Come Together Right Now

The way we collaborate to ensure system wide thinking
Public Services Librarian

Dana Bomba

Campbell County Public Library
dlbomba@co.campbell.va.us
434.592.9549
Campbell County

Virginia

https://www.maptechnica.com/county-map/Campbell/VA/51031

Shortest Distance between libraries: 10 miles
Farthest Distance between libraries: 28 miles
Long history of branch specific mindset

New Director, new path of SWT (SWeeT)
Why SWeeT?

Benefits:
• All libraries are well informed – at the same time
• Higher quality programming through brainstorming
• Low budget, high impact programs = more programs for less

‘Rising Tides would Raise all Boats”
– Nan Carmack, CCPLS Director
Why SWeeT?

Benefits continued

- Strong team with similar goals and objectives
- Consistency through communication and documentation
- Quality Collection Development through efficient ordering
- “Cone of Safety” – a safe place to seek guidance
CCPLS PROGRAM TEAM:
EST 2011

2011: Team Members

2 Public Services Librarians
1 Technology Librarian
1 Children’s Programmer
Director
CCPLS PROGRAM TEAM:
EST 2011

2017: Team Members

3 Public Services Librarians
2 Children’s Programmers
1 Collection Development Assistant
  Literacy Coordinator
  Parks and Recreation Liaison
  Cooperative Extension Liaison
  Director
PROGRAM TEAM RESPONSIBILITIES

Ongoing Programming – Adult, Children’s, Family
Special Events – Summer Reading
Annual Events – Santa, Family Fun Nights
Outreach – Pop Up Library, School Events
PROGRAM TEAM RESPONSIBILITIES

(continued)

Outreach – Literacy Volunteers
Collaborative efforts – Parks & Rec, Co-op Ext.
Leadership Development
Social Media
Mission: to provide free, volunteer-driven, confidential, personalized literacy instruction for adults.
PUBLIC SERVICES LIBRARIANS

Collaboration – management, circulation, collection development

Emily Correa
Jordan Welborn
Library managers meet regularly to:

- Brainstorm new processes
- Inform one another
- Discuss challenges
- Plan adult programs
Collection Development: Minimizing errors and allowing for a more finely-tailored process.

- Author List Spreadsheet
- Checking Orders
- Discussion
#1 goal

Consistency of user experience throughout county
TOOLS FOR EFFECTIVE COMMUNICATION

PBWorks – Wiki
Sharepoint – County Portal
Hootsuite – Social Media
Scheduling
PBWORKS

Easy to use
Private work space
Wednesday check ins
Store documents/easily edit
Separate from county portal

Why wiki?
County portal
Public document sharing
Easily check out and edit
Use for Facebook and Twitter
Consistent posting
Limits duplication
TOOLS FOR EFFECTIVE COMMUNICATION

(continued)

Outlook Calendar Requests
Regular in-person meetings
MEETINGS, MEETINGS, MEETINGS

Circulation Meetings
Staff Meetings
Staff Development Day
Circulation Meetings

Who attends?
Weekly or Bi-Monthly
What if you can’t meet in person?
Staff Meetings

Who attends?
What is covered?
Every other month
Development opportunity
Staff Development Day

Who attends?
What is covered?
Individual opportunity
Once a year, libraries close
Already mentioned:
Program Team Meetings
PSL Meetings
Leadership Development

Resources to transition into a SWeeT model

Buy In – John P. Kotter
Switch – Chip Heath & Dan Heath
Crucial Conversations – Al Switzler, Joseph Grenny, Kerry Patterson, and Ron McMillan

(and how does SWeeT translate to a leadership development opportunity?)
LEADERSHIP DEVELOPMENT

Additional Resources:
Leadership Lessons from The Sunshine State
Library Leadership Institute

Leadership Opportunities through FLA
Thank You!

Questions?
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