

# KENOSHA PUBLIC LIBRARY

Kenosha, Wisconsin



## Library Director Recruitment



**KENOSHA**  
PUBLIC LIBRARY



THE CITY OF  
**KENOSHA**  
CHART A BETTER COURSE



# OUR COMMUNITY: BIG CITY POSSIBILITIES, SMALL TOWN CONNECTIONS




No matter where you are in Kenosha you aren't far from:

- 5 lakefront beaches on Lake Michigan
- 130 miles of bike trails
- Over 70 park and conservation sites throughout the city, on approximately 1,000 acres of land
- 5 award-winning museums
- A burgeoning arts district
- All that Chicago, Milwaukee, and Madison have to offer
- Year-round community festivals and celebrations





# OUR GROWTH

 **LEARN MORE  
ABOUT KENOSHA**



Kenosha, Wisconsin is a city rich in history and community spirit, nestled in the southeastern corner of Wisconsin along the shores of Lake Michigan. With a population of nearly 100,000, it is the fourth largest city in Wisconsin. Kenosha's history, cultural heritage, and recent development paint the picture of a vibrant community.

Throughout its history, Kenosha has been renowned as a hub of manufacturing. Countless skilled craftsmen and workers have toiled in the factories that have dotted its lakeside and urban landscapes. From iconic names like Simmons Mattress, Snap-on Tools, and S.T. Cooper & Sons (now Jockey International), to stalwarts such as American Brass and a host of automobile manufacturers like Jeffrey, Nash, Rambler, American Motors, and more recently Chrysler, Kenosha has been their home. While manufacturing remains a vital part of Kenosha's economy, the landscape has evolved beyond automotive production. Today, it's a vibrant tapestry of diverse and cutting-edge products. Kenosha takes great pride in its rich industrial heritage, yet looks forward with anticipation to a future ripe with possibilities across various sectors.

## TOP TEN LARGEST PRIVATE EMPLOYERS IN KENOSHA

1. Amazon
  2. Snap-on\*
  3. Uline
  4. Associated Wholesale Grocers
  5. Gordon Food Service
  6. Jockey International\*
  7. Kenall Manufacturing\*
  8. InSinkErator
  9. Ocean Spray
  10. Roundy's
- \*Headquarters

## KENOSHA: IN THE CENTER OF IT ALL

Lake Geneva, WI: **35 miles**  
Downtown Milwaukee: **40 miles**  
Downtown Chicago: **66 miles**  
Madison, WI: **110 miles**  
Green Bay, WI: **150 miles**  
Indianapolis, IN: **250 miles**  
Minneapolis, MN: **350 miles**

# OUR LIBRARIES

Kenosha Public Library has four neighborhood locations, two outreach vehicles, and is opening a children's library in the summer of 2024. With a team of 84 dedicated team members, KPL serves as the resource library for the Kenosha County Library System. The Kenosha County Library System is comprised of KPL and Community Library, which has two locations nestled in Salem Lakes and Twin Lakes.

## AWARDS

- 2018 SirsiDynix Power of Libraries Award Winner
- 2020 Wisconsin Library Association Library of the Year Award
- 2021 IMLS National Medal Finalist
- 2023 Jerry Kline Community Impact Prize Honorable Mention



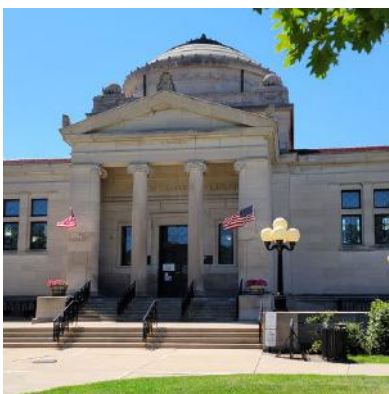
### **Southwest Library**

Traditional one-story brick and stone structure originally constructed in 1981, then expanded to 42,300 sq. ft. in 2004. Location of Administration, Collections, and host of Kenosha Community Media.



### **Northside Library**

Traditional 24,600 sq. ft. one-story brick and stone structure built in 1993. Northside offers general library services and is the headquarters for Mobile Outreach Services.



### **Simmons Library**

Built in 1900, designed by Daniel H. Burnham, located in Library Park, and placed on the National Register of Historic Places in 1974. Offering general library services to adults and children in 8,000 sq. ft.



### **Uptown Library**

One-story built in 1925 offering general library services to adults and children. Occupancy is approximately 50% Library, 50% Literacy Council. 4,073 sq. ft. (2,274 upstairs, 1,799 downstairs).





### **KPL Kids @ Uptown Lofts**

Located on the ground floor of the Uptown Lofts, our new Children's Library will span 7,632 square feet, filled with activities and stories to delight young minds and inspire them to thrive.



### **Bookmobile**

The Bookmobile, a 40 ft. rear engine bus vehicle acquired in 2004, provides mobile outreach services throughout the city and county of Kenosha.



### **Book Truck**

Joining the Outreach fleet in 2019, a smaller book truck was added servicing a number of schools and assisted living facilities, delivering titles to homes, and appearing at events.

**LEARN MORE**

**KENOSHA COUNTY LIBRARY SYSTEM**

**COMMUNITY LIBRARY**



## **WE VALUE**

Intellectual freedom, compassionate professionalism, collaboration, diversity, equity, and inclusion.

## **OUR MISSION**

The Library is an inclusive, welcoming community that strengthens neighborhoods, inspires shared learning, and nurtures curiosity.

## **OUR VISION**

The Kenosha Community will be universally literate, civically engaged, and embrace multiple cultures and generations.



# OUR FOCUS



- + Actively contribute to prosperous, healthy neighborhoods.
- + Build a culture of understanding and discourse in our community that nurtures trust and mutual respect.
- + Support collaborative efforts among community organizations.

## LEARN MORE

BUSINESS PLAN

ANNUAL REPORT

CITY OF KENOSHA WEBSITE

KENOSHA AREA BUSINESS ALLIANCE WEBSITE

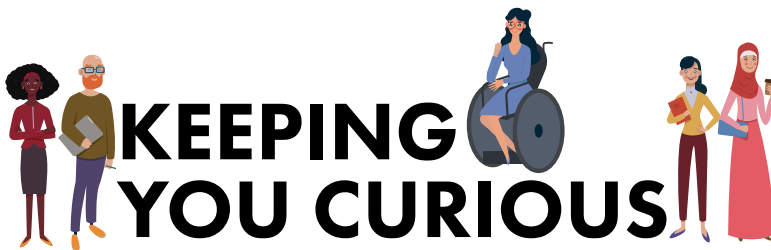
KENOSHA CHAMBER WEBSITE

KENOSHA UNIFIED SCHOOL DISTRICT WEBSITE

BUILDING OUR FUTURE ANNUAL REPORT



- + Narrow the digital divide in Kenosha through increased technology access, education and opportunities to utilize resources.
- + Support the health and well-being of our citizens by offering access to experts.
- + Provide cultural programs to encourage patrons to engage in their local and global community
- + Prepare children for lifelong success by initiating, contributing to, and supporting community-wide Early Literacy education efforts.
- + Increase out-of-school support for youth in kindergarten through 12th grade and their families.
- + Teach people of all ages the critical thinking skills needed to safely access, analyze and contextualize information.



- + Emphasize the importance of play and creativity through passive and active programming.
- + Encourage experimentation and engagement with new experiences by offering low-stakes and no-fail environments.
- + Strengthen the Kenosha Public Library's reputation as a place of wonder and inspiration.
- + Offer a wide-ranging collection that appeals to a multitude of interests across all age groups.

# OUR TEAM



“ KPL is the foundation of our community. Libraries play a fundamental role in learning for all ages by providing access to books, ideas, resources, support of literacy, promote lifelong learning and serve as a gathering place all regardless of socioeconomic status or location. Libraries have evolved into full-service community centers that aim to meet a wide variety of civic and social needs. The Library Board of Trustees is proud to support this amazing work. ”

**Georgia Owens, Board Trustee**  
**Kenosha Public Library Foundation Treasurer**

## LEARN MORE

[KPL LEADERSHIP](#)

[KPL LIBRARY BOARD](#)

[KPL FOUNDATION](#)

[FRIENDS OF THE LIBRARY](#)

[SEE OUR TEAM IN ACTION](#)



## 2023 BY THE NUMBERS

Population: **98,484**



KPL Locations: **4 (5th Opening July)**



Bookmobiles: **2**



Team Members: **84**



Library Visits: **411,633**



Total Checkouts: **814,755**



KPL Programs: **3,095**



Attendance: **145,113**





# ORGANIZATIONAL CHART

## BOARD OF TRUSTEES

### DIRECTOR

#### ASSISTANT DIRECTOR

Head of Youth and Family Services

Early Literacy Librarian

Teen Services Librarian

Youth Collections Librarian

Youth Programming Librarian

Learning Coordinator

Early Literacy Specialists

Teen Services Specialist

Head of Outreach, Programs & Education

Youth Outreach Librarian

Community Outreach Specialist

Outreach, Programs, and Education Administrative Specialist

Outreach Specialists

Program Specialists

Branch Managers

Simmons Team  
Supervising Librarian, Customer Service Specialist, Librarian, Early Literacy Specialist

Uptown Team  
Customer Service Specialist, Early Literacy Specialist

Northside Team  
Customer Service Specialist, Inventory Control Specialist, Librarian

Southwest Team  
Circulation Team Leader, Customer Service Specialist, Inventory Control Specialist

Maintenance Superintendent

Building Maintenance  
Custodians

Administration

Business Manager

Accounting and Payroll Specialist

Admin Assistant

Marketing Manager

Graphic Design Specialist

Head of Collection Services

Collections Team Leader

Catalog Specialists

Data and IT Manager

Digital Strategy Librarian

Network Administrators



# THE POSITION

The Kenosha Public Library Board of Trustees seeks a consensus-building and community-oriented leader to be the organization's next Library Director. This individual will guide the Kenosha Public Library (KPL) and Kenosha County Library System (KCLS) into the future by continuing to embrace a diverse and growing population and offering relevant and first-rate spaces, collections, programs, and services. Building upon a solid history of community engagement, the new director will be an advocate for intellectual freedom and open access to information. They will also be a champion for ensuring our libraries remain a welcoming, safe and supportive environment for all members of the community, regardless of background or socio-economic status.

# THE IDEAL CANDIDATE

**To be successful in this position, you will need to be:**

## **A TALENTED ADMINISTRATOR who:**

- Embodies unquestionable integrity and high ethical standards.
- Has a proven track record of effective fiscal management and budgetary planning.
- Empowers staff with the authority, accountability, and resources to carry out delegated tasks.
- Oversees and develops additional alternative resources for services and facilities, including grants and corporate support.
- Demonstrates the ability to inspire and motivate others through compelling storytelling, vision casting, and leading by example.



## **AN EFFECTIVE COMMUNICATOR who:**

- Provides timely, accurate, and relevant information on critical issues to the Board of Trustees, Library System members and partners, library staff, community partners, and the public.
- Communicates with community residents, library customers, and library staff with openness, responsiveness, and humility.
- Listens attentively with respect.
- Serves as an eloquent, passionate, and visible spokesperson advocating for the library, the services it provides, and the constituencies it serves.
- Demonstrates a sense of humor and joy in their work.

# THE IDEAL CANDIDATE

To be successful in this position, you will need to be:

## A STRATEGIC THINKER who:

- Demonstrates strong analytical skills and applies them to planning and problem solving.
- Considers all parties' interests and perspectives in creative problem-solving.
- Excels in collaborative short-range and long-range planning as well as plan implementation.
- Makes wise, fair, and timely decisions under pressure based on reliable data.
- Maintains an awareness of local, system, state, and national issues and trends that might have an impact on library services and funding.

## A RESPECTED COMMUNITY PARTNER who:

- Collaborates with educational, cultural, social service, and corporate entities to enhance services to community residents.
- Demonstrates political acumen and effectiveness.
- Acts with a high level of integrity and develops relationships based on dependability and honesty.
- Models tact and sensitivity when engaged in the private and public arena.
- Actively invests in the growth and development of a thriving and healthy Kenosha community through personal relationships and participation in professional and civic organizations.





## AN INNOVATIVE AND VISIONARY LEADER who:

- Knows how to identify, capture, and use trends and insights to inform the big picture vision and then translate it into step-by-step actions.
- Demonstrates a high degree of resilience, adaptability, and emotional intelligence, with the ability to thrive in a fast-paced evolving environment and navigate ambiguity with confidence.
- Creates and uses library spaces in ways that make them destinations for exploration, innovation, education, recreation, and relaxation.
- Collaborates with library staff in planning, implementing, and evaluating library services and strategies.
- Fosters an inclusive, transparent workplace with a strong shared sense of purpose and a cohesive organizational culture.



## QUALIFIED CANDIDATES will have:

- Master's in Library Science, or equivalent, from an American Library Association (ALA) accredited institution.
- Eligible for a Grade 1 Wisconsin Library Certificate.
- Minimum of 5 years successful public library and/or system experience with staff management and development of strategic direction.
- Minimum of 7-10 years experience working in a public library.

## HIGHLY QUALIFIED CANDIDATES will:

- Exhibit a strong and positive commitment to embracing social justice and racial equity, diversity and personnel practices that ensure that the KPL culture encourages individual opportunity and excellence, regardless of race, gender, individual or cultural differences
- Model intellectual curiosity and demonstrates a commitment to personal lifelong learning.

 **LEARN MORE:  
JOB DESCRIPTION**



# LOOKING AHEAD

## THE NEW LIBRARY DIRECTOR will be expected to:

- Champion a culture of intellectual freedom, reading, lifelong learning and 21st century literacies.
- In collaboration with staff and community stakeholders, provide vision and leadership for the development and implementation of a new strategic plan.
- Foster an organizational culture that embodies and values equity, diversity, and inclusion, reflective of the communities we serve.
- Establish and nurture partnerships with the school district, local organizations, businesses, and community stakeholders to make a positive impact on the lives of local residents.
- In partnership with the Kenosha Public Library Foundation, Friends of the Kenosha Public Library, and other stakeholders, advocate for funding necessary for enhancing the library's capacity to meet contemporary needs.

## COMPENSATION

The Kenosha Public Library will offer an attractive and competitive salary, negotiable from \$113,900 commensurate with the qualifications and experience of the selected candidate.

### In addition, a generous benefits package will be provided that includes annually:

- 96 hours of vacation with an increase to 136 total hours after one year of employment.
- 96 hours sick time, accrued monthly
- 10 paid holidays
- 4 days Personal Time Off, with half allocated on January 1 and July 1 each year
- Employer paid life insurance
- Participation in the Wisconsin Retirement System with an employer match of mandatory contribution.
- Premium free High Deductible Health Plan
- Employee Wellness Clinic
- Employer Paid Dental Insurance
- Optional Vision and Supplemental Insurance Plans
- Optional Health Savings Account
- Tuition Reimbursement
- Professional Development Opportunities





# THE SELECTION PROCESS

The selection process for the Library Director position is being led by a Search Committee made up of Board President Nancy Humphrey, Vice President Atifa Robinson, Former Board President Georgia Owens, Assistant Library Director Brandi Cummings, Business Manager Michelle Tucker and City of Kenosha Human Resources Director Samantha Schuirmann.

Initial review and evaluation of candidates will be conducted by the Search Committee upon receipt of completed materials.

The Screening Interviews will be conducted by the Search Committee using Zoom or similar technology. It is anticipated that each interview will last at least 45-50 minutes. These are expected to take place in early July.

The final interview process will be conducted onsite in Kenosha, Wisconsin. It is anticipated that the final interview will include a variety of activities held over two days, which will include tours of all libraries, meet and greet sessions with library staff and community stakeholders, and a formal interview with the full Board of Trustees.

It is the intent of the Board of Trustees to keep the names of the applicants confidential. However, the names of the finalists will be released a few days prior to the final interviews. The following timeline, subject to change, has been established:

**Applications due: July 31, 2024**

**Apply Online Here** 

**Screening interviews: July 2024**

**Final interviews: Late August/Early September 2024**

