



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

April 20, 2022

IDENTIFIED 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 like politics, LGBTQ+, CRT, SEL, etc.

- From August 2021 to April 2022, we received 4 formal book reconsiderations and 22 inquiries on the appropriateness of library materials.
- 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.

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, leaving librarians vulnerable to misplaced criticism and accusations of misconduct.

ROOT CAUSE ANALYSIS

- A review of our existing policies and guidelines identified risks that library materials may not meet Frisco ISD's expectations.
- A staffing analysis also identified challenges supporting existing library staff to extensively review library collections on an ongoing basis to ensure alignment with our guidelines.





PRIORITY ALIGNMENT

LEARNER-CENTERED ENVIRONMENT:

- 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?

STRATEGIC, COLLABORATIVE LEADERSHIP:

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

TOTAL INVESTMENT 2021-2022 SCHOOL YEAR



OPERATIONAL COMPONENT	RESOURCE	NEW/EXISTING	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 (Acquisitions & Systems)	New (Proposed)	Library Services	\$182,250
	2 Library Services Paraprofessionals (Procurement & Budget)	New (Proposed)	Library Services	\$99,800
			TOTAL 2021-2022 INVESTMENT	\$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



- Increased capacity of FISD campus librarians to support the instructional needs of students and campus staff.
- Expand 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.



THANK YOU!

