



Testimony BOE <testimony.boe@boe.hawaii.gov>

State Librarian Eval

1 message

Kelly Uhuru <kellyb67@yahoo.com>

Wed, Jun 16, 2021 at 12:40 AM

To: "Testimony.BOE@boe.hawaii.gov" <Testimony.BOE@boe.hawaii.gov>

The State Librarian has failed HSPLS in many many ways, and is a large source of dissonance for most of her employees. She has squandered tens of thousands of dollars on products that public libraries have never used and never will, she has restructured the library system such so that she is the head of too many departments. She has her hands on our Human Resources Dept, our Tech department, and all the management of libraries, including to the point of violating HGEA contract agreements for 3-5 years in not hiring for the State Library, Kapolei Library, and a plethora of other Branch Operation positions.

She also pushed to buy 100's (or is it 1,000s?) of Google Chromebooks, that most libraries have never used, but need to somehow store and allow access to. She also forced library delivery systems to buy postal delivery boxes that were never used at any library because they do not efficiently transfer books between libraries. This was purchased against advice she received from library delivery workers and most libraries. These are but two examples of a common thread of pushing thru her concept ideas onto a system that during the pandemic barely was operational, and now is even less so at full reopening.

She openly broke the law on providing documents regarding Hawaii Laws to public libraries, she continues to cut back public access to important Hawaii documents including Environmental Impact Statements, changes to the Hawaii Revised Statutes, and other very important public access information documents. She has tried to rewrite the law on this, and has moved forward without clear changes to the law and is now providing an extremely limited amount of public access either electronically or via print.

Unfortunately, with unchecked supervision, and carte blanche to spend federal and state funds or to make drastic changes to library's role in our community, the State Librarian can act without any input from employees or the BOE.

More dangerous than ill-advised purchases, the State Librarian haphazardly deployed COVID protocols including use of face masks, plexiglass and other staff and public protections. Seemingly, her bid to become the President of the American Association of Librarians was so strong that she advertised her candidacy in government emails, and touted that she would open up public libraries earlier than places on the mainland without ensuring that staff and the general public had adequate safety recommendations in place.

She used a poorly executed Zoom training to "instill" a workplace philosophy at a time when there were not enough safe work protocols or enough workers to cover the workflow during these Zoom trainings. Many staff had their schedules and vacation dates changed to accommodate what looked like her effort to meet her own work goals to the BOE for approval. Most staff disapproved and felt it was ineffective and offensive "training". A staff survey on this would be welcome, but was not sought by HSPLS admin.

The State Librarian has attempted to hide the tremendous staff shortages and deficiencies at most libraries to bolster her own reputation, and has somehow sought and gained pay raises while her employees and our library customers carry the heavy load. She has succeeded at this for the last several years because the BOE continues to FAIL to investigate details of the Hawaii Public Library System and instead to focus on details of the Dept of Education, which is understandable, but not altogether forgivable since the HSPLS is totally under the review of the BOE.

Mahalo for your review.

Kelly Eden



Testimony BOE <testimony.boe@boe.hawaii.gov>

TESTIMONY HUMAN RESOURCES COMMITTEE

1 message

Susan Pcola-Davis <Supcola@hawaii.rr.com>
To: testimony_boe <Testimony.BOE@boe.hawaii.gov>

Wed, Jun 16, 2021 at 1:20 PM

SUSAN PCOLA-DAVIS

HUMAN RESOURCES COMMITTEE

JUNE 17, 2021

III.A STRONGLY SUPPORT A HIGHLY EFFECTIVE RATING**III. Recommendation for Action**

A. [Committee Action on recommendation concerning State Librarian's evaluation for 2020-2021 Fiscal Year: end-of-year evaluation](#)

STRONGLY SUPPORT A HIGHLY EFFECTIVE RATING:

Stacey Aldrich's materials related to her end-of-year evaluation are quite detailed. A clear description of all of her accomplishments and supporting documentation and evidence clearly indicates sustained effectiveness.

Based on the rating scale used to evaluate her: I propose **Highly Effective**: Performance has continually exceeded expectations and has had an exceedingly positive impact on patrons, staff, community relations, and/or program outcomes.

Having visited the Hawaii State Library site, it is amazingly easy to follow. This site was built with everyone in mind, patrons, staff and community. You just have to visit it yourself to see the vision as the needs were identified and provided.

Staff were trained in many facets of communication to assist those in need during the pandemic. Professional development had a platform called "Niche Academy" for training. Access to the legislative session was provided by making library computers available. Of course, there are many links in her document that provide in depth knowledge of the accomplishments made.

You may think that reading 169 pages is TOO MUCH. But it is filled with not only her accomplishments, she shares her success by acknowledging those who actually developed and provided additional services and accessibility.

I am not going to go any further, read the pages and recognize excellence. This document shows the "above and beyond" work that the Hawaii State Library Leader and Staff performed regardless of COVID issues. They used the issues to design a system that worked and continues to work.

Sign up for an eLibrary Card today! You don't know what you are missing.

Susan A. Pcola-Davis