

Partnering for Library Security: A Comprehensive Approach

By **Laverne Mann**
 Director, Cherry Hill
 Public Library

Libraries are first and foremost a place, and our physical space must be safe and trusted by the community in order to accomplish any of our strategic goals and plans. The connections and community building do not happen if patrons are too intimidated to walk through our doors. While library staff is still responsible for enforcing codes of conduct within our doors, public libraries can be the setting for property crime, theft, harassment, and violence like any other public place.

After training for active shooter events and discussing the soft-target designation of libraries, the Cherry Hill Public Library completely changed its security arrangement by partnering with the Cherry Hill Police Department in 2015.

Many libraries in New Jersey have no security staff



Special Law Enforcement Officer
 Daniel Halligan on duty at the
 Cherry Hill Public Library.

and rely on library staff alone for safety and policy enforcement. Some libraries have part-time security by contracting with companies that should have Security Officer Registration Act (SORA) training (see <http://njsora.com>). The standardized security officer training program has become law in the state of New Jersey and in many other states nationwide. The objective of this instruction is to provide training in a variety of subjects directly related to the safety and security of their clients.

The Cherry Hill Public Library had contracted for many years with part-time security services for evenings and weekend coverage. As a municipal agency, we were required to select the lowest bidder through the request for quote (RFQ) process. At

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Message from the PRESIDENT

Looking Toward the Conference

In May, the NJLA conference will be at the brand new Waterfront Conference Center at Harrah's Resort in Atlantic City. Why am I excited about the conference this year?

This year's programs are strong (check www.njlaconference.info to see the full schedule). A job well done goes out to all those who submitted such great proposals. Be sure to let your friends groups and trustees know about Monday's super preconference, *Fundraising and Advocacy: The Perfect Marriage* with Peter Pearson of the Friends of the St. Paul Public Library and consultant for Library Strategies. This friends group has assets of over \$15,000,000 and are very successful advocates for their library.

On Monday evening, the President's Program features Stanley Newman, editor of the *Newsday* daily crossword since 1992. As a puzzle solver, Newman holds the world's record for the fastest completion of a *New York Times* crossword. Immediately following the President's Program? A Librarian Mixer & Trivia Night, of course!

We are thrilled to have Cory Doctorow as our keynote speaker on Tuesday. Doctorow is a science fiction author, activist, journalist, blogger, and author of *Information Doesn't Want to be Free*. Our Wednesday keynote is Jay Asher. *Thirteen Reasons Why*, his first published novel, spent over 65 weeks as a *New York Times* bestseller, won numerous local and national awards, and will soon be a Netflix series. In 2015, Asher led a "50 States Against Bullying" speaking tour, a topic close to all of our hearts.

The conference center is brand new, with large rooms for all our regular programs. Registration, programs, the NJLA Store, keynotes, lunches, and

exhibitors are all centrally located. In addition to scheduled luncheons, this year offers a larger variety of brown bag lunch programs, and Harrah's Resort offers great food options.

Youth services librarians and staff won't want to miss the Garden State Book Award Luncheon with well-known author Rita Williams-Garcia. Known for their realistic portrayal of children and teens of color, her works have been recognized by a number of organizations. Our College & University Luncheon keynote is Terry Reese, head of Digital Initiatives at The Ohio State University and creator of MarcEdit, a metadata editing suite — I have seen a few of you get literally giddy about Terry Reese and MarcEdit!

Tuesday night is our annual awards ceremony, where we celebrate the best of NJLA and our supporters. Following the ceremony, all are invited to a special pool party. Harrah's features an amazing indoor pool complete with palm trees, and NJLA's got access! Full disclosure, your president will not be swimming, but may cut loose and ditch the dress shirt and tie for some khakis and a polo.

You may not have heard, but hotel rooms are much more affordable at \$124 per night, plus discounted resort fees and free valet parking and wifi for overnights. Rooms booked in our NJLA block are located in the new Waterfront Tower and are located closest to the conference center and pool.

With an abundance of superb programming and special events happening at all hours, this is one conference you won't want to miss. And if you haven't stayed overnight in the past, you are missing a great deal of camaraderie, fun and relaxation. And who couldn't use some of that?

James Keebler

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Mission Statement of the New Jersey Libraries NEWSletter

The New Jersey Libraries NEWSletter is one of the official publications of the New Jersey Library Association and serves as a vehicle for communication of library issues and activities among the members of NJLA.

Editorial Statement of the New Jersey Libraries NEWSletter

The New Jersey Libraries NEWSletter shall provide news of NJLA and information about statewide, regional, and local library activities.

News shall be as current as possible within the constraints of the publication schedule and the publication will serve as an archival record of significant and lasting library issues and topics.

The New Jersey Libraries NEWSletter shall provide reports from officers, committees, roundtables, sections, and other units of the NJLA.

It shall also publish reports on trends and practices in the library profession and articles on topics of interest to the New Jersey library community. Ephemeral issues and time-sensitive topics will be covered in the Listserv or the association website.

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Letter from the EXECUTIVE DIRECTOR

Safety First

Security is a topic that we in the library community often don't want to talk about, but is one of vital concern to all library staff and visitors. Gone are the days of the Norman Rockwell version (well, I am dating myself again) of a library as a calm, serene building with well-behaved patrons coming and going quietly, never giving the staff a moment of difficulty.

The reality is that a modern library is a vibrant, active gathering place that is open to all individuals in a community. Even to those individuals who may not always be welcomed in many other public spaces.

The first time I dealt with the issue of public safety was many years ago when a homeless man sued his local library because they had asked him to leave because he violated the library's conduct policy. This case (*Kremier v. Morristown*) is one of the most quoted library legal cases in history.

Many in the library community felt the man was being discriminated against because he was homeless. The position of NJLA was that a library can develop a code of conduct for all patrons to abide so that the rights of every individual patron are respected in the library. Our position prevailed. Today a code of conduct should be mandatory in every library.

The complexity of the issues facing today's library staff in providing access to all patrons is much more complicated. Individuals

who struggle with mental health, homelessness, drug, and hygiene issues walk through the doors of a library every day. These present enormous challenges to library staff who have not been trained to compassionately deal with these challenges. These challenges face libraries of all sizes and not just in our urban settings.

We have read too many articles of tragic situations happening in public places that require an immediate response. Preparation is now a necessity for all libraries and not a luxury.

Fortunately, many more training and continuing education opportunities are now available to library staff to partner with other professional groups such as mental health providers, law enforcement, health officers, and emergency preparedness officials to prepare for emergency situations that will impact library staff. These partnerships are essential in assuring that the library provides a safe and welcoming environment for all. And, equally as important, they provide staff with the ability to respond to a crisis situation quickly.

The library is a public space. It is open to all. With that community mandate comes enormous responsibilities. Our goal is to create a safe and welcoming environment for all. Preparing to respond to crisis situations must be the responsibility of every library. This issue of our newsletter demonstrates our libraries are up to the challenge.

Pat Tumulty



Note from the EDITOR

Before I came to work in libraries I held my fair share of jobs, among them editor of a weekly newspaper. So when the opportunity arose to step into this role, I could not resist. Megan McCarthy and the entire editorial board have done an amazing job in putting together a thoughtful publication. I look forward to continuing their good work.

The first issue at hand? Safety and security in libraries. This gave me pause at first, but it turned out to be a great way to see a range of perspectives across the state. We received submissions that touched on a number of topics, and I hope the resulting issue provokes consideration and discussion.

I am heartened by how much of this discussion focuses on personal safety, and that of our patrons and colleagues. Libraries can be magnificent repositories of materials, but little else without the people who work at and patronize them. A safe workplace is important to be able to do our jobs. It can also mean being mindful of dangers that are often overlooked.

There are also clear implications for the patrons who rely on our libraries as safe spaces and trust us with their information needs. It wasn't so long ago that libraries reinforced their role as community centers after Superstorm Sandy, an event that made us look at how we protect our materials, as well as provide refuge and assistance.

This newsletter is meant to be a forum for ideas and exchange, so keep them coming! Feel free to share any feedback or ideas with us at newsletter_editor@njlamembers.org.

Jill D'Amico

Reflections on Active Shooter Training: Tips for Staff of All Levels

By **Elayna Turner**

Librarian, Gloucester County Library - Mullica Hill

When you hear the words “active shooter,” libraries as the scene of such atrocities is distant from the mind. You may think of the Paris attacks or San Bernardino and the round-the-clock coverage of news stations all across the country. However, the potential for active shooters in a library setting is an unfortunate reality that all staff should be prepared for.

I found the experience of the Active Shooter Training for Library Staff, sponsored by the New Jersey State Library, both frightening and enlightening. As I sat down with my colleagues at a small table in the Mount Laurel Library, a serious tone fell across the room as the presentation began. The presenters from the Camelot Security Company introduced themselves, and they played the opening “Run, Hide, Fight” video created by Ready Houston (www.youtube.com/watch?v=5VcSwejU2D0).

Moments before, library staff from across the state had been chatting lightly and sipping coffee together. But after the video ended, there was a noticeable difference in the mood of the room. Fear and worry hung in the air as the concept of an active shooter in a library became a gruesome possibility.

Considering this, what can we do if/when faced with this stark reality? Not every staff member has the power to implement policies and conduct training sessions. However, there are many ways that staff of all levels can make their library a safer place, and even make a difference in a dangerous situation.

Libraries can plan and prepare in the event of an active shooter situation, and all staff can take steps to improve the safety and security of their workplace.

As presented during the training, you have three choices during an active shooter situation: run, hide, or fight.

Run: If you hear gunshots and they sound distant, running is your best option. Drop everything and run from the sound of the shots and encourage others to follow you out. However, do not waste time trying to be the hero and canvass the entire building. As it was stressed during the training, your first priority is you. After you have moved away from the building, call 9-1-1.

Hide: If you hear gunshots and they are closing in on your location fast, but you cannot see the shooter, hiding is your best option. Ideally, find an office to hide

in and lock and/or barricade the door. However, do not cram yourself into a tight space, such as under a desk, where you cannot fight back should the shooter make his way into the room. Find an object to fight with and be ready to strike should you need to do so.

Fight: If you are within shooting range, your only option is to fight. Attempt to disarm the shooter by any means necessary. Remember that anything can be used as a weapon and that this situation is a last-resort measure.

An active shooter situation is probably one of the worst possible scenarios any library staff could face and the concepts presented during the training were frightening to think about. However, we should strive to use these lessons to empower ourselves instead. While we cannot predict when one of these situations will occur, there are things we can do to raise our awareness each day and make our libraries safer.

This first tip comes from the book *The Black Belt Librarian: Real World Safety and Security* by Warren Davis Graham and is something that is indispensable for anyone: practice 30-30-30. What this entails is for 30 days, every 30 minutes, look around for 30 seconds and observe your environment. This is something I began doing years ago and I can attest to what a difference it has



Source: www.ready.navy.mil

made in my awareness of my environment. For all of us who work in libraries, we can easily get wrapped up in the work and stop paying attention to our environment. Taking the time to stop what we are doing and really pay attention gives us the power to get in tune with the ebb and flow of the library and patrons, but it also allows us to notice things that are out of place and prompts us to call for help, if needed.

This leads us to a second tip, which is another critical point stressed during the Active Shooter training: keep documentation. If you have persistent problems with someone, you should keep a log of when, where, and what happened. Too often do we excuse the bad behaviors of people or chalk it up to the usual odd behavior exhibited by an individual. But what happens if, one day, the usual turns into something dangerous? Proper documentation is essential, especially should the occasion arise that you need to call police.

This final tip is an important one: build a positive re-

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From the Wild to the Mundane: Considering Probable Risk in Your Library

By **Robert J. Belvin**,
Director, New Brunswick
Free Public Library

Six weeks ago, your municipality had mandatory active shooter response training. After that, the library director took the staff on a tour of the building, pointing out places to hide behind lockable doors, and you even took notes.

One Friday afternoon when the library is not busy, you suddenly hear loud pops. The smoke detectors activate the fire alarm; obviously, this is an active shooter situation. Because there are no patrons in your area, you run to the supply room closet and lock yourself behind the steel door. Sadly, you made the wrong choice.

The pops you heard were not gunshots, but cleaning supplies that had burst because somebody had left an electric heater on that did not have a tip-over switch. It ignited a section of carpet and flames had reached the supply closet. The fire alarm went off because of the smoke and now you are in trouble. If you're lucky, the fire department will put the flames out before smoke inhalation overcomes you.

A mistake we all make is preparing for dangers that are unlikely but terrifying and ignoring the mundane risks we encounter every day. While there is nothing inherently wrong in preparing for the unlikely, it takes the focus—and more importantly, the effort—away from the hazards that are more probable.

Psychologists list the characteristics of those dangers that we most fear as spectacular, beyond our control, talked about, sudden, directed against children, and morally offensive. Those that we fear least are common, anonymous, potentially under our control, evolving slowly, familiar, and well understood.

Everyday we choose to endanger ourselves. Instead of getting a stepladder to hang a decoration, we stand



Source: Anssi Saviluoto/Flickr

on a chair. We block fire exits with spare book trucks. We store a can of extra gasoline for the snow blower in the basement.

In preparing for this article, I sent an email to two library listservs asking members to recall their safety and security incidents. By far the most common responses involved the relatively mundane (at least to librarians, but especially public librarians). There were many responses, including the potential fire from a paperclip inserted into an electrical outlet, falling dry-erase boards that came close to decapitating a librarian, strained wrists and backs from pushing overloaded book trucks, floods, contractors setting roofs on fire or causing walls to collapse, suicides, elderly patrons found dead, a stabbing with a pencil, a fire caused by a muffin left

in a microwave, thefts, kids fighting on the lawn, flashers, patrons throwing cans of soup at each other, patrons throwing library cards at staff, Greek cooking demonstrations almost burning down the building, gas leaks, etc.

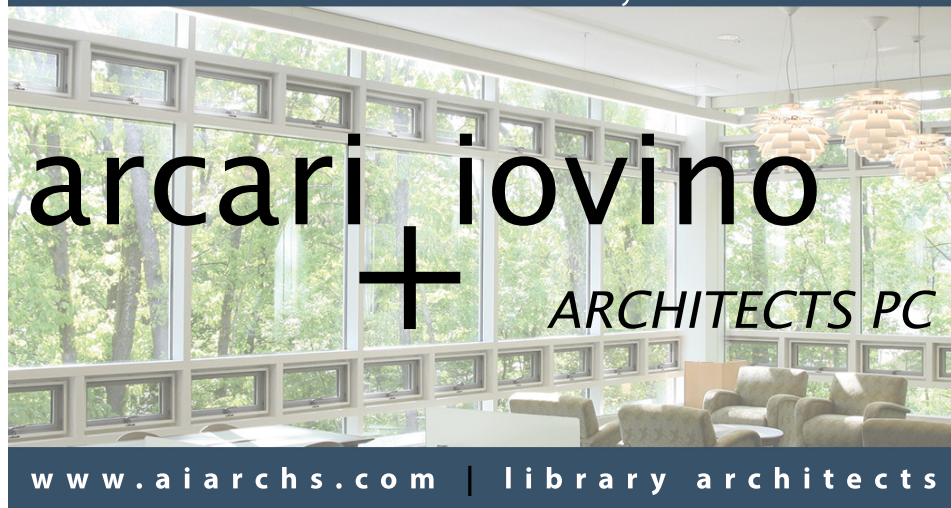
A few incidents in the responses were about violence, or potential violence. In addition to the soup can throwing and pencil stabbing, there were domestic disputes that carried into the library, threats of crucifixion because of fines, one active shooter incident near a library, and a life-threatening incident with a gang of teenagers in a branch of a large urban library.

Violence in and near libraries is not new. Those of us in the New York Public Library system held sacrosanct the experience of a YA librarian that intervened to aid a badly injured victim of a fight. In the 1960s, I saw a library assistant knocked down by a mentally challenged young man because he had trouble registering for a library card.

As places where the public can enter, we are not immune to the possibility of violence. For the rarer but more serious incidents, a few themes on dealing with them included working at having good relationships with the local police such as thanking the officers whenever they responded,

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American Institute of Architects New Jersey 2011 Firm of the Year



Planning for Emergency Preparedness Month: Working with Partners to Build Awareness and Response Within the NJ Library Community

By **Jeanne Marie Ryan**,
Director, Roselle Public Library

Preparation is rarely a one-person job.

That concept was clear when leaders from NJLA and the New Jersey State Library joined Assemblywoman Annette Quijano (District 20) in her Elizabeth office last August to discuss partnering to get the word out about emergency preparedness planning. Libraries were identified as vital contact points for their communities and a natural partner in this effort.

"For some, the public library is the only source of information," said Assemblywoman Quijano, who is chair of the state assembly's Homeland Security and State Preparedness Committee.

Especially in light of the storms that have ravaged New Jersey in the recent past, emergency preparedness is fast becoming a necessity for municipalities and residents across the state. The team worked together to share resources and contacts at the state and federal levels, develop a resource list with more information, and publicize the initiative.

Michele Stricker, the New Jersey State Library's Deputy State Librarian for Lifelong Learning, offered to share resources that she had gleaned through her comprehensive preservation work. The New Jersey State Library had recently launched the Librarian's Disaster Planning and Community Resiliency Toolkit, which includes a guidebook, news coverage, plans, and other tools to help libraries in preparing for emergency situations.

Assemblywoman Quijano then kicked off Emergency Preparedness Month on September 1, 2015, at the Roselle Public Library. She led a program about the necessity of being ready to deal with an emergency situation and went through several ways that people can better position themselves.

The suggestions included having a bag ready with important supplies, medicine, and documents, packed and ready to go. In order to build up emergency supplies, set aside some canned goods on a regular basis from your weekly shopping trips. Households can also try leaving the lights off for a day and planning activities families can do with no power.

"I was thrilled to be able to kick off National Preparedness Month this past September with an 'Are You Ready?' emergency preparedness presentation at the Roselle Public Library," said Assemblywoman Quijano. "With the help of the Roselle Police and Fire Departments and the



(From left) Michele Stricker of NJSL, Pat Tumulty of the NJLA, New Jersey Assemblywoman Annette Quijano (District 20), Jeanne Marie Ryan and Maria Crespo of the Roselle Public Library, and James Keebler of the Piscataway Public Library and NJLA President

library as our setting, we were able to educate members of the community on the importance of getting a kit, making a plan, and being informed in case of a natural or manmade emergency ... I'm glad that public libraries are available to serve the community, especially in preparing them for any emergency."

With an eye toward professional development, an Emergency Preparedness Training workshop was presented by the FEMA Region II staff at the Elmora Branch of the Elizabeth Public Library later in the month. The training

covered ways libraries could help as part of a local emergency management team.

One of those ways is to become part of the team before the emergency occurs. Many New Jersey

libraries played a vital role in assisting their communities after Superstorm Sandy, without any previous planning. Becoming part of formal emergency plans could give libraries a clearer path to serving their communities.

The partnerships between NJ's library community and federal and state agencies highlights how libraries are essential players on any community team. Being aware of what is going on in your library's community is an important component of the 21st century library's role - and fostering resilience is part of everyone's responsibility.

Resources

Our regional FEMA representative, Eric Goldman, is willing to do trainings for library staff and/or consortia. Contact him at 212-680-8640 or Eric.Goldman@fema.dhs.gov.

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Planning for Emergency Preparedness Month

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NJSL's Librarian's Disaster Planning and Community Resiliency Toolkit is available online at www.njstatelib.org/services_for_libraries/resources/disaster_planning. NJLA's Emergency Preparedness page with suggestions and resources for patrons can be found at www.njla.org/content/emergency-preparedness

Jeanne Marie Ryan is Director of the Roselle Public Library. She has a B.A. from Seton Hall University in South Orange, and an M.L.S. from Rutgers University in New Brunswick. Miss Ryan previously served as the Executive Director of Early Childhood Literacy for the New Jersey Department of State, chaired the State Public Affairs Committee for the Junior Leagues of New Jersey, and has had pieces published in The Continuum Encyclopedia of Young Adult Literature. Her email address is jmryan@lmxac.org.



Assemblywoman Annette Quijano at the Roselle Public Library to kick off Emergency Preparedness Month last September

Resources:

- NJ OEM *Be Prepared for Emergencies* handout (available from your local Office of Emergency Management)
- Website lists on library website
- Book displays
- Emergency kit display with copies of list
- Resources for parents about how to help kids before/during/after

Passive programs:

- Post tips around the library
- Scavenger hunt contest in library (find all the emergency kit items)
- Worksheets, coloring pages
- Disney coloring pages: <http://tinyurl.com/n4lyccy>, in Spanish: <http://tinyurl.com/q944hot>

Elementary age:

- Science programs: hurricanes, tornadoes, blizzards, etc.
- Book club selections: *I Survived* series, *Tornado*, *Night of the Twisters*, etc.
- FEMA and Flat Stanley: <http://www.ready.gov/flatstanley>

Host a Family Safety Event:

- Invite community helpers: EMT, Police, Fire, Red Cross

Children's Resources for Emergency Preparedness Month

- Good time to offer child I.D.s (Check with police)
- Have emergency vehicles for kids to check out

- Make a Plan worksheet families can fill out
- Have kids decorate a bag, pillowcase, or box for emergency kit
- Practice dialing a phone
- Learn basic first aid
- Create preparedness games
- Offer a certificate or other small incentive for kids who have attended

Storytime ideas:

All About Me

Incorporate:

- Name (important for children to know their full names)
- Family members' names
- Phone number and address
- Community Helpers

Incorporate:

- Helpers keep you safe
- How to ask for help
- How you know help is on the way/emergency sounds

Weather

Incorporate:

- How to be safe in different weather

Courtesy of Megan McCarthy

that cost, it meant security staff was paid minimum wage once administrative fees were eliminated. The turnover and quality of this staff led to security gaps and constant work for the library services manager.

As with all public libraries, we had incidents that the mayor's office was aware of, and they agreed with our need for a secure facility. The library's board of trustees felt that, despite the increased cost, we could not afford to scrimp on security. To this end, we partnered with the Cherry Hill Police Department to provide us with Class II special law enforcement officers (SLEOs), officers who had trained at the police academy and carried a weapon.

"Class II officers receive police academy training similar to that of a full-time police officer, but work in a part-time capacity," said Cherry Hill Chief of Police William Monaghan. "Since their integration into the department, they have been a valuable complement to our full-time personnel and allowed the department to provide greater service both at our municipal building and in auxiliary functions, such as at the library, without diverting resources away from daily policing.

"Partnering with the Cherry Hill Library has provided benefit to both organizations, and for the community at large," continued Monaghan. "Our library serves as a community center, and is visited each day by hundreds of men, women, and children. Having an officer on duty provides a daily opportunity for the men and women of the Cherry Hill Police Department to get to know the people they serve; at the same time, it has made the department more visible and recognizable to residents, and reinforces the idea that police officers are there to serve, protect, and assist the community and its residents."

The library now has professional security in the evenings and weekends and works with one lieutenant for scheduling. SLEOs report first to the police station to pick up their

weapons and then report to the library for their shift. The library is billed for their service on a monthly basis. Some SLEOs have become police officers with the township, so they know the library building and patrons, and have a relationship with our staff.

If you are a director with no money in the budget for security, consider having discussions with your board about the issue and consulting with your municipality or county law enforcement. When creating the library budget, structure personnel to make security services a priority, along with librarians, library assistants, and maintenance requirements.

Safety on All Levels

The ALA Safety and Security manual (www.ala.org/tools/atoz/safety-and-security) is a useful resource

'Having an officer on duty [in the library] provides a daily opportunity ... to get to know the people they serve'

-CHERRY HILL CHIEF OF POLICE WILLIAM MONAGHAN

that suggests requiring all staff to protect themselves and their immediate property, take action when necessary, and report any difficulties to the appropriate personnel for quick correction. All staff should be required to fulfill basic security duties, such as being aware of who is in their work area(s), following routine security procedures for staff and property, reinforcing patron rules of conduct, keeping valuables out of sight if not locked up, completing first-person opening and last-person closing procedures, and following emergency instructions. At no time are staff required to place themselves in personal danger in the performance of these basic security duties.

The Cherry Hill Police Department has been a valuable partner in library security in other ways as well. They have led a staff training on drug paraphernalia, featuring a kit that showed various items used in the drug trade. Cherry Hill has been affected by the state's heroin

epidemic, so we have sent staff to a county school safety conference focusing on heroin and prescription drug awareness. It is beneficial to be aware of what your schools and communities are offering in this regard, and try to have staff attend or bring in speakers on these topics.

Many library conflicts can stem from those affected by mental illness, and professional development opportunities exist to help keep up with this need. We have offered staff sessions on mental health issues and warning signs led by NAMI, the National Alliance on Mental Illness. Staff learned how to use NAMI as a resource for our patrons through support groups and educational sessions. We partnered together to create a lobby display for National Mental Illness Awareness Week, where we displayed books, DVDs, and information for every age group to help provide resources and information for our patrons as well as their family and friends.

It is also important to have a current security policy in place, and make sure staff and patrons have access to it at all times. Dr. Michael Lorenzen of Western Illinois University conducted a survey (www.lib.niu.edu/1997/il970121.html) about security in public libraries in Illinois in the 1990s and the results ring true today: "The harassment of library staff and patrons is the biggest security problem currently facing public libraries in Illinois. However, libraries are not well prepared to face this issue. Deciding when an individual has crossed the line and is being disruptive enough to warn, expel or have arrested is a difficult decision in some instances. A well written security policy defines what this problem is and how to deal with it ... The safety of library staff, patrons and the library collection are all at stake."

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Youth Mental Health First Aid Training Offered

By **Judith Pissano**,
Public Services Librarian,
Gloucester County Library System

Mental health problems are more common than cancer, heart disease and lung disease, combined. As a society, we are more likely to encounter someone in an emotional crisis than someone having a heart attack. That is why it is so important to librarians working with students and the public to have the tools necessary to recognize the signs and symptoms of mental illness.

The Youth Mental Health First Aid training offered in the fall through the New Jersey State Library provided an opportunity for library staff to learn about ways to deal calmly and effectively with patrons suffering from stress or mental health issues.

The New Jersey State Library was awarded an Outreach to Consumers grant from the National Network of Libraries of Medicine, Middle Atlantic Region, to conduct a training in Youth Mental Health First Aid for library staff. Once completed, participants would be able to help provide initial support to young people experiencing mental health problems such as depression, anxiety disorders, psychosis, and substance use disorders.

The more knowledgeable people are about the signs and symptoms of mental health challenges, the earlier youth and young people will get the help they need. It is important to understand that the five-step action plan is only to be used as a tool to provide support during a time of stress, not to diagnose.

Resources: Maryland Department of Health and Mental Hygiene, Missouri Department of Mental Health, and National Council for Community Behavioral Healthcare (2012), Youth Mental Health First Aid® USA for Adults Assisting Young People, Lutherville, MD, Mental Health Association of Maryland, Inc.; New Jersey State Library, www.njstatelib.org.

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(From left) Karen Andriolo, Emily Mazzoni and Cassidy Charles discuss their case study at the Bernards Township training session. [Photo by Gary Cooper]

ALGEE: Five Steps to Help



Assess for Risk

When helping someone who is experiencing a mental health crisis, look for signs of suicidal thoughts and behaviors, non-suicidal self-injury, or other harm. If you have any reason to believe the person is actively suicidal, call the National Suicide Prevention Lifeline immediately at 1-800-273-TALK (8255).

Listen Nonjudgementally

Listening is critical in helping an individual feel valued, understood, and respected. When approaching a young person, use positive body language and ask questions.

Give Reassurance and Information

It is important to recognize that mental illness and addictions are real, treatable, and recoverable. Keep in mind that when talking with someone you believe is experiencing symptoms of a mental illness to approach the individual with respect and dignity.



Encourage Professional Help

There are many professionals that can help someone in crisis. Youth and young adults experience mental health challenges differently than adults, so it is important that appropriate support and intervention be offered.

Encourage Self-Help

Encourage self-help and other support strategies. Some practical offerings would be to encourage exercise, meditation, or participation in a peer support group.



ALGEE, the mascot of Mental Health First Aid, is named after the five steps.



PEOPLE & PLACES

Around the State

Honors, Awards, and Recognition

Congratulations to **Avalon PL, Bernardsville PL, Mercer County Library, Ocean City Free PL, Princeton PL, and Somerset County Library** for receiving a "Star" designation by *Library Journal*.

Shyamoli De, literacy and adult education coordinator for Camden County Library System, was named an American Graduate Champion by WHYY. The American Graduate Champions program honors people who help students stay on the path to graduation.



Tracy Robinson

Elizabeth PL was selected to participate in the project "Great Stories Club—Hack the Feed: Media, Resistance, Revolution (GSC Media)!" **Tracy Robinson**, library associate and MSLIS student at Pratt Institute, applied for the award and attended the Great Stories Club planning workshop in Chicago, IL.

Robert Lackie, professor and department chair for the Franklin F. Moore Library at Rider University, edited a new publication, *Creative Library Marketing and Publicity: Best Practices*.

Cherrie Moore, a student at Rutgers, is one of 40 student members of ALA who will participate in the Student-to-Staff Program at the 2016 ALA Annual Conference in Orlando, FL.

Moorestown PL has received a \$10,000 donation from Sean Fischel Connect, a foundation started to honor a young boy who loved books before his life was taken by cancer.

The following New Jersey libraries are the proud recipients of Curiosity Creates grants from ALSC: **Mullica Hill Branch of the Gloucester County Library System, Livingston PL, New Brunswick Free PL, North Plainfield Memorial Library, Ocean County Library, Piscataway PL, Salem County Bookmobile Library, and Woodbury PL**. The grants will be used to establish creativity-based programming for children.

Red Bank PL received a pledge from the Eisner Foundation of \$50,000 over the next five years that will go to the Foundation for the Red Bank PL.

Mark Thompson, retired director of Middlesex County College Library, has published volume 1 of his new information literacy guidebook series titled *I Need to Know: How to Find and Learn Anything*.

Carol Van Houten and the staff of the Hudson County Community College library received the 2016 Excellence in Academic Libraries Award for a Community College from ACRL.

Celebrations

Warren County Library celebrated its 85th anniversary of the day the referendum passed creating the county library.

West Deptford Free PL celebrated its 50th anniversary with a gala on November 20, 2015.

Appointments and Elections

Alexandria Arnold is the new director of Bernardsville PL. She was previously director at Long Hill PL.

Leo Bellino became director of North Arlington PL.

Brett Bonfield is now executive director of Princeton PL. He was previously the director at Collingswood PL.

Judy Cohn has been named the assistant vice president for Information Services and director of Health Sciences Libraries at Rutgers University.

Jill D'Amico is the new editor of the *New Jersey Libraries Newsletter*.

Andrew Eason was appointed head of Adult/YA Services at Plainfield PL.

John Foglia has joined the State Library Information Center as interlibrary loan supervisor and reference librarian. He was previously at Ocean County College Library as a reference and instruction librarian.

Paul Glassman is the new director of University Libraries for Yeshiva University. He was previously library director at Felician University.

Alexis Kaelin has joined the team at Raritan Valley Community College as an adjunct librarian.

Omar Khan is the new director of Ridgefield Park PL.

Chad Leinaweaver has been appointed director of Morristown & Morris Township Library. He was formerly acting director of the library.

Lauren Magielnicki is now the children's librarian at Garfield PL.

Allen McGinley was promoted to associate director of Piscataway PL.

(Continued on page 11)

People & Places Around the State

(Continued from page 10)

Debbie Messling was named director of Phillipsburg Free PL.

Allison Moonitz is the new director of Bergenfield PL. She was previously assistant director at Mahwah PL.

Jeanetta Singleton is the new director of Irvington PL.

Andrea Orsini will become director of Dunellen PL at the beginning of March.

Maryann Ralph joined the Plainsboro PL team as its new director. She was previously assistant director at East Brunswick PL.



Jeanetta Singleton

José Romero is a new adjunct librarian at Raritan Valley Community College.

Kathy Schalk-Greene is now the executive director of LibraryLinkNJ. She is the former director of Mt. Laurel PL.

Kurt Wagner is the new university librarian at Monmouth University.

Resignations/Retirements

Susan Briant retired as director of Haddonfield PL.



Wilma Grey

Wilma Grey has retired as director of Newark PL.

Fran Housten is retiring from Cranford PL.

Eileen Mackesy-Karpoff, director of Ridgefield Park PL, has retired.

Tim Murphy has retired as director of Fair Lawn PL. He was a past president of NJLA.

Carol Quick retired as director of Plainsboro PL.

Joan Whitaker retired as director of Irvington PL.

Deaths

Christine King, director of Willingboro PL from 1997 to 2014, has died.

Jo Ann Jesson Post died on November 7, 2015. She was a reference and adult services librarian at the Monroe Township PL for the past 20 years.

If you would like to see your staff member's name highlighted in this newsletter, please submit your request to newsletter_editor@njlamembers.org.

Compiled by **Richetta Wilson Lobban**,
Reference Librarian, East Orange Public Library

Reflections on Active Shooter Training

(Continued from page 4)

lationship with the first responders in your community. Everyone should feel comfortable communicating with the local police with questions and concerns. Make them aware of problems, ask for advice on how to handle dangerous situations, and even ask if they can help staff with active shooter drills. Consider asking them to host a storytime one day! Libraries and the surrounding community will benefit from a strong, positive relationship with local first responders.

The possibility of an active shooter is a scary one, but it is still a reality we must be aware of. By keeping these tips in mind, we can do our part to keep our library, coworkers and patrons safe.

Elayna Turner is librarian at the Gloucester County Library in Mullica Hill. She holds an M.L.I.S. from Drexel University in Philadelphia, PA. Her email address is eturner@gcls.org.



From the Wild to the Mundane (Continued from page 5)

installing obvious security cameras that tend to improve patron behavior, having announcement codes for calling multiple staff to the site of potential challenges, and staff training on how to interact with the mentally ill.

Most of the incidents that were shared, however, were not about violence but about everyday possibilities. For the much more common and mundane risks, the Non-profit Risk Management Center (www.nonprofitrisk.org) has a good checklist. It includes basics such as checking if handrails are in good condition, exits are properly identified, lighted, and clear, if the fire alarm works and if it has been recently tested, that fire extinguishers are serviced annually, holiday decorations are noncombustible and UL-listed, extension cords are kept to a minimum, portable heating devices are UL-listed, that the parking area is well lit, and more.

While we can worry about the spectacular dangers, we also need to be concerned about the everyday hazards that we can easily minimize.

Robert J. Belvin has been the Director at the New Brunswick Free Public Library for over 25 years. He holds an MLS from Pratt Institute and a Ph.D. from Rutgers University. He has worked in public libraries for almost 50 years, including NYPL branches in Manhattan and Staten Island in the 1970s. His email address is bbelvin@lmxac.org.



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Write for the next issue of the *NJLA NEWSletter* Summer 2016

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