



Required by Wis. Stat. §§ 43.17(5) and 43.24(3)

GENERAL INFORMATION

Library System

Arrowhead Library System

Describe significant needs and problems that influenced the development of this and other system plans.

Going into 2021, the greatest challenge facing the Arrowhead Library System (ALS) is the ongoing COVID-19 pandemic. At the time of this writing, September 2020, all of the seven member libraries have realized reduced hours, capacity and programming which will most likely continue, along with curbside pick up, until an effective vaccine has been developed. Using a four-day quarantine, Arrowhead has been able to bring its delivery system back to full capacity. ALS has also expanded its online offerings which patrons can take advantage of from the safety of their homes.

The other great challenge facing Arrowhead is staffing. Through office reorganization and relocation, ALS was able to reverse the funding shortfalls the system faced earlier in the decade. While in 2012 ALS was running in the red, by 2017 Arrowhead had been able to restore a fund balance. Much of this was accomplished by office reorganization, however, this has come at a cost. Currently staffing is down to 3.85 FTEs which includes three part time delivery drivers. At the current level of State funding ALS has had to rely on contract work to provide certain services. For 2021, ILS support in SHARE will be handled with a support agreement with Lakeshores Library System (LLS). Besides ILS administration, the Arrowhead member libraries have been moved on to the LLS Wide Area Network with network administration and IT support that is also provided through an agreement with Lakeshores. Since 2016, Arrowhead has also relied on a contract consultant for youth services consulting. Currently, ALS is contracting with the Beloit Public Library to provide youth services consulting to ALS member libraries. Arrowhead has also contracted with Rene Bue for inclusive services consulting.

Did the library system consult member libraries in the development of this plan?

- No, the library system did not include member libraries in the development of this plan.
- Yes, the library system included member libraries in the development of this plan.

If yes, describe the planning environment and process for this system plan. Include how member libraries are involved in plan development and review:

The monthly librarian meetings are the principal place that the seven libraries have input into the system plan and services. Regularly on the agenda are the shared system, technology, budgets, ALS Board report and reports of activities in the member libraries. The Arrowhead Library System Board also meets monthly and participates in planning and reviewing programs offered by the system. Ex-officio members of the Board include the director of the Hedberg Public Library; the director of the Beloit Public library; and the director of one of the other five public libraries, who is elected by the librarians. As ex-officio Board members they are directly involved with the approval of the system plan.

Does the library system have a formally appointed advisory committee under Wis. Stat. § 43.17(2m)?

- No, the library system does not have a formally appointed advisory committee.
- Yes, the library system has a formally appointed advisory committee.

If the system appoints an advisory committee under Wis. Stat. § 43.17(2m), describe how the system makes appointments, posts meetings, and how the advisory committee reports to the library system board. Include a list of any additional system planning documents with the period covered and attach any planning documents which have not previously been provided to the Division:

A committee of the ALS member library directors serves as the advisory committee for the Arrowhead Library System Board. Besides physical postings, meeting packets are also posted on the ALS website, <https://www.als.lib.wi.us/site/services-for-libraries-boards/library-directors-meeting/>. A member of the Librarians' Committee is elected to serve as an ex-officio member of the ALS Board and as part of the Board agenda reports to the Board monthly. Two other members of the Librarians' committee, the directors of the Hedberg Public Library and the Beloit Public Library also serve as ex-officio members of system Board. At its August 12th, 2020 meeting, the ALS Board approved the Arrowhead Library System Strategic Plan 2020 – 2023. The two main goals of the plan include “Strategically Supporting Member Libraries Through Crisis” and “Develop a System Merger Exploration Process.”

	ASSURANCES	
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The following plan and compliance document provides assurance that your public library system intends to comply with all statutory requirements for public library systems for calendar year 2021. Indicate, with a check, your system's intent to comply with each system requirement and provide the requested information under each system requirement.

Wis. Stat. § 43.24(2) For a public library system to qualify for and maintain its eligibility for state aid under this section it shall ensure that all of the following are provided:

Membership Agreements

- Wis. Stat. § 43.24(2)(a) Written agreements that comply with Wis. Stat. § 43.15(4)(c)4 with all member libraries.
- The system will provide a sample copy of the agreement with a list of all members signing and the dates signed to the Division by January 15. (The system does not need to file multiple copies of the same agreement; only a sample copy of each type of agreement is necessary.)

If the system is providing the sample copy and list of members signing through a publicly available webpage, provide the URL here:

Resource Library Agreement

- Wis. Stat. § 43.24(2)(b) Backup reference, information and interlibrary loan services from the system resource library, including the development of and access to specialized collections, as evidenced by a written agreement with that library.
- The system will provide a signed copy of the resource library agreement to the Division by January 15.

If the system is providing the resource library agreement through a publicly available webpage, provide the URL here:

Reference Referral, Interlibrary Loan, and Technology

- Wis. Stat. § 43.24(2)(d) Referral or routing of reference and interlibrary loan requests from libraries within the system to libraries within and outside the system.

List ongoing activities related to this requirement:

The Resource Library also provides staff to assist with reference questions and maintains records of these requests. Reports are made to the Arrowhead Library System on an annual basis by the resource library of these reference request statistics.

ALS, along with the Lakeshores and Kenosha County library systems, is a member of the SHARE consortium. SHARE provides a shared catalog and ILS to its members which facilitates the exchange of materials between the member libraries. ALS also assists member libraries with interlibrary loan through WISCAT

ALS also has both ILS support and Network/IT support agreements with the Lakeshores Library System (LLS) which facilitates ILS and technology support and enables IT cooperative purchasing. Currently both ALS and LLS member libraries are on the same Wide Area Network (WAN) which is administered by LLS.

To increase efficiency for resource sharing and delivery within SHARE, ALS initiated an RFID tagging project in 2020. The goal of the project was to RFID tag as many member library collections as possible by the end of first half of 2021. Library closures in the wake of the COVID-19 actually allowed for 90% of those collections being tagged by September of 2020. An added benefit of tagging the materials has been the ability of no hands sorting of materials, through the use of an automated sorter at the new SHARE sorting hub at Racine Public Library, greatly increasing the effectiveness of COVID-19 quarantine.

Indicate new or priority activities relating to this requirement for the plan year (if none, indicate so):

Primary focus will be with assisting member libraries during the COVID-19 crisis.

	ASSURANCES (cont'd)	
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Inservice Training

- Wis. Stat. § 43.24(2)(e) Inservice training for participating public library personnel and trustees.

The Division interprets inservice training to incorporate a range of in-person and virtual continuing education opportunities.

List ongoing activities related to this requirement.

Arrowhead has set aside funding for inservice training. With only seven member libraries ALS has found collaborating with other systems to be a more efficient way to utilize budgeted funds. Currently ALS collaborates with the South Central Library System (SCLS) and is a member of the Southeastern Wisconsin Continuing Education (SEWI CE) consortium. Arrowhead is also a cosponsor of the "Wild Wisconsin Winter Web Conference" and "Trustee Training Week." In 2016, Arrowhead started offering scholarships to help library staff attend distant CE training activities

Indicate new or priority activities relating to this requirement for the plan year (if none, indicate so):

None

Identify the names and email addresses of continuing education staff employed by the system for continuing education services:

Arrowhead Library System Director, Steven Platteter (platteter.steve@als.lib.wi.us) is the inservice training/CE coordinator for ALS. ALS Youth Services consultant Jeni Schomber (jschomber@beloitlibrary.org) coordinates youth services related continuing education opportunities. Inclusive Services consultant Rene Bue (renebue@yahoo.com) has provided inclusive services training to member library staff and trustees.

If the system contracts with another system or entity to plan and conduct continuing education services, list that system or entity and provide a link to, or copy of, the current agreement:

Delivery and Communication

- Wis. Stat. § 43.24 (2)(fm) Electronic delivery of information and physical delivery of library materials to participating libraries.

List ongoing activities related to this requirement. For physical delivery reference resources, personnel, and vendors.

ALS provides five day a week delivery to each of its member public libraries. For this service Arrowhead employs three part time drivers: Steven Fernan, Ron Oberle and Mike Willger. ALS pays for state-wide delivery service, through SCLS, 4 days per week. To facilitate resource sharing with other SHARE members, ALS provides a five day a week delivery run to the Lakeshores Library System delivery hub at Racine Public Library through a contract with Koene Courier Service. With the COVID-19 situation ALS advocates a four-day quarantine for all materials moving through its delivery system. In addition ALS provides delivery service to Beloit College, Blackhawk Technical College, Beloit Schools, Milton Schools, Evansville Schools and Parkview Schools as well as the Wisconsin School for the Blind and Visually Impaired. Due to COVID-19 closures, ALS delivery to affiliate members was limited in 2020.

ALS also provides email services for five of its seven member libraries. ALS also provides five email lists for use by member library staff. The Hedberg (Janesville) and Beloit Public Libraries maintain their own mail servers. The ALS electronic Newsletter, the "Monthly Memo," is not only highly regarded locally but also statewide.

Indicate new or priority activities relating to this requirement for the plan year (if none, indicate so):

In 2021, ALS will be offering a 50% discount to affiliate members due to COVID-19 closures.

Service Agreements

- Wis. Stat. § 43.24(2)(g) Service agreements with all adjacent library systems.
- The system will provide a copy of the agreements to the Division by January 15. The agreements with adjacent systems – including consulting agreements, consortium agreements, etc. – must include a list of all systems signing the agreement.

If the system is providing the service agreements through a publicly available webpage, provide the URL here:

If the system is providing the service agreements through a publicly available webpage, provide a brief description of the types and number of agreements here:

ASSURANCES (cont'd)

Other Types of Libraries

- Wis. Stat. § 43.24(2)(L) Cooperation and continuous planning with other types of libraries in the system area, which results in agreements with those libraries for the appropriate sharing of library resources to benefit the clientele of all libraries in the system area.
- The system will have agreements with other types of libraries, or if the system participates in a cooperation agreement with a multitype organization to meet the purposes of this goal, there is established a clear link between the system and the individual members of the multitype organization. The system will provide a copy of the agreement with a list of all signing libraries to the Division by January 15.

If the system is providing the agreements with other types of libraries through a publicly available webpage, provide the URL here:

If the system is providing the agreements with other types of libraries through a publicly available webpage, provide a brief description of the types and number of agreements here:

Library Technology and Resource Sharing Plan

- Wis. Stat. § 43.24(2)(m) Planning with the division and with participating public libraries and other types of libraries in the area in regard to library technology and the sharing of resources. By January 1, 2000, and every fifth January 1 thereafter, the public library system shall submit to the division a written plan for library technology and the sharing of resources.
- The system will provide the current plan for library technology and resource sharing to the Division by January 1, 2021, if the system amended the plan since last submitting it to the Division or if the plan on file with the Division is no longer valid. See [the Library System Technology and Resource Sharing plan webpage](#) for the most current version of the system library technology and resource sharing plan.

If the system is providing the current technology and resource sharing plan through a publicly available webpage, provide the URL here:

Is the plan current and comprehensive for the technology and resource sharing services the system provides?

- Yes, the library system technology and resource sharing plan is current and comprehensive for the technology and resource sharing services the system provides.
- No, the library system technology and resource sharing plan is not current or comprehensive for the technology and resource sharing services the system provides or will provide.

If no, describe what the system has added, changed, or eliminated from the plan in effect (and describe how the changes were reviewed with member libraries and approved by the system board):

Indicate new or priority activities relating to this requirement for the plan year:

Arrowhead intends to continue and expand its technology collaborations with Lakeshores Library System in 2021.

Professional Consultation

- Wis. Stat. § 43.24(2)(h) Professional consultant services to participating public libraries.

Identify consultants, specific service areas, and related activities. If the consultant is employed by a member library, indicate the library and the consultant's title:

The Arrowhead Library System provides consulting in inclusive services, administration, public information and promotional materials, and certification. ALS Director, Steven Platteter, handles administration, some inclusive services, continuing education, certification and some technology consulting. Public Information Coordinator, Tovah Anderson is responsible for public relations consulting, the ALS newsletter "the Monthly Memo", some outreach and the creation of promotional materials. Office & ILL Manager, Anita Schultz specializes in interlibrary loan, jail and nursing home outreach, and the ALS delivery network. Youth Services consulting is handled by contract with the Beloit P L, currently BPL Head of Library Services, Jeni Schomber serves as the ALS Youth Services Consultant. Rene Bue also provides inclusive services consulting. General technology consulting is currently handled under an agreement with Lakeshores Library System.

Indicate new or priority activities relating to this requirement for the plan year (if no change from current year, indicate *None*):

Youth Services consulting will continue through contract with Beloit Public Library.

ASSURANCES (cont'd)

Inclusive Services

- Wis. Stat. § 43.24(2)(k) Promotion and facilitation of library service to users with special needs.

The Division interprets services to users with special needs as inclusive services. Inclusive library services are holistic, spanning library policies, collections, space, and services. Inclusive services reflect equity and accessibility for all members of the community, including services to individuals or groups for whom using the public library is difficult, limited, or minimized.

Indicate new or priority activities relating to this requirement for the plan year:

ALS will continue its focus educating member libraries and their boards in regards to DPI's "The Inclusive Services Assessment and Guide For Wisconsin Public Libraries".

Other Service Programs

Wis. Stat. § 43.24(2)(i) Any other service programs designed to meet the needs of participating public libraries and the residents of the system area, as determined by the public library system board after consultation with participating public libraries.

List each "other" service program individually with ongoing activities and new or priority activities for the plan year under each program. For instance, if the system provides a bookmobile service program, list ongoing activities and new or priority activities for the bookmobile program. (Do not lump miscellaneous activities under a single "other" program.)

Arrowhead maintains a public information coordinator to produce promotional information about library services, special programs, youth and adult ongoing programs, brochures, website design, SHARE, computer classes and other activities in the libraries. The promotions include news releases to local media, bookmarks, posters, brochures, and a Library Day at the Rock County Fair. This position provides service to all seven ALS member libraries. Budget for this program is included in the Public Information line of the Annual Program Budget.

Administration

- The system will not expend more than 20 percent of state aid received in the plan year for administration.
- The system will submit the 2020 system audit to the Division no later than September 30, 2021.
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Budget

- The system completed and included the budget by service program category and fund source for the plan year ([see guidelines](#)).
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	COLLABORATIVE ACTIVITIES	
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Summary of Activities Briefly describe collaborative activities with other libraries, public library systems, and other organizations. Exclude services and activities listed in the system's 2021 resource library contract.

2021 marks the the fourth year of the Arrowhead Library System's largest collaboration to date, becoming a member of the SHARE Consortium. SHARE is a partnership of the Arrowhead, Lakeshores and Kenosha County Library Systems providing a shared catalog and ILS to 24 public libraries and one school district library. The combined SHARE catalog features approximately 1,875,245 items and provides improved functionality, for both patrons and library staff, over Arrowhead's previous ILS, RockCat.

Joining SHARE also opened up other collaborative possibilities, ILS support and Network/IT support agreements with the Lakeshores Library System facilitates ILS and technology support and enables IT cooperative purchasing. Currently both ALS and LLS are on the same Wide Area Network (WAN) which is administered by LLS. Also in 2020 Arrowhead and Lakeshores continue to collaborate in a RFID project. To facilitate SHARE delivery, the two systems are also sharing the cost of the delivery run between the ALS delivery hub in Milton to the LLS hub in Racine.

The Arrowhead Library System is part of the WPLC E-Content buying pool collaboration. The amount each system funds as part of the WPLC buying pool collaboration shares the cost of a digital library platform, provides access to the entire multi-million dollar collection already in the digital library and will purchase more than \$1,274,220 worth of new content in 2021.

In regards to Continuing Education, Arrowhead LS intends three collaborations. First ALS intends to continue its contractual collaboration with the South Central Library System (SCLS). Second ALS intends to continue its membership in the SEWI CE consortium. Finally The Arrowhead LS will remain a cosponsor for the Wild Wisconsin Winter Conference and Trustee Training Week. These collaborations makes available to ALS member library directors and staff a wealth of CE opportunities. These opportunities include virtual (due to COVID-19) programs, webinars and in the case with SCLS, customized crisis prevention programming.

Cost Benefit For each activity above, list the activity name and estimated cost benefit realized.

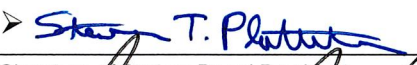

Activity	Amount
1. Share Consortium with Lakeshores & Kenosha County library systems	\$50,000
2. ILS/network/IT support agreements with Lakeshores Library System	\$60,000
3. RFID project with Lakeshores Library System	\$20,000
4. WPLC/Econtent Buying Pool	\$1,244,460
5. Continuing Ed agreement with South Central Library System	\$1,000
6. SEWI CE Consortium	\$11,862
7. Wild Winter Web Conference/Trustee Week	\$4,500
8.	

Cost Benefit For each activity above, list the activity name and estimated cost benefit realized.


Activity	Amount
9.	
10.	
Cost Benefit Total	\$1,391,822

CERTIFICATION

WE, THE UNDERSIGNED, CERTIFY that to the best of our knowledge, the information provided in this document and any attachments is true and correct, and that the system will be in full compliance with all applicable provisions of Chapter 43 of the Wisconsin Statutes for the year **2021**.

Name of System Director Steven Platteter	Signature of System Director ➤ 	Date Signed Mo./Day/Yr. 9/28/20
Name of System Board President Richard Bostwick	Signature of System Board President ➤ 	Date Signed Mo./Day/Yr. 9/28/20

**FOR DPI USE
LIBRARY SYSTEM PLAN APPROVAL**

Pursuant to Wis. Statutes, the plan contained herein is: <input checked="" type="checkbox"/> Approved <input type="checkbox"/> Provisionally Approved See Comments. <input type="checkbox"/> Not Approved See Comments.	DLT Assistant Superintendent Signature ➤ 	Date Signed Mo./Day/Yr. 10/26/20
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Comments

PUBLIC LIBRARY SYSTEM 2021 ANNUAL PROGRAM BUDGET					
Program	2021 Public Library System Aid	System Aid Carryover and Interest Earned	Other State and Federal Library Program Funds	All Other Income	Total
Technology, Reference, and Interlibrary Loan*					
1. ALS Technology	\$40,420				
2. SHARE ILS & Support				\$157,216	
3. Resource Contract (no OD)	\$35,000				
4.					
5. Electronic Resources	\$48,000	\$12,040		\$105,474	
Program Total	\$123,420	\$12,040	\$0	\$262,690	\$398,150
Continuing Education and Consulting Service*					
1. Continuing Education	\$19,604				
2. Consulting	\$15,605				
Program Total	\$35,209	\$0	\$0	\$0	\$35,209
Delivery Services	\$79,419			\$3,052	\$82,471
Inclusive Services	\$17,605			\$2,000	\$19,605
Library Collection Development	\$15,973				\$15,973
Direct Payment to Members for Nonresident Access	\$15,605			\$1,162,884	\$1,178,489
Direct Nonresident Access Payments Across System Borders	\$15,605			\$83,040	\$98,645
Youth Services	\$25,605				\$25,605
Public Information	\$101,843				\$101,843
Administration	\$37,536				\$37,536
Subtotal	\$309,191	\$0	\$0	\$1,250,976	\$1,560,167
Other System Programs					
1.					\$0
2.					\$0
Program Total	\$0	\$0	\$0	\$0	\$0
Grand Totals	\$467,820	\$12,040	\$0	\$1,513,666	\$1,993,526

* These programs may be divided into subprograms at the discretion of the system. If choosing not to use subprograms, enter amounts on line 1. Line 5 is reserved for the amounts budgeted for electronic resources ([see program budget guidelines](#)).