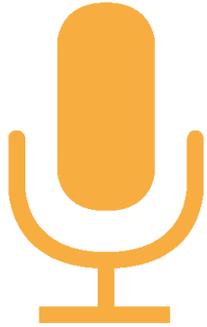


Implementing Community Change: Positive and Productive Partnerships

June 12, 2019

About the Classroom



Microphones

Only our presenters have microphone access.



Questions?

Type them in the chat box! There will be time at the end for questions.



Tech Issues?

Send a message through Q&A.

Welcome and Announcements

- Visit www.programminglibrarian.org for more online learning sessions, programs ideas and grant announcements.
- This session is a presentation of the ALA Public Programs Office and the Office for Diversity, Literacy and Outreach Services, with support from the W.K. Kellogg Foundation.

Today's Presenters



Deborah Althoff Will

Instructional Materials Center
Coordinator

Zion-Benton Township High School
Zion, Illinois



Cheri L. Neal

Supervisor
Zion Township
Zion, Illinois

Implementing Community Change: Positive and Productive Partnerships

Cheri L. Neal, Zion Township Supervisor

Deborah Althoff Will, Zion-Benton Township H.S. IMC Coordinator

Agenda

- Introduction to our community and history
- Aligning library programs to community goals
- Building relationships with community leaders
- Communicating scope and importance of library programs
- Developing an action plan

BACKGROUND INFORMATION

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Our Community

- Located about one hour north of Chicago
- Demographics from our high school district
 - 23.6% White
 - 26.3% Black
 - 43.3% Hispanic
 - 2.3% Asian American
 - 2,633 Students in the District (2 schools -- one is only 400 students)
 - Over 60% of students attending our high school district are living in poverty

Coalition for Healthy Communities

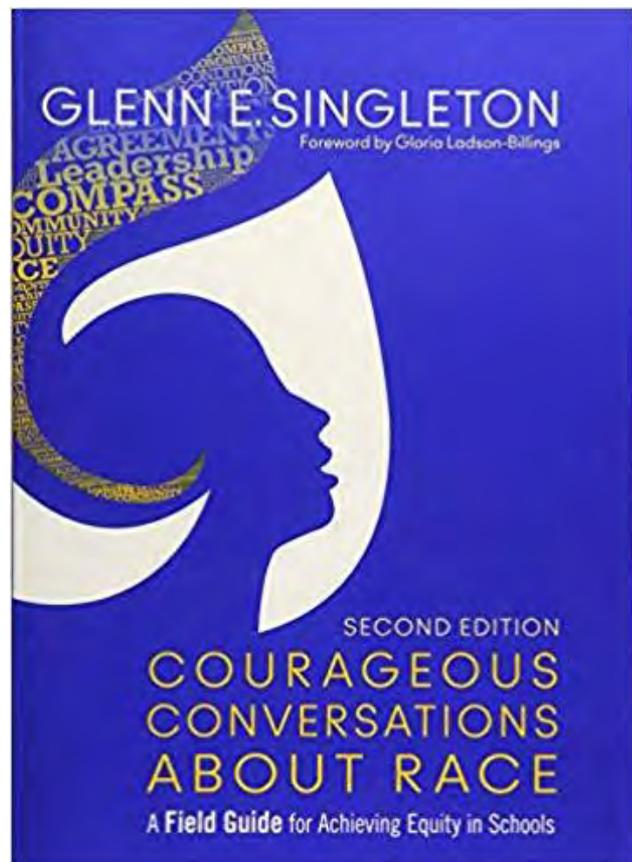
- School and community leaders who meet once each month
- Task forces:
 - Literacy
 - Substance Abuse Prevention
 - Community Wellness
 - Zion-Benton Leadership Academy
- Vision: Community without barriers
- Mission: Leading our community in a collaborative effort to impact health, wellness and social issues



Snapshot of Organizations Involved in the Coalition

- Cancer Treatment Centers of America
- Zion-Benton Public Library
- Zion Township
- Benton Township
- Zion Park District
- Zion Police Dept.
- Lake County Sheriff's Dept.
- Winthrop Harbor Police Dept.
- Winthrop Harbor School District
- Beach Park School District
- Zion-Benton High School District
- Streamwood Behavioral Health
- Zion-Benton Children's Services
Dental Clinic
- Reading Power
- Offices of State Rep. Joyce Mason, IL
Senator Melinda Bush, Congressman
Brad Schneider

School Equity Initiative



All teachers and staff members at both high schools were given copies of this book by our administrative team.

Staff members attended off-site trainings and led in-service trainings for all teachers and staff.

Our school board included “fostering a deeper understanding of how to effectively serve diverse populations” in our School Improvement Plan.

Community Dialogues About Race

- Grant through Illinois Humanities to sponsor the conversations
- Partnered with the YWCA of Lake County, which provided materials, tools and staff trained in facilitating racial dialogues
- Brought together school personnel, civic leaders, church leaders, youth and community members to create meaningful dialogue about race in our community



**STAND
AGAINST
RACISM**

**eliminating racism
empowering women**
ywca

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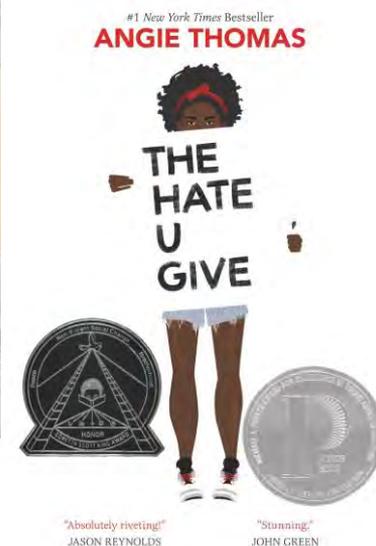
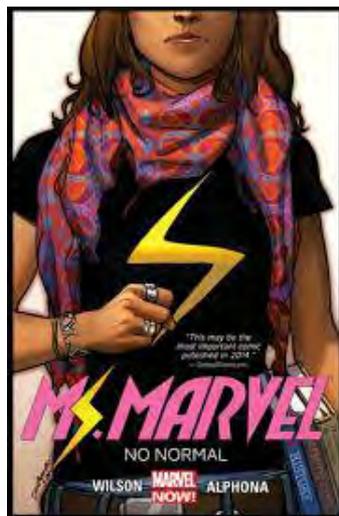
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Truth, Racial Healing & Transformation Great Stories Club

- Grant from the American Library Association in partnership with the W.K. Kellogg Foundation
- As a school librarian, I needed a community partner in order to be eligible for the grant.
- Training was the biggest incentive for me to apply: I needed to understand how to revise, reframe and redirect our library to align with the equity work being done in our school and our community. And I needed help.

Implementing TRHT GSC in Summer of 2018

- Youth summer work program
- Read three books and participated in a Racial Healing Circle with Monica Halsip
- Books we read:
 - *Ms. Marvel, No Normal*
 - *March: Book One*
 - *The Hate U Give*





Photography by Sally Ryan

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Aligning Library Programs to Community-Wide Goals

Understanding What Is Important to the Community to
Understand What Role the Library Can Play

BE PRESENT AND LISTEN

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Being there is 80%

Listening to what is important to other organizations, community groups and school leaders to align library goals is the first step.

Nothing Happens Without the Library

If you don't show up, people who think the library is antiquated will. Be present and be positive.

Focus on the Big Picture

Leave your ego and logo at the door. Recognize that you're on a bigger team.

Have Respectful Conversation

We can't always agree, but we can listen to concerns, voice our opinions respectfully and reach a compromise that works in the best interests of our community stakeholders.

Find the Common Denominators

- What is a constant theme?
- What is everyone talking about wherever you go?
- What is NO ONE talking about but everyone knows?
- Who are the other key players at every meeting?
- Who is on your team? It's time to make friends!

Know When To Step Up and When to Step Back

- Putting the right people together is also a part of leadership.
- You don't have to lead EVERY project. It's OK to stay in the background and support others.

BUILDING RELATIONSHIPS WITH COMMUNITY LEADERS

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Be Part of the Solution



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Establishing Trust

Volunteer to Help

Say YES when people call. If there's a sign-up sheet or an email response is needed sign up, email. Be a worker bee before you try to be the Queen Bee. Even if it's not library-related, it really IS library-related because you spread your mission with your actions.

Know Your Worth

Everyone brings value to a group. Know what your skill sets are and how you can apply them to a group. Be willing to share your gifts.

“Just” a Librarian

“I’m just a school librarian.”

*You mean so much more
to us
than just a school librarian.*

*You teach us
not to limit ourselves
and how to overcome obstacles.*

*You inspire us
to do our best
and stand up
for what is right.*

I commented to students that if I can make things happen, they can, too, because I’m just a school librarian. Here’s part of a poem they wrote for me—insisting that I remove the word “just” when I say that I’m a school librarian.

COMMUNICATING THE SCOPE AND IMPORTANCE OF LIBRARY PROGRAMS

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You Can't Afford to Be Humble

- Have an elevator speech ready at all times.
- Have solid programs ready, outlined and prepared to be presented to others.
- If you don't promote your programs, no one else will. It's OK to brag a little.
- Show the alignment to community goals and programs.

DEVELOP AN ACTION PLAN TO IMPLEMENT COMMUNITY PARTNERSHIPS

It's all about the baby steps

What
do you
Want



*Cheri*NEAL

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A baby with red hair, wearing a white dress shirt, a pink patterned tie, and blue jeans, is walking on a paved path. The baby is smiling and looking towards the camera. The background is a blurred green field.

**What
happens
when
you
take a
baby step?
One of three
things...**

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**You take
one step
forward!**

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**You take
a step
backward!**



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**... a
LEARNING
step
backward!!!**



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You take a **QUANTUM LEAP!**



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ACTION PLANNING MADE SIMPLE

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Seek Out Funding/Resources

It's always easier to present a plan that doesn't cost anyone money. If they trust you, they'll give you their time, but funding is a different story.

Possible Funding Sources:

- Grantstation database (paid resource)
- Professional publications
- State agencies such as the state library
- Professional organizations
- Private/corporate foundations (example: Dollar General, Target)
- LSTA Grant Funds
- Donor's Choose (teachers)
- PTO/Boosters
- Banks (required to spend community investment funds)

Present It to the Right Group

Get people invested who will want to sustain a project because it also aligns with their goals.

Make the Partnership Mutually Beneficial and FUN!

Identify what is important to others -- not just to your organization. Meet their needs as you meet your own. And be a nice person!

Follow Up and Follow Through

- Never underestimate the power of praise and saying thank you.
- Remember that in this small circle of people who get things done -- what you say matters.



Thanks for joining us today. We are happy to share our journey with you, and we hope your journey is successful, too.

Contact Us

- Cheri Neal
 - cheri@cherineal.com
- Deborah Althoff Will
 - WillD@zbths.org
- ALA Public Programs Office
 - publicprograms@ala.org
 - 312-280-5045

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