

STRATEGIC CHANGE INITIATIVE: CURATION, REVIEW, AND MANAGEMENT OF LIBRARY RESOURCES

Initiative Owner and Working Group

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Explanation of Need

Frisco ISD has experienced a rising concern from parents and community members during the 2021-2022 school year regarding a claim of inappropriate materials within school libraries. Concerns of appropriateness include topics such as politics, LGBTQ+, Critical Race Theory (CRT), social/emotional learning (SEL), and others. Upon first learning of a potential concern in the Spring of 2021, we began reviewing our internal processes for reviewing library materials.

From August 2021 to April 2022, we received 4 formal reconsideration requests for library materials. The district has received a total 22 inquiries on the appropriateness of library materials including general information requests, book fair materials, library books, and database content. Each informal inquiry requires 3 hours of support. Each formal reconsideration request requires 9-22 hours of support

from central office library staff, with 2-10 additional hours invested by each member of the reconsideration committee.

Frisco ISD has 1,021,314 books throughout our libraries, and have only removed 7 books that did not meet our collection guidelines. Two of those books were removed as a result of formal reconsideration requests, and the rest were removed following the formal internal review process. Although the percentage of books that don't meet our collection guidelines is very low, without a formal review of our policies, administrative regulations, and procedures related to library materials, we risk continued strain on parents' confidence in the materials available to students in our campus libraries. We also risk strain on the capacities of campus librarians to continue to respond to these types of requests.

Root Cause Analysis

While some of the attention our school libraries have received this year appears to be politically motivated, a review of our existing policies and procedures identified risks for the purchase of library materials that do not meet Frisco ISD's expectations. A staffing analysis also identified gaps in the capacity of existing library staff to extensively review library collections on an ongoing basis to ensure alignment with our collection guidelines and expectations.

Priority Alignment

Each new initiative must align with Frisco ISD's mission to know every student by name and need. To ensure that alignment, we have developed a [future ready framework](#) to serve as our lens for strategic change. The framework includes [five future ready focus areas](#), which serve as the District's priorities for organizational strategy.

This initiative supports Frisco ISD's priority of creating a **learner centered environment** by answering the questions:

- To what degree are we creating a safe, inclusive and engaging learning environment?
- To what degree do we facilitate, promote, and value learners' voice and choice in their learning?

The initiative also supports our priority of engaging in **strategic, collaborative leadership** by answering the question:

- To what degree do we solicit feedback and partner with all stakeholders in an effort to meet school improvement needs?

Strategic Response

A strategic response is the blueprint for strategic change related to a specified initiative. The response includes setting objectives, identifying desired outcomes, analyzing the risks associated with those objectives, and developing an action plan to achieve each objective.

[Click here for this initiative's strategic response document.](#)

Implementation Timeline

Because our organizational strategy is dynamic, our strategic response is reviewed on an annual basis. The timeline and resources described in this document are for the current school year.

2021-2022 School Year

OBJECTIVE	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Review and update policy for challenging instructional materials -- Policies EF(Local), EFA(Local), and EFB(Local) -- and related administrative regulations and procedures.												
Review and update administrative regulations and procedures related to weeding of library materials.												
Review and update administrative regulations and procedures related to library collection development guidelines.												
Review staffing for library support to ensure long-term sustainability of updated policies, administrative regulations, and procedures.												
Review and update the online presence of library policies, administrative regulations, and procedures.												

Resources

The total cost of implementing an initiative includes the cost of personnel, supplies, materials, or other operating or capital costs necessary to satisfy the strategic response, including the evaluation of desired outcomes. Resources needed may be new or already existing within the organization, and their use may be either temporary or ongoing. The total cost in the table below is intended to be an annual cost and may change as the initiative becomes integrated into ongoing operations.

2021-2022 Investment

OPERATIONAL COMPONENT	RESOURCE	NEW OR EXISTING RESOURCE?	RESPONSIBLE DEPARTMENT	COST
Instructional Resources	90% of Coordinator of Library Services time during the 2021-2022 school year	Existing	Library Services	\$81,170
	Restructure of Coordinator of Library Services to Director of Library Services	New (Proposed)	Library Services	\$23,985
	2 Coordinators of Library Services	New (Proposed)	Library Services	\$182,250
	2 Library Services Paraprofessionals	New (Proposed)	Library Services	\$99,800
TOTAL INVESTMENT 2021-2022				\$387,205

Note: Personnel resources are only tracked as part of the total investment once an individual employee spends more than 40 hours on the initiative.

Evidence of Success

We will measure the success of this initiative by the following desired outcomes:

- Increased capacity of FISD campus librarians to support the instructional needs of students and campus staff.
- Expansion of campus and district-wide library programming directly benefiting students and their community.
- Scheduled and ongoing weeding of library collections at each campus based on standardized criteria which includes age-appropriateness of the subject matter, condition, age of materials, etc.
- Easily understood policies, administrative regulations, and procedures that provide for:
 - clear and objective standards for curation, review, and management of library collections, and
 - more timely and streamlined procurement of library materials.
- A streamlined and more timely District-wide response to the challenge of a library resource that eliminates the possibility of inconsistencies in decisions between campuses.
- Increased parent confidence in FISD library collections and the policies and procedures related to curation, review, and management of those collections.
- Increased transparency and reduction in the spread of misinformation related to FISD library collections and the policies and procedures related to curation, review, and management of those collections.

Results

This section serves as a placeholder for the evaluation of desired outcomes described above.