



Professional Memberships

Purpose

The Nippersink Public Library District (“Library”) recognizes the value of professional association memberships in supporting effective governance, leadership development, and continued learning. Membership in professional organizations strengthens the Library’s connection to statewide and national networks, promotes best practices, and fosters equitable access to professional development opportunities for staff and Trustees.

Library-Supported Memberships

1. The Library shall pay for annual membership dues in the following organizations:
 - American Library Association (ALA) for the Library Director.
 - Illinois Library Association (ILA) for the Library Director, full-time employees, and members of the Board of Trustees.
2. Additional professional memberships for staff may be supported at the discretion of the Library Director, based on available funds, staff role, and relevance to the Library’s mission and goals. Examples include, but are not limited to:
 - Public Library Association (PLA)
 - Association for Rural & Small Libraries (ARSL)
 - Association for Library Service to Children (ALSC)
 - Young Adult Library Services Association (YALSA)
 - Wisconsin Illinois Library Innovative User Group (WILIUG)
 - PrairieCat or other regional consortia committees and working groups

Expectations of Membership

- Staff and Trustees whose memberships are supported by the Library are encouraged to participate actively in association events such as conferences, webinars, and committees.
- Members are expected to represent the Library in a professional, respectful, and inclusive manner, reflecting the Library’s values of service, equity, and collaboration.
- Individuals attending professional events or training on behalf of the Library are encouraged to share key insights, materials, or resources with colleagues to foster organizational learning and continuous improvement.

Equity and Professional Growth

The Library supports equitable access to professional development opportunities for all employees, regardless of position or department. Requests for additional memberships or renewals will be evaluated fairly and consistently, taking into consideration individual development goals, available funding, and alignment with the Library’s Strategic Plan.