The administrators and consultants of the Seneca, New Castle, Oil Creek and Erie District Library (SNOE) Centers have been meeting over the last several months to discuss the common and disparate services each district provides to their libraries and build on the framework of collaboration that the District Consultants have developed over the past few years to leverage expertise and resources. As part of the process, we are working with a consultant who recently surveyed library directors of the four districts to get an idea of the priorities of the individual libraries within the districts over the next 3-5 years. The overwhelming common themes for all individual district libraries were:

• More sustainable, stable funding
• More technology
• Increased access to programming for all ages
• Extending community outreach and partnerships
• Supporting aging facilities and increasing building and staff security

The Library Directors noted the following as top patron priorities:

• Increased programming
• Access to ebooks and digital audiobooks
• Access to physical collections

Although the 4 districts serve different communities and populations our needs are very similar.
Hello Everyone,
I hope you are all enjoying your Summer Reading Programs and activities. It’s time to remind everyone once again about Data Security and protecting your Data.

The latest warning from the FBI to reboot your Router to stop Russian Hackers makes it evident there is a constant threat to our Data. There are some pretty cool applications out there that can be very helpful in your work and home computing environments to keep your Data safe.

Check out this app called F-Secure Router Checker. It tests your work or home Router for DNS Hijacking. DNS High jacking can allow monitoring, controlling and even redirect you to dangerous websites.

Backing up your Data is still the only sure fire way to beat Ransomware so here are a couple Free Backup Programs you can use.

From website: No matter individuals or businesses, find your solution here. EaseUS software is for everyone who attempts to keep data well in any environment. Designed for home users, enterprises, organizations, professionals, academic users, IT admins, technicians, consultants, service operators, etc.

From website: Comodo BackUp is a powerful and easy to use desktop application that helps home and business users protect their valuable data against damage or loss.

If you have questions or would like assistance in creating a backup strategy, please contact me at your convenience.

To users of the K9 Web Filter Software. I have the latest information as to its status. As you may know K9 previously owned by Blue Coat has been bought out by Symantec Corp. As of May 1, 2018, K9 Web Protection for Organizations is no longer available for purchase. If you have a current subscription, it should continue until its expiration date. As an existing customer, you may continue using K9 Web Protection after your subscription expires, but support will no longer be provided after that date. K9 is available for free to home users but you will need to request a license for home use and that will require a unique E-mail address.

I hope you all enjoy your summer and as always please contact me at your convenience with any questions or concerns.
Did you know that the New Castle District Library Center offers reference assistance to district libraries?

The New Castle Public Library, which is also the district center, offers reference consultations and training. Among the most requested service is help getting started with weeding a collection.

At New Castle, we recommend using “CREW: A Weeding Manual for Modern Libraries” by Jeanette Larson, Texas State Library and Archives Commission.

We would be happy to train a staff member on the CREW weeding process. We can also go over the CREW guidelines by Dewey class, from the 000s to 900s to fiction and other collections you may have. We can also recommend a continuation of a weeding cycle.

Prior to the library visit, we will want to learn about your collection management policy and the goal of your collection once it is weeded.

We can offer a one day consultation or two half-day consultations, with ongoing assistance via phone and email.

If you are interested in scheduling a reference consultation, call the NCPL reference staff at 724-658-6659 x108 for Emilee or x109 for Apryl.

**Libraries & Reading: The Facts**

The Upper Hudson Valley Library System in Albany, N.Y., has useful information about weeding, such as the document linked below, which can be found online. Some key points in the article are:

Weeding is as important to a library’s functioning as adding new materials. The weeding process is necessary to:

- Make space for new materials
- Provide a more appealing, up-to-date collection
- Make the library easier for patrons and staff to use
- Maintain the library’s reputation for providing reliable information
- Eliminate false or dangerous information
- Provide feedback on strengths and weaknesses of a collection

When outdated, unused, and shabby items are removed from a collection that has not been thoroughly weeded in some time, the shelves may look bare. Rather than being a deterrent to library use, this can result in increased circulation. Shelves with fewer, newer items are more inviting than shelves jam-packed with tattered titles.

Many libraries find that their circulation actually goes up following a thorough weeding.
**TEEN SCENE**
by Sharon Savage

*Summer Time... and the livin’ (readin’) is easy...*

*POOF* Summer is finally here and I perennially imagine a clean slate replete with fresh possibilities. I dreamily anticipate a “Summer of Awesome” filled with activities in our libraries and communities designed to enchant, enlighten, and uplift our spirits. If we are fortunate, we live in communities where a cornucopia of such activities is provided. This is precisely where our free public libraries feature prominently into the health and well-being of our communities. Our libraries exist to provide edification, information, pleasure, entertainment, and an important social outlet for members of our community. Here is something to ponder: we could be the only positive social interaction some patrons have on a daily basis. Can libraries still positively impact lives? How do we choose to engage our patrons?

This past school year was an emotional roller-coaster for many of our young friends and the adults that we serve. I was shocked by news from my alma mater of six suicides, one of the students was only in the 8th grade. We read of gun violence in our schools and sometimes, even in our neighborhoods. We witness the effects of addiction and the struggles of many in our communities to live well and with dignity. Our libraries provide informational resources or helpful literature to give direction and to encourage discussion on a number of difficult topics. Our libraries are also a respite, a calm space where patrons may find solace from the sometimes inhospitable world that surrounds them. Empathy. While we may not truly understand or relate to their circumstances, we can strive to approach them, if possible, with empathy.

![Building Empathy with Books](image)

Check out this guide from Random House Publishers on Building Empathy with Books.
There are discussion points and activities to help students better understand themselves and others.

I always turn to books for inspiration and solace; I can’t imagine NOT having the opportunity, the desire, or (gasp) the ability to do so. I found this article enlightening: Unlimited Engagement: Helping Teen Readers by Giving up the Struggle. Heather Booth states, “But the challenge is still bringing in teens who don’t see the library as a space for them.”

![School Library Journal](image)

Growing up, the public and the school libraries were important to me. When I moved to a new town, I made it a mission to locate the library. I want my young friends to find inspiration within the pages of a good book. To consider their library as an important and vital part of their lives.
I want them to find relatable, passionate, indomitable characters, just like I did with Elizabeth Bennet, Pippi Longstocking, Anne Shirley, or Francie Nolan:

"From that time on, the world was hers for the reading. She would never be lonely again, never miss the lack of intimate friends. Books became her friends and there was one for every mood. There was poetry for quiet companionship. There was adventure when she tired of quiet hours. There would be love stories when she came into adolescence and when she wanted to feel a closeness to someone she could read a biography. On that day when she first knew she could read, she made a vow to read one book a day as long as she lived." ~ Betty Smith, A Tree Grows in Brooklyn

Continue on, intrepid librarians, being an inspiration and wellspring of knowledge to your communities. Have a blissful and joy-filled summer.

What I yearn for is a quiet hour, without interruption, to READ (and to not fall asleep while I am reading - truth).

**HISTORY HUB**
by Emilee Waldo

Every family has a history and at the New Castle Public Library, we are fortunate to have over 250 printed copies of various local family histories in our History Room Collection. Most of these family histories contain a multitude of surnames, not just those listed in the title. In order to assist patrons searching for information about their ancestors, Jillian Larko (our cataloger) and I spent many hours reading through each family history book. We then compiled more than 1400 additional surnames that are prominent throughout these books and compiled them into an excel document. Next, it was printed, put it into a binder, cataloged, and made it available for patron use. Below is a sample page. Now, patrons (and staff) have one more tool to make their search for family history at the library a little bit easier!
Saying that you love to weed can be a scandalous statement not only in normal everyday life but particularly in a group of librarians. But it’s a statement we, as natural hoarders, need to embrace. Yes, the wonderful book that you loved so very very much may SOMEday get checked out. But right now, you’re out of room on the shelf and don’t have the space for a beautiful new book, so that sucker needs... to... go!

So how do you tackle weeding? A great way to start is knowing your weeding policy. If you don’t have one, google the CREW (Continuous Review, Evaluation, and Weeding) Manual, and make that your starting point. The size and budget of your library should play a factor in what your “how many years since checkout” number is, but also consider the year added, pub date, number of circs, and condition of the item. Also think about if the item is ILL-able. CREW calls most of these things MUSTIE factors – Misleading, Ugly, Superseded, Trivial, Irrelevant, Elsewhere. It also offers recommended weeding years for non-fiction, which can vary based on the call number. Take the time to really sit down with this manual if you’re overwhelmed with how to successfully weed your collection or if you just need a reminder of why weeding is important.

Start with stats then trust your gut. Run a report in your ILS to gather the information above (circs, pub year, add year, etc). Really look at all the items that meet your ‘consider for weeding’ criteria. Physically pick them up and open them. That book with a broken spine and yellowing pages but with great circ numbers is screaming for a replacement copy! And what if your favorite book is on the weeding list? HOW WILL YOU SURVIVE?! Well, put it on display and recommend it to several readers over the next few weeks. If it doesn’t move, but you still can’t cut the cord... give it another year, then accept defeat.

Speaking of that year, do you have a yearly weeding schedule? MAKE ONE. It keeps your collection up-to-date, your shelves open for all those awesome new books you purchased, and saves you from panicking and trying to weed the entire collection at once. I implemented a weeding schedule for Youth Services at the beginning of the year; one for children’s and one for teen. So far, this is working well for us to just be doing a little bit at a time instead of the giant overhaul that had to happen last year. I’m not sure if I’ll even be able to get to those smaller sections in the summer, but we’ll see how it goes.

<table>
<thead>
<tr>
<th>Children’s Weeding Schedule</th>
<th>Young Adult Weeding Schedule</th>
</tr>
</thead>
<tbody>
<tr>
<td>January - Graphic Novels/Holiday</td>
<td>January/February - Graphic Novels</td>
</tr>
<tr>
<td>February - Family Place</td>
<td>March/April - Fiction</td>
</tr>
<tr>
<td>March - Fiction</td>
<td>May - Biography</td>
</tr>
<tr>
<td>April - Easy Fiction</td>
<td>June/July - As needed</td>
</tr>
<tr>
<td>May - Biography</td>
<td>August/September - DVDs</td>
</tr>
<tr>
<td>June - Board Books</td>
<td>October/November - Non-fiction</td>
</tr>
<tr>
<td>July - Audiobooks</td>
<td>December - As needed</td>
</tr>
<tr>
<td>August - DVDs/CDs</td>
<td></td>
</tr>
<tr>
<td>September - Picture Books</td>
<td></td>
</tr>
<tr>
<td>October - Non-fiction</td>
<td></td>
</tr>
<tr>
<td>November - Beginning Readers</td>
<td></td>
</tr>
<tr>
<td>December - As needed</td>
<td></td>
</tr>
</tbody>
</table>
As you go through your new schedule, make sure you’re updating an ordering profile WHILE you’re weeding. In North Carolina, my library system split purchasing responsibilities between all of the Youth Services staff, so we had a shared spreadsheet to update our library’s needs/not needs/comments for each purchasing area. At New Castle, we have ours on a shared drive, so that all staff members can add to it as patron requests come up. See the example and create your own, or just ask for mine, and I can put a blank one on the Weebly.

<table>
<thead>
<tr>
<th>Collection</th>
<th>Need</th>
<th>Don’t Need</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>J Audiobooks</td>
<td>New and noteworthy</td>
<td>All Harry Potter, Percy Jackson, and Chronicles of Narnia purchased in 2018</td>
<td></td>
</tr>
<tr>
<td>J CDs</td>
<td>Popular movie soundtracks, movement with scarves/shakers that offer direction</td>
<td>Most Disney soundtracks purchased in 2018</td>
<td>Heavily weeded so listen for any suggestions from patrons</td>
</tr>
<tr>
<td>J DVDs</td>
<td>Math, Phonics, popular TV shows, popular movies</td>
<td>DVDs of picture books</td>
<td>Bill Nye and animals VHS weeded - do we need some DVDs?</td>
</tr>
</tbody>
</table>

Finally, if you need a weeding buddy... I’m your gal! It’s one of my favorite things to do because I love seeing the benefits of it to the shelves and to the collection as a whole. But you better hang on if you call me out to help because I have zero chill and am ruthless. So instead of having me unleashed on your collection, find a comfy chair, an empty book cart, and get to it!

Welcome to the Family

Hello, my name is Helen Taylor, and I’m honored to be the new Director at Ford City Public Library. I’ve been working in the public library setting for over 14 years, first as a Library Assistant, then as Outreach Librarian after receiving my MLS from Clarion University in 2010. I currently serve on PA Forward’s Training Committee, so feel free to give me a call for help or to learn how to become a Star Library. When I’m not reading or in the library you can find me out hiking, wandering through museums, or nurturing my slightly unhealthy obsession with George Washington.
Have you ever had one of those “pinch me” moments, one where you cannot believe you are really living the life you are living? Well, imagine an entire weekend filled with that “pinch me” feeling. That is what I felt June 14–17, because I was attending the Public Library Association (PLA) Inclusive Internship Initiative Kickoff in Washington DC. To say it was amazing is an understatement.

The PLA Inclusive Internship Initiative, or III, is a program where libraries have an opportunity to hire a local youth intern. The focus of the internship is having the intern and mentor work together on a connected learning project to meet a need of the host library and its community. This also allows the intern to learn job skills, practice public speaking, network with peers and professionals, and get a holistic view of the field of librarianship. The opportunity is available to students completing their junior or senior year of high school, or students who have graduated high school but not yet started college classes. The interns and mentors travel to Washington DC at the beginning of the program, and then to Chicago at the end of the program, where the intern will present on their connected learning project. The entire program is grant funded through the Institute of Museum and Library Services.

When I first read about the PLA Inclusive Internship Initiative, I immediately wanted to apply on behalf of Butler Area Public Library. This is the type of opportunity that could be life changing for a young person. Giving someone the chance to work in a library, network within the community and the library field at large, and gain significant life experience, all while getting paid? Sign us up! It seemed like a long shot that we would be selected, but you cannot make a shot if you do not take it, right? Imagine my shock that not only was Butler Area Public Library selected, we are the only Pennsylvania library participating in the program.

We selected our intern in May; her name, conveniently, is also Tiffany, so we quickly dubbed ourselves Team Tiff. Tiffany Meissner is a graduate of Butler Area Senior High School, and has previously interned at the library through the Career Track program. She started her PLA III internship in late May, and already has begun working on her connected learning project. She will be helping to establish a juvenile graphic novel collection for our children’s department, promoting it during our Summer Challenge, and working to establish ways the collection and its related services can help to encourage struggling or reluctant readers.

On June 14, Team Tiff made our way to Washington DC, to participate in the III program kickoff. It was an incredible opportunity to meet the interns and mentors from libraries all over the country. Hearing what other libraries are doing was exciting and inspiring. Additionally, I had the opportunity to present a 20 minute master class session at the event, where I talked about how we teach teens to advocate for intellectual freedom and social justice through our use of passive programs. One of the most exciting parts of the weekend’s activities was getting to tour the Library of Congress, as well as the academic library at Georgetown University.

Seeing so many young people be passionate about their communities and their libraries filled me with such joy. I can hardly wait for Team Tiff to make our way to Chicago, so our intern can share all her accomplishments. I can tell you she has already taught me so much. At the end of the III Kickoff weekend, we were asked to share our parting thoughts. One of the young interns stated that the biggest thing she learned that weekend was that librarians were magical. But I am here to add, our interns are magical too.
NEW BOOKS in the District Professional Collection

The Mindful Librarian: Connecting the Practice of Mindfulness to Librarianship explores mindfulness, approaching it in such a way as to relate specifically to the many roles or challenges librarians face. Coinciding with the increased need to juggle a variety of tasks, technologies, ebooks, and databases, the new Association of College & Research Libraries Framework for Information Literacy, and the challenges faced by solo librarians in school libraries which have suffered cutbacks in help in recent years, the time is exactly right for this publication.

Renew Yourself by Catherine Hakala-Ausperk. Though your library career might have started "accidentally," you can overcome organizational restructuring, changing job titles, and shifting responsibilities by cultivating a mindful existence in the library workplace. Building on the simple and fun approach that have made her previous books bestsellers, Hakala-Ausperk offers up a DIY-style program for revisiting personal values, understanding your options, identifying skill gaps, and creating plans for growth.

Start a Revolution by Ben Bizzle. At the Craighead County Jonesboro Public Library in Arkansas, Bizzle and his colleagues defied common practices by using creative risk-taking in marketing and outreach to transform their library into a dynamic institution that continues to grow and thrive. Here they recount their story, sharing techniques for success alongside a provocative marketing philosophy that will spur libraries to move beyond their comfort zone.

Designing Adult Services by Ann Roberts. Focusing on adult patrons ages 19 through senior citizens, this book explains how libraries can best serve this busy portion of their community’s population at different life stages and foster experiences that are "worth the trip"—whether actual or virtual.

Complete Copyright: An Everyday Guide for Librarians by Carrie Russell. Offering a wealth of information on library copyright concerns in a vibrant, highly accessible format, Complete Copyright is a must-have resource for your library. ALA copyright expert Russell provides clear, user-friendly guidance for both common copyright issues and latest trends, including the intricacies of copyright in the digital world. Through real-life examples, she also illustrates how librarians can be advocates for a fair and balanced copyright law.

All title information are excerpts from Amazon.com descriptions.
Effective Difficult Conversations by Catherine B. Soehner and Ann Darling. In an information landscape where change is the status quo, difficult conversations come with the territory. Being a library leader means knowing how to confidently steer these conversations so that they lead to productive results instead of hurt feelings, resentment, or worse. Employees in a library will also encounter conflict, especially during times of change. Using a step-by-step process, this book walks readers through learning the skills to have effective difficult conversations that hold themselves and others accountable.

Build a Great Team: One Year to Success by Catherine Hakala-Ausperk. With library staffing levels and services cut to the bone, creating a team that communicates well and functions smoothly is more important than ever. Building on the model of her bestselling book Be A Great Boss, Hakala-Ausperk presents a handy self-guided tool to the dynamic role of team-building.

The Librarian’s Guide to Homelessness by Ryan J. Dowd. Homelessness is a perennial topic of concern at libraries. In fact, staff at public libraries interact with almost as many homeless individuals as staff at shelters do. Empathy and understanding, along with specific actionable advice that’s drawn from experience, makes all the difference in working with this group. In this book Dowd, executive director of a homeless shelter, spotlights best practices drawn from his own shelter’s policies and training materials.

Fundamentals of Library Supervision by Beth McNeil. You’re about to become a library supervisor! In addition to excitement you may also feel some uncertainty. Mentor, creator, monitor, and negotiator are some of the roles a supervisor must play, and wearing that many hats is a challenge that requires discipline and organization (and a healthy sense of humor). This newly updated and revised edition of a classic text will give you the grounding to supervise, manage, and lead with confidence.

The Good, the Great, the Unfriendly by Sally Gardner Reed. The Executive Director of United for Libraries and former Executive Director of Friends of Libraries U.S.A., Reed has decades of experience liaising between Friends groups and the libraries that they support, serve, and (sometimes) exasperate. Her new book cuts to chase of building and maintaining these important relationships, showing not only how to effectively harness Friends’ goodwill and enthusiasm but also sharing tactful techniques for steering an ineffective or unfriendly group down the right path. Her pragmatic approach will resonate with public and academic library directors, volunteer coordinators, and other library staff who work with Friends.

All title information are excerpts from Amazon.com descriptions.
Just for Laughs
Excerpts from: Cool Facts About the Library
By Riane Konc
April 30, 2018, New Yorker Magazine

It’s illegal to yell “fire” in a crowded library. You have to go whisper it to each person individually.

The library is a great place to go to learn about even the most niche topics. For example, did you know that the mating call of the three-wattled bellbird, when imitated by a human, will cause a librarian to say, “Sir, if you don’t leave on your own, I’m getting security.”

Whether they sort their books alphabetically, with the Dewey decimal system, or the Library of Congress system, all libraries agree on one thing: I should have finished my tuna-fish sandwich outside.

If you were going to the library for the very first time, you could be forgiven for thinking that it was a church founded by some guy named James Patterson. This is a common mistake.

Really thick books have many nicknames: doorstops, tomes, nerd magnets. But, to me, they’re just extremely hard to steal.