

Calendar of Events

November 21, 2024

Leadership Academy Session
Warren-Trumbull County Public Library
444 Mahoning Ave. NW
Warren, OH 44483
09:30 AM - 04:00 PM EST
Melissa Lattanzi,
lattanzm@neo-rls.org

December 3, 2024

Practical Approaches to Library Assessment: Focus on Library Instruction and Programming
Online via Zoom
02:00 PM - 03:00 PM EST
Jeff Laser,
jeff.laser@neo-rls.org

Assessment is a key component of determining the success of library programming and services. Knowing where to begin with assessment can be a difficult task, made even more challenging by the large variety of programming and services in need of assessment. This webinar will introduce basic assessment concepts and connect them to practical approaches to engaging in library assessment with a focus on library instruction and library programs. Key aspects of library assessment will be discussed, including the importance of determining who, what, when, where, why, and how.

Learning Objectives:

Gain an understanding of assessment basics, including the distinction between formative and summative assessment.

Identify at least three potential approaches to assessment that can be applied to library instruction or programming.

Understand the importance of addressing who, what, when, where, why, and how when planning library assessment.

Presenter:

Dr. Kawanna Bright (she/her) is Assistant Professor of Library Science at East Carolina University. Dr. Bright earned her PhD in Research Methods and Statistics from the University of Denver in 2018. Prior to earning her doctorate, Dr. Bright worked as an academic librarian for 12 years, with a focus on reference, instructional services, and information literacy. Dr. Bright's current research focuses on assessment in libraries, equity, diversity, and inclusion (EDI) in libraries, the application of research methodology to the study of LIS, and the importance of the liaison librarianship role in academic libraries. Dr. Bright provides consulting and training for libraries and other information organizations in support of EDI efforts, strategic planning, and project development.

December 4, 2024

Genealogy Networking Meeting

Online via Zoom

02:00 PM - 03:00 PM EST

Jeff Laser,

jeff.laser@neo-rls.org

We are excited to start this new genealogy networking group. Here is an opportunity to share your challenges and successes with your peers. This meeting will be held through Zoom which is user friendly to all devices. You will receive a link in your confirmation email a reminder 2 hours before the meeting. We hope you will join us. Please send agenda items/questions to Jeff Laser.

December 5, 2024

NEW - Training / Staff Development Networking Meeting

Online via Zoom

02:00 PM - 03:00 PM EST

Melissa Lattanzi,

lattanzm@neo-rls.org

Now is your opportunity to chat with other library staff that plan training for staff or patrons. Come and share speaker suggestions. Bring your challenges and we will solve them together.

December 5, 2024

Management in Harmony

Online via Zoom

10:00 AM - 11:00 AM EST

Melissa Lattanzi,

lattanzm@neo-rls.org

"Management in Harmony" is an enlightening and engaging webinar that delves into the art of cultivating a management team that operates in perfect harmony. In today's dynamic library landscape, the success of an organization often hinges on how effectively its management functions as a cohesive unit. This webinar aims to provide participants with invaluable insights and actionable strategies to foster a culture of collaboration, effective communication, and synergy within their management teams.

Attendees will learn the key principles and practices that enable managers from diverse backgrounds and departments to align their goals, work seamlessly together, and drive organizational success. Throughout "Management in Harmony," participants will discover 7 key strategies that focus on the importance of aligning departmental objectives, building strong inter-departmental relationships, and establishing clear communication channels. Whether you're an experienced manager looking to enhance your team's cohesion or a new or aspiring leader seeking to unlock the full potential of your management cadre, this webinar promises to equip you with the tools and knowledge needed to create a management team that harmoniously navigates challenges, maximizes opportunities, and ultimately propels your organization toward its strategic objectives.

Join presenters from the Warren-Trumbull County Public Library System, Kim Garrett, Deputy Director, and Sarah Everly, Mobile Library Services Manager, for an illuminating session where you'll learn how to orchestrate your management team to perform in perfect harmony, driving excellence and innovation across your organization.

H: Honor Diversity

A: Align Goals

R: Regular Communication

M: Mutual Trust & Mentorship

O: Operational Efficiency

N: Neutralize Conflict

Y: Yield to Feedback

Presenters:

Kim Garret, Deputy Director for the Warren-Trumbull County Public Library System
With a passion for knowledge and a dedication to serving the community, Kim Garrett, Deputy Director for the Warren-Trumbull County Public Library System, brings nearly 15 years of invaluable experience to the table. Having started her career as a youth services librarian, Kim has steadily climbed the ranks, exemplifying unwavering commitment to promoting literacy, fostering a love for learning, and expanding access to resources for all patrons. Her extensive expertise in library management, collection development, and innovative programming has been instrumental in transforming the libraries she has served into vibrant hubs for lifelong learning and cultural enrichment. As a leader in Ohio's public libraries, Kim continues to champion the role of libraries as vital community assets, shaping the future of our industry and ensuring that libraries remains a beacon of knowledge and enlightenment for years to come.

Sarah Everly, Mobile Library Services Manager, Warren-Trumbull County Public Library System

Sarah's main focus is serving individuals who face barriers accessing traditional brick and mortar locations. She does so by providing bookmobile service and Library-by-Mail service as the Mobile Library Services manager at the Warren-Trumbull County Public

Library in northeast Ohio.

As a former Peace Corps Volunteer, providing access to information and working collaboratively with others give her immense gratification. Everly has established two successful bi-weekly book clubs for and with adults with developmental disabilities and she has initiated a wonderfully successful (and fun!) partnership with the local state park (Mosquito Lake) to provide nature-centered programming paired with live animal demonstrations and a story time at the bookmobile. Everly continually seeks ways to expand bookmobile service and effectively utilize our time on the road.

December 10, 2024

Unlocking the Power of AI in Libraries: An Intermediate Guide to Enhancing Services and Workflows
Online via Zoom

10:00 AM - 11:00 AM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

Elevate your library work to new heights with our intermediate workshop regarding A.I. This session is designed for library professionals who have a basic understanding of AI and are ready to deepen their knowledge and application of AI tools and techniques in their workflows. Join us for this comprehensive workshop and take your AI knowledge to the next level. Equip yourself with the expertise to lead AI initiatives and make a significant impact on your library's future. Participants should have a foundational understanding of AI concepts and a willingness to engage in more technical discussions in order to apply the knowledge.

Learning Objectives:

Deep Dive into Generative AI and Applications:

Enhance your understanding of generative AI and their applications that are most helpful to library work.

Strategic Implementation of AI in Library Services:

Learn how where to strategically implement AI solutions to address common library challenges and improve service delivery.

Investigate case studies and best practices from libraries that have successfully integrated AI into their operations.

Optimize Individual and Team Workflows with AI:

Discover advanced techniques to optimize both individual and team workflows within the library using AI

Presenter: Arnessa Dowell

With more than two decades of award-winning experience in the library field, Arnessa Dowell has worn many hats, starting as a Page and eventually taking on the role of Library Director in four different institutions working at academic, public, and federal government libraries. She earned her Master of Library Science degree from North Carolina Central University with a focus in academic librarianship and special collections. Additionally, she earned her Masters of Business Administration from the University of North Alabama with a concentration of Executive Leadership. Ms. Dowell is a passionate advocate for blending strategic planning with AI to expeditiously achieve the desired outcomes.

Throughout her career, Ms. Dowell has focused on using libraries as dynamic platforms for fostering community engagement, promoting inclusivity, and raising the bar for customer service. Her signature approach involves crafting strategic frameworks that not only adapt to the changing landscape of library services but also position libraries as innovative hubs.

In the ever-evolving library landscape, Ms. Dowell wants to stay at the forefront of

driving meaningful change. Her unwavering commitment revolves around solidifying libraries as integral community pillars, powered by the integration of AI technologies and thoughtful strategic planning.

December 10, 2024

Special Libraries Network Meeting

Online via Zoom

02:00 PM - 03:00 PM EST

Jeff Laser,

jeff.laser@neo-rls.org

Join us for networking meeting of special libraries. Come share your successes and challenges with your fellow special libraries colleagues. This will be virtual via Zoom you will receive the link to the meeting 2 hours prior to the meeting. Please send topics of interest to Jeff Laser.

December 11, 2024

Adobe Illustrator Basics

Online via Zoom

02:00 PM - 03:30 PM EST

Jeff Laser,

jeff.laser@neo-rls.org

Design a logo using the various shape, drawing and text tools available in Adobe Illustrator.

Learning Objectives:

*Learn the fundamentals of vector illustration
Explore the Illustrator workspace
Create and transform objects using Drawing Tools*

Presenter:

Elizabeth Alessandro has been a technology trainer for Cuyahoga County Public Library for 3 years. She is a certified Microsoft Office Specialist Expert with certifications in all Microsoft Office Associate 365 programs, as well as Microsoft Word Expert and Microsoft Access 2019. She is also an Adobe Certified Professional in Adobe Photoshop. Before teaching technology, she was an educator of English to speakers of other languages for over 10 years. She has found that teaching technology is very similar to teaching a language and this has helped her develop my skills in this field.

December 12, 2024

Ableism and Access: How to Be an Accomplice to Change

Online via Zoom

02:00 PM - 03:00 PM EST

Jeff Laser,

jeff.laser@neo-rls.org

This interactive presentation is designed to be a starting point to understanding ableism and its impact on individuals and the workplace, with a focus on accessibility and inclusion. By highlighting the importance of universal design and its ability to increase access for all people, participants will learn about how to address ableism in their libraries and decrease its impact on both patrons and staff.

Learning Objectives:

Participants will be able to define ableism.

Participants will learn about accessibility and accommodations.

Participants will be able to recognize ableist language and microaggressions.

Participants will become more comfortable addressing ableism in its many forms.

Presenters:

Teanna Weeks (she/her) has worked in libraries for most of her adult life. At the Shaker Heights City School District, she is central processing for library materials for all school buildings. Teanna has a passion for advocacy in all areas and consistently works for inclusivity in all spaces. Be careful if you chat her up; she can talk for hours about nail polish, Agents of S.H.I.E.L.D., BTS, and Star Wars.

Marisha Sullivan (she/they) is the Librarian at Holden Forests & Gardens, overseeing the Archives, Special Collections, and Circulating Collections at both Cleveland Botanical Garden and Holden Arboretum. Previously a public librarian, Marisha brings a passion for lifelong learning, accessibility, and equity to her work with plants, trees, and people. When not in the library or wandering the woods, Marisha enjoys fiber arts, video games, and exploring the Greater Cleveland area.

December 18, 2024

Book Discussion Networking Meeting

Online

Via Zoom

02:00 PM - 03:30 PM EST

Melissa Lattanzi,

lattanzm@neo-rls.org

Here is your opportunity to talk book discussion. Here from your peers on what works what doesn't. Bring your challenges and share books for book discussion. Please send Carrie Kibby any items you would like to discuss.

January 9, 2025

Children's Summer Reading Workshop: Color Our World

Hilton Garden Inn

8971 Wilcox Dr

Twinsburg, OH 44087

09:30 AM - 04:00 PM EST

Melissa Lattanzi,

lattanzm@neo-rls.org

Explore the 2025 theme Color Our World and discover how to infuse creativity, culture, and connection into your library's youth services! This interactive workshop equips library staff with tools, strategies, and program ideas to celebrate the colors in our world. The day will consist of presentations in the morning and the interactive program palooza in the afternoon. Don't miss this fun-filled day and opportunity to connect with your peers. More details will be coming soon.

Lunch will be provided.

January 14, 2025

What Does it Mean to be Anti-Racist?

Online via Zoom

10:00 AM - 11:30 AM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

Anti-racism is a term that is frequently discussed in the public consciousness. This session provides a space to understand what anti-racism really means, safely reflect on where you are in your own journey, and explore how we can practice anti-racism in our communities.

Learning Objectives:

What anti-racism really means

Reflect on our views

Explore how we can practice anti-racism in our communities

Presenter:

Katie Mattise (they/them pronouns) joined Kent State in 2016, first serving as program coordinator and later as assistant director of the LGBTQ+ Center. Through this position, Katie worked across Kent State to educate, advocate and be a resource to the LGBTQ+ community. Prior to Kent State, they worked at various universities in residence life. Katie now serves as a director in the Division of People, Culture, and Belonging. Through this role, they work with others to create, provide and facilitate opportunities for people to engage in meaningful conversation around various social justice topics.

Katie earned a Bachelor of Arts from the University of Pittsburgh in English Literature and a Master of Science in Cultural Foundations of Education from Syracuse University. Katie's passion lies in social justice, and they are excited to collaborate with Kent State stakeholders, on and off campus.

Shaunte Rouse was born and raised in Northeastern Ohio. She has a Bachelor of Arts in Psychology and Music from Bowling Green State University and a Master of Education degree in College Student Personnel from Ohio University. During her professional experience in Higher Education, Shaunte developed expertise in areas including strategic partnership cultivation, student advocacy, advising, mentoring, strategic planning, and data-driven decision-making.

Shaunte has spearheaded initiatives aimed at removing barriers and advocating for policy changes to better support students, faculty, and staff at various higher education institutions. One of her key accomplishments includes the creation and facilitation of college-based diversity and inclusion committees at different institutions, which played a vital role in fostering a culture of inclusion on campuses.

Shaunte Rouse is passionate about creating inclusive and equitable spaces within Higher Education. She is committed to continuing this important work to drive positive change in our institutions and communities.

January 22, 2025

Strategic Leadership

Online via Zoom

10:00 AM - 11:30 AM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

This webinar is also part of the 2024-2025 Leadership Academy.

This Webinar will provide a brief overview of strategic leadership, provide you with tools to infuse strategic thinking into your library operations, and will discuss strategic leadership in an ever changing world.

Learning objectives:

Participants will learn the difference between strategy and leadership skills vs operations and management skills, and will understand the importance of weaving these critical skills together.

Participants will learn several integral tools for infusing their management style with strategic thinking.

Participants will discuss trends and potential impacts on future library operations

Presenter:

Paula Miller has served as Director/Administrator in four states –Baltimore County Public Library and Eastern Shore Regional Library (both MD), Pikes Peak Library District (CO), Westlake Porter Public Library (OH), and Dover Public Library (DE). Most recently, she molded BCPL's role as a community hub and instrument of democracy, and she oversaw the development and opening of award-winning and state-of-the-art Library 21c in Colorado Springs. Enamored by libraries since her first shelving job at age 16 at Kent Free Library, she believes our public libraries are critical community resources that bring people together and that serve as bridges to opportunities in individuals' lives. She is focused on identifying new and emerging needs, roles, and connections that keep our libraries relevant and effective.

January 28, 2025

Top 24 Titles of 2024

Online via Zoom

10:00 AM - 11:00 AM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

No one expects public service staff to have read every popular title that has been published in a given year; however, it's not an unrealistic expectation to be familiar with them to better serve patrons. This webinar will go over the top 24 titles of 2024, literary trends and anticipated releases to note for 2025, and tried and true reader's advisory tips & tricks.

Learning Objectives:

Familiarize yourself with the buzziest books for children, teens, and adults in both fiction and non-fiction.

Gain an understanding of the 2024 and 2025 literary landscape.

Improve your reader's advisory and circulation upselling skills.

Presenters:

Ris Labib, is a librarian in the Business, Government, & Science Division at the Akron-Summit County Public Library, Main, believes in the power of a good book. She has been talking with others about books -- in a professional and personal capacity -- since middle school and was even on NPR! One of the (many) books she is currently reading is "Book of Love" by Kelly Link.

Amber has 20 years of experience in public libraries and is currently a librarian in the Business, Government, and Science Division at the Akron-Summit County Public Library whose areas of specialty are cookbooks, fashion & folklore, and general trivia. She is the co-leader of specialty book clubs like: Romance Book Club and Speculative Fiction Book Club. Her favorite read of 2024 was "Funny Story" by Emily Henry.

February 4, 2025

Success in Programming for Adults with Developmental Disabilities (DD)

Online via Zoom

02:00 PM - 03:30 PM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

Offering programs for a subset of adults with DD is a great start, but it's time to reach out to neurodiverse patrons in an evidence based, more holistic, and systemic way. In this webinar, the authors of Library Programming for Adults with Developmental Disabilities will lead a discussion on:

How to identify and overcome barriers to inclusive programming

How to create a library-wide culture of inclusion

How to design and implement fun and exciting programs that work for patrons both with and without disabilities, and more.

You'll leave the session informed, inspired, and empowered to begin or grow your own successful programming!

Learning Objectives:

Participants will be able to list three techniques they can use to make their adult programs more inclusive and accessible.

Participants will be able to demonstrate knowledge of the various stakeholders in successful programming and at least two ways they can involve self-advocates and community partners.

Participants will be able to identify at least three program models and how they can bring these to their own libraries.

Presenters:

Barbara Klipper is a retired public librarian who has been an advocate for people with developmental disabilities in libraries since the early 2000s. She is the author or Programming for Children and Teens with Autism Spectrum Disorder (ALA, 2014), and co-author with Carrie Banks of several book chapters as well as Library Programming for Adults with Developmental Disabilities (ALA, 2021). She created the "Autism Welcome Here: Library Programs, Services, and More" grant, which funded innovative programs and services over a five-year period.

Carrie Banks runs Brooklyn Public Library's services to children and teens with disabilities, Inclusive Services. Inclusive Services serves youth throughout Brooklyn in libraries, schools, hospitals, transitional housing facilities, group homes and detention centers. She taught Including Youth with Disabilities at Pratt Institute. Active in ALA since 2000, she was ASGCLA's President in 2020 and part of ALA President Loida Garcia-Febo's EDI Presidential Team. Publications include revising Including Families of Children with Special Needs: A How to Do It Manual for Librarians, Libraries and Garden: Growing Together, with Cynthia Mediavilla, and Library Programming for Adults with Developmental Disabilities, with Barbara Klipper. She is currently working on a book on libraries disrupting the school to prison pipeline.

February 5, 2025

Foundations of Conflict Management

Online via Zoom

10:00 AM - 11:00 AM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

Where do disagreements come from and how does it escalate? How can you stay prepared to address and de-escalate conflict? This opening session will dive into ways you can grow self-awareness and manage your own emotions as a first step to proactive conflict management and relationship building. You'll learn how communication and conflict styles, power dynamics, and cultural humility can impact difficult interactions. Leave this session with conflict resolution methods that will give you tips and tools to communicate with others directly, kindly, and confidently.

Learning Objectives:

Identify common sources of conflict and recognize how power dynamics and personal communication styles can influence disagreements.

Learn techniques to manage your emotions and remain calm during conflict, improving your ability to respond thoughtfully rather than simply react.

Discover practical conflict resolution methods and tools to communicate directly, kindly, and confidently, helping to de-escalate tension and build stronger relationships.

Presenter:

*Crystal Trice, CSM, CSM@Scale, Library Consultant, Scissors & Glue, LLC
Crystal Trice, founder of Scissors & Glue, LLC, has over 20 years of experience in education and local government, with a focus on improving collaboration and handling challenging situations with patrons and coworkers. She is passionate about creating environments where people work together more effectively.*

With certifications as a Scrum Master and in Scrum at Scale for Government, Crystal holds a Master's in Library & Information Science and a Bachelor's in Elementary Education and Psychology. Her dedication to community enrichment fuels her work in supporting organizations to achieve their goals.

Crystal lives near Portland, Oregon, and enjoys organizing her thoughts (and tasks) with Sharpies, Flair pens, and sticky notes. She shares her home with her husband and a quirky mix of animals.

February 18, 2025

Canva Essentials: From Ideas to Designs

Online via Zoom

02:00 PM - 03:00 PM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

In this Canva Essentials session, you will discover how to create stunning visuals with ease using Canva. This beginner-friendly program covers essential design principles, from navigating the interface to customizing templates for various projects. By the end, you'll have the skills to craft eye-catching graphics for social media, presentations, and more!

Learning Objectives:

Getting Started: Familiarize yourself with Canva's interface and features.

Creating Projects: Learn how to create stunning graphics for social media, presentations, flyers, and more.

Tips and Tricks with Canva: See what you can do with Canva to take your designs to the next level.

Presenter:

Heather Feenaughty is the PR/Marketing Manager at Westlake Porter Public Library. Heather brings over 14 years' experience in marketing and public relations. She served as a Public Affairs Broadcast Journalist in the U.S. Army for five years and spent seven years at Case Western Reserve University's Undergraduate Admissions marketing team. Heather has been in the library world for almost 3 years and plans to add many more. Heather has yet to receive the prestigious Cannes Lions Award for Creative Effectiveness but is a five-time local scarecrow contest winner (should be six), won a Rosette at the Cuyahoga County Fair in the crochet division, and spear-headed WPPL's 2024 Westlake in Bloom first place win.

February 20, 2025

Building Joy-Centric Libraries: an Experiential Approach

Online via Zoom

10:00 AM - 11:00 AM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

An interactive workshop for library staff seeking joyful practices to build connection and community engagement. Positive psychology is shown to improve staff and customer retention and improve morale. This workshop offers practical tools for work teams of all sizes and can be adapted for in-person or virtual environments.

Learning Objectives:

Participants will be able to identify one potential issue that can be heightened in times of challenge and transition.

Participants will learn the positive psychology framework and tools to integrate into collaborations, meetings, and projects.

Participants will engage in 3 joy-centric exercises and ways to integrate these into their work with communities.

Presenter:

Rebecca Hass (she/her/hers) is the programming and outreach manager for Anne Arundel County Public Library (AACPL) and author of 101 Seeds for Library Joy. Prior to AACPL, she served in librarianship and management with the Enoch Pratt Free Library and Ramsey County Public Library. Rebecca received her MLIS from Dominican University in 2008 and her Life and Engagement Coaching Certificate from Anne Arundel Community College in 2022. Rebecca integrates positive psychology practices with DEIB approaches in libraries, community engagement, coaching, and consulting in her business, Joy Work, LLC: <https://joyworkllc.com/>.

March 12, 2025

Cultivating Your Resilience to Avoid Burnt Out: Managing Stress, Appreciation Inequalities, and Burnout
Online via Zoom

02:00 PM - 03:15 PM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

Libraries are at the heart of their communities as educators and a primary resource in programming and services and a refuge to the people they serve. However, the attitudes that come with it puts pressure on a library to do everything and be everything, putting a strain on expectations of the humans that run it. Unspoken expectations reinforce the idea that libraries are expected to handle everything, therefore end up being glorified security guards, babysitters, social workers, and frontline staff. Burnout is inevitable if you don't learn how to cope with undue stress. This webinar will enforce learning how to set boundaries so that you can focus on the qualities that made you come into the profession. Discover ways to avoid burn out, refocus your role, and give yourself permission to step back.

Learning Objectives:

*How to set healthy boundaries with your community and coworkers
To identify and communicate needed support from higher levels
Develop approaches in reducing stress
To shift your perspective, reducing guilt for allowing yourself to re-prioritize your well-being*

Presenter:

Jennifer Blair is the Head of User Services and Assistant Professor at Azusa Pacific University. Her role is dedicated to the user experience, including marketing the library, and teaching. She has extensive experience teaching online courses in design and computer literacy. Jennifer holds a B.A. in Graphic Design, a M.A in Education with an emphasis in Educational Multimedia, and a M.S. in Library and Information Studies. Her experience in academic and public libraries as well as work experience in art and design allow her to employ visionary strategies to enrich progress and enhance advancement for students.