the LSTA goal to "ensure that Illinois libraries have access to all sources and formats of information."	\$15,362.00
Glen Ellyn	Glen Ellyn Public Library	Bus to Books provides transportation and specialized library services to English as a Second Language students and financially disadvantaged students of Elementary School District 41. With the cooperation of Elementary School District 41 and DuPage County Area Project (DuCAP), the Glen Ellyn Public Library targets designated apartment buildings beyond walking distance to the library. Bus to Books provides enrichment activities, incentives, and the opportunity for these residents to	\$5,000.00

		maintain their reading skills over the summer.	
Granite City	Granite City Public Library District	This demonstration allows the Granite City Public Library District to show the residents of the Village of Pontoon Beach the many library materials and services available to them by participating in a library area.	\$100,000.00
Johnsburg	Johnsburg Public Library District	The Johnsburg Public Library is providing services to the homeschool population by establishing a Homeschool Resource Center within the library. Items in the Resource Center that are available for checkout include curriculum materials, math manipulatives, science equipment such as microscopes and telescopes, educational board games and kits, quality software, homeschooling books and magazines, and catalogs from a variety of homeschool suppliers.	\$55,141.00
Kankakee	Limestone Township Library	Puppets at Limestone (Pals) is a young adult program of the Limestone Township Library. The program creates a young adult puppet troupe that will perform for the community. PALS provides the young adults in the community with an activity outside of sports that promotes reading, leadership, teamwork, creativity, and puppetry. Through PALS, the Limestone Township Library is able to offer programming opportunities for both young adults and children. Traditionally, these two age groups are not combined and programs such as puppet shows are hired out. The PALS program breaks tradition by bringing the two groups together and by providing in-house puppet shows. The PALS program doubles as young adult programming and a children's program.	\$6,250.00
LaGrange Park	LaGrange Park Public Library District	In keeping with our tradition of providing unique opportunities to our residents, the La Grange Park Public Library District proposes the formation of an email book discussion group with our twin library in Parkes Shire, Australia. We have had contact with the Parkes Shire Library since 1988 and feel this project will expand our established partnership. As we look	\$24,689.00

forward to the 21st century, we need to expand our traditional programs and services to encompass the power of electronic resources. This is just the first step in linking people from many countries to enrich their reading experience.

Lake Zurich	Ela Area Public Library District	Exploring the World in our Community reaches out to diverse cultural groups to draw them into our world, the library. The central component is a needs assessment of targeted groups. Based on its results, library brochures will be developed in targeted foreign languages, for use in the library and for further outreach. In addition, collections, programs and services will be planned geared to the expressed needs and interests. The model will be used to reach out to other groups, including teens, seniors, and people with disabilities. It is replicable by other communities that wish to reach out to their diverse populations.	\$10,500.00
Lake Zurich	Ela Area Public Library District	Ela Area Public Library, working in cooperation with the Lake Zurich and Hawthorn Woods Police Department and the North Suburban Library System, are developing an online, multimedia presentation to educate citizens about Internet safety.	\$21,250.00
Lanark	Lanark Public Library	It is intended that "Northside Friends" would improve existing library resources, services and programs particularly to those who are physically and mentally disabled. The residents of Gordon Jones Terrace would be the main target citizenry for this project. A variety of programs and activities would be held bimonthly for the resident at both the Lanark Public Library and Gordon Jones Terrace.	\$5,000.00
Lanark	Lanark Public Library	Now available at the Lanark Public Library is state of the art technology including a laptop computer, LCD projector and laminating machine for organizations wishing to use the equipment or skills of the library staff to develop interesting meetingd and presentations. The Library also has up to date listings of clubs, organizations, boards and their officers. "Information Central on Carroll" is	\$11,520.00

available to more than twenty clubs and area libraries will have access to this initiative. Promotion of seasonal activities is a major importance to the success of events. Productive and interesting meetings and programs are a joy to attend.

Lanark Lanark Public Library \$6,575.00

The vision of the Beat, Bag, Books, Beep is to introduce the wondrous world of reading/music to young children and help them view reading as a pleasurable and rewarding activity. Thus this attitude naturally leads to a desire to read. Despite heightened public awareness of preschool children's need for quality reading-readiness experiences and a booming retail market for children's books, a new national study has found that youngsters under 5 are still not receiving adequate reading-readiness experiences at home or in Day Care".\* The Four B's has been created to fill that void. \*American Libraries August 2000.

Lockport Homer Township Public Library District \$22,826.00

The Homer Township Public Library District is establishing a program called Kids Connect Family Resource Area. This program supports the educational advancement of local children and serves as a resource area for parents, teachers, children, caregivers and families. A designated library area will be arranged with developmentally appropriate educational toys and activities including interactive software for parent/child use. Educational and professional materials to support families and child professionals will be promoted through an enhanced Parent/Teacher collection. Additionally, educational workshop presentations and group discussions for interested parents, caregivers, or youth personnel will be coordinated with involved partnering community organizations.

Loves Park North Suburban Public Library District \$7,966.00

Four agencies serving northern Winnebago Country, that are dedicated to improving reading skills, have selected an interactive software product that will benefit their clients. The software will be installed on ten workstations in the

library's computer lab. The project will provide an easily accessible supplementary resource for students learning to read in English. An added benefit of the project would be teaching students to use the computers and other library resources.

Mackinaw	Mackinaw District Public Library	The Books to Go Program is a home delivery service to child care providers. The libraries of Mackinaw, Tremont and Delavan, wanted to provide service to patrons who may not otherwise be able to utilize the library. Ages at the child care providers' homes range from newborn to 10 years of age. Books to Go consists of each provider receiving a kit of 8 books, other related library media, and related activity materials on a rotating basis. A library web-site is also available to supply parenting and children activity sites. Families First in Mackinaw and the Tazwell County Health Department are outreach partners in this program.	\$19,900.00
Mount Morris	Mount Morris Public Library	The Mt. Morris Public Library is developing a Web page for the community of Mt. Morris. This site contains information on library services and activities with links to other sites that may be of particular interest to library users. The site, which is updated monthly, also covers Village Board information and news, Senior Center events, Performing Arts Guild and Kable Band performance schedules, and information from other local not-for-profit organizations and churches. There is a Community Calendar and links to the school district and other websites. This is the only Internet presence for any of these agencies.	\$8,010.00
Naperville	Naperville Public Libraries	Naperville Public Libraries (NPL) is partnering with Little Friends, Inc. to design and deliver story-time programs and literacy skills training for its students and clients. Staff from both organizations will cross-train each other in order to gain greater understanding of professional roles and to expand skill sets. This program serves as a model for client service development to special	\$20,650.00

populations.

Naperville	Naperville Public Libraries	Naperville Public Libraries (NPL) is partnering with Naperville Park District's New Horizon's program and Naperville Central High School to design and deliver intergenerational Internet and computer skills training to senior residents. NPL is providing training facilities, designing program competencies, training students to become intergenerational trainers and serving and project management. Leading and Learning provides a model for intergenerational education and service enhancements for other libraries.	\$13,718.00
Palatine	Palatine Public Library District	The goal of the project is to promote use of the library's new branch, bookmobile, and bilingual service among the many new immigrants to the US who have taken up residence in Northeast Palatine Township. A series of events celebrating the diverse cultural heritage of our new community members will be held. Events will be held at the Main and Branch Libraries as well as the bookmobile and will include music, dance, crafts, art and film. The library will collaborate on this project with several community groups including School District 15, Harper College, and the Northeast Palatine Township Resource Network.	\$12,000.00
Palos Hills	Moraine Valley Community College	The goal of this project is to develop and present a series of hands-on, interactive educational technology training workshops to teams of K-12 school library staff and teachers within Moraine Valley Community College's district. These workshops train teams to integrate new technologies and electronic resources into the school curriculum and class work. The trained teams then share their skills and knowledge with their colleagues and students, thus spreading the understanding and use of educational technology throughout the district. This increases the ability of Illinois libraries and citizens to access and exploit the growing body of information available through technology.	\$72,091.00

Pekin	Alliance Library System	<p>"A Parade of Programs: Resources for Library Programming" is a fully searchable electronic database of performers, speakers, authors, and groups that are available for programs in libraries throughout Illinois. This database addresses programming for the full demographic spectrum - from children to teens to adults to senior citizens to families - and includes recommendations from libraries working in all types of libraries (public, school, special, and academic). This project is a cooperative effort among Illinois regional library systems (Alliance, Heritage Trail, Lewis &amp; Clark, North Suburban, Northern Illinois, River Bend, Rolling Prairie, and Shawnee Library Systems).</p>	\$16,750.00
Pekin	Alliance Library System	<p>The Alliance Library System serves a vast, remote, educationally-disadvantaged, largely rural area. Innovations in vehicle design, wireless networking, and satellite Internet delivery have been woven together to address a new solution to the delivery of training. A mobile training van facilitates on-site computer and Internet training for librarians and local library volunteers who are in the wrong side of the Digital-Divide. This is a model of new service delivery that can be replicated by other agencies.</p>	\$160,620.00
Pekin	Alliance Library System	<p>The following Alliance Library System members Black Hawk-East, Bradley University, Eureka College, Illinois Central College, Illinois State University, John Wood Community College, Spoon River College, and Quincy University, through a cooperative partnership, are offering live, real-time 24-hour per day virtual reference service via the Internet to their library users. Through LSSI's "Virtual Reference Desk," interactive software designed for libraries, participants are sharing online reference duty during hours of normal library operation and using LSSI's back-up reference service when they are closed. This cooperative arrangement will serve as a model for other Illinois libraries of all types and sizes.</p>	\$69,500.00

Rockford	Northern Illinois Library System	This grant application addresses the vital need for indepth training for paraprofessionals who often have major responsibilities in their libraries with a minimum of supervision from a certified librarian. The Northern Illinois Library System and the North Suburban Library System have formed a partnership to offer five full-day training sessions in each system to the school library support staff members.	\$25,937.00
Rockford	Northern Illinois Library System	A Trustee Academy with a curriculum which explores governance, funding, budget, and planning issues affecting public libraries will train trustee/librarian mentor teams who will go back to their local libraries and share the information and skills with the rest of the Board. This is the beginning of an on-going cycle of education for trustees serving NILS member public libraries.	\$22,001.00
Rockford	Northern Illinois Library System	Five low enrollment single building K-8 schools and school districts which feed into Rochelle Township High School have partnered to explore ways in which they can combine their efforts and resources to provide their students with the skills, knowledge, and experience they require to meet their informational needs. The Northern Illinois Library System is applying for an LSTA grant on behalf of the five schools to fund a study and resulting plan for library service and information literacy that can maximize the effectiveness of the schools' resources individually and as a consortium.	\$59,885.00
Rockford	Rockford Public Library	The library maintains a database of local organizations with a print our for public use; the Chamber maintains a database of non-profits available as a print directory. The databases are to be merged and converted with WebPublisher to provide Web access. A search page is being created to link from library and Chamber web pages. An online form is being provided for organizations to contribute and update their own information. A mailing is being sent to organizations to promote awareness of the online	\$10,030.00

		database, encourage contributing updates and provide organization URLs to create hot links in the database.	
Springfield	Hanson Engineers, Inc.	There may finally be an answer to the question, "How can document delivery via interlibrary loan produce a good quality, be delivered in a timely manner, and be delivered where the patron needs it (preferably to the desktop computer)?" The librarians applying for this grant think they have found the solution. Combine Ariel software, a scanner, the Internet, and Prospero software. The item is scanned and sent across the Internet to the requesting library, which in turn uses Prospero software to e-mail the document to the patron.	\$93,680.00
Tremont	Tremont District Library	Computer literacy is a necessity for everyday life. Computers replace library card catalogs. Travel, mail, genealogy, and stock information are accomplished via computer and the internet. Where does this leave a senior citizen with no computer literacy? Denied access to knowledge, information and services. Finding an affordable, relaxing location for seniors to train and improve computer skills is difficult. Public libraries must offer training for seniors uncomfortable with computers and technology. The Tremont District Library proposes to teach seniors the skills necessary for surviving in the 21st century. "Knowledge...prolongs life itself and enlarges the sphere of existence." John Quincy Adams	\$21,020.00
Urbana	Urbana Free Library	The Urbana Free Library seeks to improve its services to people over age 50 by helping them gain the technological skills necessary to access modern computer-based library resources. By providing basic computer training, library technology workshops, instructional guides, a "seniors" web page, and a delivery service, the library hopes to give seniors the sense of confidence and independence they felt before the many changes in the library service, as well as make them comfortable with opportunities for remote access. The library is partnering with a number of local	\$28,659.00

		organizations, including two residential retirement centers and CNI/Prairienet, a local community networking agency.	
Wheeling	North Suburban Library System	The COMPETENCIES AND CLOUT Institute grant project partners the Superintendents of the Lake and McHenry County Regional Offices of Education, the Executive Director of the North Cook Intermediate Services Center, the staff of the North Suburban Library System and school library media specialists in order to plan, promote and provide an all day institute for school library staff. The Institute focuses on tools that enable school library media specialists to become more influential in their organizations and visible in their local communities. The Institute also provides new opportunities for school administrators to strengthen their role as library advocates.	\$19,000.00
Wheeling	North Suburban Library System	This project develops an internship program that will produce more diverse library staff at all levels that are more reflective of the communities they serve. Fifteen NSLS libraries will receive money to recruit and sponsor interns for front-line library internships. The target group will be community individuals with at least high school diplomas, who will work six to eight months in the library. Interns will participate in activities that use their skills and interestes. Libraries will be required to provide a mentor. Mentors and interns will be contacted on year after the end of the project to determine the influence of their experiences on their career choices.	\$89,000.00
Wheeling	North Suburban Library System	Provides a mentor program to assess, guide and consult with targeted African-American community libraries. Mentors serve as circuit riders among the communities, providing an additional link with the partner regional library systems. This onsite intervention assists these libraries through the process of establishing and maintaining effective services and developing and recruiting staff members. The mentor staff provides much needed hands-on training, support and guidance for the staffs and trustees	\$75,000.00

over an extended period of time. The expected outcome - enhanced services, additional librarians reflecting the diversity of the community and better trained staffs and Trustees.

Wheeling	North Suburban Library System	Libraries are exploring new approaches to recruitment and staffing as they face the changing role of the library worker and the shrinking labor market. In this project, four public libraries and a system build on their on-going partnership to develop a model applying work redesign to create a more positive work environment to attract and retain quality staff. Staff members learn to identify the key competencies required for important programs and services and to design competency-based job descriptions. They re-examine traditional library jobs to create new positions that reflect the changing work environment and challenge and engage future library workers.	\$67,000.00
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