

Federated States of Micronesia

LIBRARY SERVICES PLAN: 2020-2022



FSM National Archives, Culture and Historic Preservation (NACH)
Federated States of Micronesia
P.O. BOX PS 175
Palikir, Pohnpei FM 96941

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MISSION STATEMENT

The National and State libraries, museums, and archives are centers for reading, discovering, learning, and exchanging ideas and information. These facilities are dedicated to improving access to culture, literacy, and cross-cultural understanding through public participation with these resources which fosters civic engagement and increases utilization of these facilities within the islands of the Federated States of Micronesia.

OVERVIEW

The Federated States of Micronesia (FSM) is an island-developing nation in the Western Pacific. It is aligned with the United States through a Compact of Free Association political arrangement. The FSM is composed of the States of Pohnpei, Kosrae, Chuuk, and Yap. From Yap in the west to Kosrae in the east, the FSM covers over 2,500,000 square kilometers of the central Pacific. The 111,500 citizens of the FSM are spread over its seventy-one inhabited islands, atolls and high islands. From the lush, green high islands of Pohnpei and Kosrae to the outer islands of Chuuk and Yap. On the map of the Pacific Ocean, the 607 small Micronesian islands are represented as small dots.

The States of the FSM are connected by the United Airline 737, Air Nauru and New Guinea Airlines that allow access to international destinations.

The size of the FSM can be seen in the map (see the cover page). The map shows the location of the FSM and its various islands in the Western Pacific and the extent of its sea boundaries.

The average per capita income for the nation in 1996 was \$1,657. Per capita income ranges significantly: Kosrae-\$2,074, Pohnpei-\$2,061, Yap-\$1,951, and Chuuk-\$991. Currently GDP (Gross Domestic Product) is heavily dependent on the government expenditures- expenditures largely supported by the Compact Funding provided by the United States. Compact funding from the United States is expected to decrease in 2023.

The climate has a significant impact on library facilities and holdings. The FSM lies in the tropics with temperatures ranging daily from 85 to 95 degrees with humidity normally 85% or above. Rainfall ranges from 100 inches per year on atolls to 200 inches or more on the high islands of Pohnpei and Kosrae. Many schools and dwellings are also near the ocean with a high salt content in the cooling sea breezes and trade winds.

Electrical services are mainly centered or near the State centers.

DEVELOPMENT OF THE FSM LIBRARY SERVICES PLAN

The current FSM library Services Plan was developed to meet the requirements of the Library Service and Technology Act (LSTA) and to address basic needs for libraries and linkages between libraries, museums, and archives. The FSM NACH is now designated as the contact point for the LSTA program in the FSM.

As the FSM is spread over such wide ocean area and programs and services are delivered at the state level while the national government works to improve cooperation and collaboration across the FSM and the regional and international communities. In our second five year plan a nationwide Writing Session to include broad participation from public and schools libraries, museums and archives in the FSM was deemed the most appropriate means for development of this Library Services Plan.

The writing group for this five year plan included:

Rufino Mauricio	Director of NACH
Augustine Kohler	National Historic Preservation Officer
Betty William	Microfilm Evaluator (Scanning)
Shirlynn Abraham	Secretary
Aira Damian & DeShawn Gilmete	Student Assistants

The Writing Session was held during the week of May 24-31, 2018 at the National Archives Culture and Historic Preservation Office, National Government.

LIBRARIES IN THE FEDERATED STATES OF MICRONESIA

Public Libraries

Pohnpei Public Library continues to enhance and expand its services. The Reading Hut and Playground project, a literacy program for young children and mothers was established. Outreach to school library staff is ongoing. Through IMLS (Institute of Museums and Library Services) grants, Pohnpei Public Library offers 10 computers for patrons including Internet access. Computers and Internet access for students and the public are available along with CD-ROM encyclopedia reference resources.

In Kosrae, the Rose Mackwelung Memorial Library continues to serve the combined needs for the public, Kosrae High School and the Kosrae Campus extension of the College of Micronesia-FSM. Computers and Internet access for students and the public are available along with CD-ROM encyclopedia reference resources. Donations of books from the US mainland also added to the collection. As part of the COM-FSM campus system, the Kosrae library was provided computers and internet access.

Chuuk, the largest state with approximately 50% of the FSM population does not have public library facility. In 2001, the Chuuk High School Library designated as the interim public library in 2001 and opened its doors to the general public. A task force was established by the Governor of Chuuk to plan for the creation of the public library system. Book donations continue to arrive from Guam.

Chuuk children's library was established 2014 and closed its doors 2 years ago. Chuuk women's council has agreed to build a public library.

Museums and Archives Conference bringing additional awareness and focus on the needs for library, archives, and museum in Chuuk.

Yap public library, by far the smallest of the public libraries, will burst at the seams of its walls soon as it also, through grants as received 10 computers for patron use.

Generally, the libraries have limited ability to increase holding and to provide linkages to electronic information sources. Libraries are located in State centers and have limited or no ability to extend service to remote areas or outer islands.

School Libraries

The education leaders are aware of the need for school libraries to support instructional programs and especially for improving reading skills. Since 1999, the limited numbers of school libraries in operation have been steadily increase.

Below are the numbers of libraries in the elementary and high schools in the four FSM States

Schools	Elementary Schools (libraries per school)	High Schools (libraries per school)
Pohnpei	12/30 (12 libraries out of 30 schools)	5/5 (all the high schools have libraries)
Chuuk	2/74 (2 libraries out of 74 schools)	3/15 (3 libraries out of 15 high schools)
Yap	11/29 (11 libraries out of 29 schools)	3/3 (all high schools have library)
Kosrae	6/6 (all elementary schools have libraries)	1/1 (one high school and it has a library)

The US Peace Corps has an assistance program for the development of school libraries, but in general trained school personnel are not available for set up and operation of libraries, nor are regular teaching staff trained in the used of libraries

to support instructional programs. Approximately 50% of schools are on the outer or remote islands in the FSM and could provide service to those communities.

Academic and Research Libraries

The College of Micronesia-FSM is the only institute of Higher Education in the FSM. It is primarily a liberal arts college and provides AA/AS degrees and is accredited by the Western Association of Schools and Colleges. The main campus is located in Palikir, Pohnpei with branch campuses located in each State (including a branch in Kolonia, Pohnpei). A Learning Resource Center (LRC) is located on the main campus with branch libraries at each state campus. A specific Collection is located in the LRC.

Research libraries are found at the Micronesian Seminar (moved to Xavier High School). The Micronesian Seminar is recognized for its collection on the history, cultures, and government of Micronesia. The Micronesian Seminar has increased access to their holdings through a website. NACH has a substantial collection of scanned national government documents and a relatively large collection of VHS tapes converted into DVD's.

Other Libraries

Numerous states and national government departments and agencies have collections of materials loosely called libraries, but few organizations have organized system and permanent staff charged with operation of the libraries, exceptions are the libraries for the FSM Congress and Supreme Court. The materials in these collections represent a substantial source of information on issues of importance to the development of the Nation.

Archives and Museums

Archives and museums are also evolving. Archives are primarily seen as a government function with a National Archives in Palikir, although national legislation has designated the College as the National Archives. The FSMNACH holds microfilm reels of document pertaining to Micronesia from the German Administration and the Trust Territory. Presently all the national government documents have been digitized.

Except for Pohnpei State, small museums and display areas are found as extension of the Historic Preservation Programs that exist in each FSM State with funding assistance from U.S. Federal Programs like IMLS (Institute of Museum and Library Services).

GOALS

For this 5 year plan, the FSM established 4 major goals to pursue in the next five years.

Goal 1: Enhance Information Access.

Goal 2: Expand services for learning.

Goal 3: Expand the Summer Reading Program.

Goal 4: Provide library training, professional development, and recruitment.

PRIORITISED GOALS AND ACTIVITIES

Goal 1: Enhance Information Access.

Goal 1 intent: Improve users' ability to obtain and/or use information resources.

ACTIVITY 1: Conduct an inventory of electronic hardware and software in each of the FSM States Museums, Archives, and Libraries, to determine the capability of these institutions' ability to benefit from electronic linkages.

- a) OUTPUTS: Four trips (one to each of the four States) every year.
- b) OUTPUTS: Conduct two consultation meetings and two inventory activities with the appropriate institutions to determine their capabilities of electronic communications.
- c) OUTPUTS: Conduct four trainings each year on the use of electronic hardware and software.

ACTIVITY 2: Establish or enhance electronic and other linkages and improved coordination among and between libraries and entities, as described in 20 U.S.C. § 9134(b)(6), for the purpose of improving the quality of and access to library and information services.

OUTPUTS: Hire one curator to review the small museum collections and recommend how to link museum collections to the union catalog.

ACTIVITY 3: Share information on websites, email, teleconference, and other appropriate communication devices.

- a) OUTPUTS: Provide four trainings a year on how to share museum, archives, and library information online.
- b) OUTPUTS: Obtain one Information Technology Specialist by the year 2020.
- c) OUTPUTS: Conduct one yearly review visit to each state.

ACTIVITY 4: Prepare and write up and polish guidelines and standards for establishment and enhancement of electronic linkages between libraries, archives, and museums in the FSM, and work with outside information sources for program designs and evaluation procedure. (2020-2022). The electronic linkages are already establish, but guidelines and standards are yet to be worked on.

- a) OUTPUTS: Write and disseminate one intern guideline booklet by 2020.

- b) **OUTPUTS:** Review and revised each booklet each year from 2020-2022.
- c) **OUTPUTS:** One consultation meeting in 2020 with librarians, archivists, and museum staff to determine what is to be standardized
- d) **OUTPUTS:** One workshop with the above group to complete and disseminate the standards.

ACTIVITY 5: Update of resource available in the FSM for enhancement and training of electronic linkages for libraries, archives, and museums (2020-2022).

- a) **OUTPUTS:** Requests the Information Technology Specialist from the National Education Department to conduct training on electronic linkages each year.

ACTIVITY 6: Continue to support programs for digitization of materials related to history, government, traditions, language and cultures of the FSM (2020-2022).

- a) **OUTPUTS:** Hire two more COM-FSM students to each year assist the archiving unit in scanning the government documents and others information.
- b) **OUTPUTS:** Continue to scan 20,000 government documents each year.

ACTIVITY 7: Purchase software and provide training for technical and clerical personnel to keep union catalog updated and running in the FSM (2020-2022).

- a) **OUTPUTS:** 1 funding request submitted to IMLS each year.
- b) **OUTPUTS:** 2 funding requests submitted to the FSM Congress each year.
- c) **OUTPUTS:** 1 funding request submitted to the U.S. Embassy each year.

ACTIVITY 8: Request that National and State government establish/hire record keeping managers. Find the funding to keep these record managers on long-term status employment (2020-2022).

- a) **OUTPUTS:** 1 request each year to the College of Micronesia-FSM for two work study students to assist as record managers in Pohnpei and the National Government.
- b) **OUTPUTS:** 1 funding request to IMLS each year.
- a) **OUTPUTS:** 1 funding request to the FSM Congress each year.

ACTIVITY 9: Continue supporting programs for training in using electronic linkages (2020-2022).

- a) **OUTPUTS:** 2 requests each year to IMLS for training in use of electronic linkages in library, museum and archives.
- b) **OUTPUTS:** Attend 1 PIALA and 1 PARBICA conferences each year and participate in workshops on use of electronic linkages in museum, library and archives.

ACTIVITY 10: Request FSM Telecommunications Corporation to consider group rates and discounts for schools, libraries, archives, museums, for internet access. Work with FSM Telecom for “educational/library” pricing package. Continue efforts to bring public library, secondary school libraries, and institution of Higher Education into Union catalog.

ACTIVITY 11: Continue to support programs to sustain electronic linkages such as computer hardware, software, and Internet access fees for libraries, archives, and museums in the FSM (2020-2022).

ACTIVITY12: Hire a computer/ software technician/programmer on a full-time basis to upkeep all computer hardware, software, and other computer related issues. Make one-year budget for two positions. Make a five year budget for two positions and then come up with budgeting plans for the future. IMLS funded; 2-3 years; build capacity by training technical assistants for sustainability.

Goal 2: Expand services for learning.

Goal 2 intent: Improve users' formal education.

ACTIVITY 1: Expand services for learning and access to information and educational resources in a variety of formats (including new and emerging technology), in all types of libraries, for individuals of all ages in order to support such individuals' needs for education, lifelong learning, workforce development, economic and business development, health information, critical thinking skills, digital literacy skills, and financial literacy and other types of literacy skills.

OUTPUTS: One consultation meeting each year with education leaders to plan for the development integrated curriculum on the use of libraries, museums, and archives.

OUTPUTS: Two workshops each year with Curriculum Specialists on how to develop relevant integrated curriculum and use of libraries, museums, and archives to find relevant information.

OUTPUTS: One monitoring trip each year to review the effectiveness of the relevant curriculum item.

ACTIVITY 2: Continue to promote enhancement of libraries, archives, museums by inclusion of first language materials, oral histories, video programs from the Micronesian Seminar, State Historic Preservation Offices, and other sources on the history, culture and traditions of Micronesia, increased access to electronic sources of history of information, and as a place of lifelong learning (2020-2022).

- a) **OUTPUTS:** Quarterly requests each year to the community oral historians to tell oral history narratives to the elementary and high school students.
- b) **OUTPUTS:** High school teachers will write 3 story books in vernacular each year to be used in classrooms.

ACTIVITY 3: Continue to enhance outreach programs and providing alternate and providing programs on information literacy (2020-2022).

- a) **OUTPUTS:** One request each year to the state’s education departments to request Sector grant funds for assessing condition of school libraries, museums and archives.
- b) **OUTPUTS:** One request each to the National Government to donate unused computers to the schools in the remote areas.

ACTIVITY 4: Establish and enhance libraries, archives and museums on the outer islands of Pohnpei, Chuuk and Yap where inhabitants generally have no access to libraries and information sources. A mechanism needs to be established to provide access to information resources for the public. Existing public and school library facilities often lack adequate staffing needed to meet the needs of the community. Existing public and school libraries also need to improve their facilities and services delivery to meet the needs of disabled individuals and other special populations.

Goal 3: Expand the Summer Reading Program.

Goal 3 intent: Improve users’ general knowledge and skills.

ACTIVITY 1: Expand services for learning and access to information and educational resources in a variety of formats (including new and emerging technology), in all types of libraries, for individuals of all ages in order to support such individuals' needs for education, lifelong learning, workforce development, economic and business development, health information, critical thinking skills, digital literacy skills, and financial literacy and other types of literacy skills.

- a) **OUTPUTS:** Five consultations with the staff of States public libraries.

- b. OUTPUTS: Draft and disseminate 30 Summer Reading Program announcements to the public every year.
- c. OUTPUTS: One booklet detailing a Summer Reading Program.
- d. OUTPUTS: Recruit 10 new students each for the summer reading program.
- e. OUTPUTS: Recruit 5 new volunteers each year to assist the summer reading program.

ACTIVITY 2: Conduct evaluation of the Summer Reading Program.

- a) OUTPUTS: Conduct pre and post tests of the Summer Reading students' reading skills.
- b) OUTPUTS: Administer reading skills test every summer to determine the success of the program.
- c) Create and administer evaluation instrument that would enable us to monitor improved reading skills of students who attend the Summer Reading Program.

ACTIVITY 3: Request the assistance of three regular elementary reading teachers to assist the Summer Reading program.

- a) OUTPUTS: 1 Consultation meeting with the State Directors of Education.
- b) OUTPUTS: 1 announcement for the teaching assistants.
- c) OUTPUTS: 2 meetings with the teaching assistants.
- d) OUTPUTS: 2 monitoring trips to the Summer Reading sites

Goal 4: Provide library training, professional development, and recruitment.
Goal 4 intent: Improve the library workforce.

1. ACTIVITY 1: Participate in the COM-FSM career awareness week.

- a) **OUTPUTS:** Prepare and distribute at least 30 booklets advertising successful careers in library, archives and museums.
 - b) **OUTPUTS:** Convince at least three students to study library of science, archives or museum
2. **ACTIVITY 2:** Propose credentialed Library of Science education initiative.
- a) **OUTPUTS:** Two consultation meetings each year with the appropriate COM-FSM staff
 - b) **OUTPUTS:** Two meetings with the academic staff at the COM-FSM to brainstorm the capabilities of the College to offer courses in library of science (2020 and 2020)
 - c) **OUTPUTS:** Offer initially, three credit bearing courses leading to certification in Library Assistant (by 2020).
 - d) **OUTPUTS:** By 2021 we should have at the College enough credit-bearing courses that would lead to students getting Masters in Library of Science.
3. **Activity 3.** Provide training and professional development, including continuing education, to enhance the skills of the current library workforce and leadership, and advance the delivery of library and information services; and (B) Enhance efforts to recruit future professionals, including those from diverse and underrepresented backgrounds, to the field of library and information services.
- a) **OUTPUTS:** Three training plans each year to discuss with the appropriate College of Micronesia staff.
 - b) **OUTPUTS:** One needs assessment trip to each state each year.
4. Design and deliver programs to promote careers in library, archives and museum.

EVALUATION

The FSM National Archives, Culture and Historic Preservation (NACH) would serve as the coordinating office for then IMLS grant in the nation. Each year at least one monitoring trip will be undertaken to the libraries, archives and museums that use part of the IMLS grant. An evaluation instrument will be put together at NACH and use during these monitoring missions. During the first year of the grant, NACH will monitor and evaluate the progress of the national goals and encourage the states to derive their own goals and activities. Ultimately, successful library services in the nation would contribute much to the reading abilities, research interest, and global awareness of our students.

APPENDIX A :LIBRARIANS AND LIBRARY USERS INVOLVEMENT

The FSM will seek input from librarians, library users, and other interested parties on implementation of the FSM Library services Plan and setting of yearly priorities for sub grants,

Communication

Communication will be ongoing to keep libraries and organizations updated on Service Plan. An electronic forum and/or list serve will be established for open discussion on libraries and the library service plan in the FSM.

Publicity

The FSM Division of Social Affairs newsletter Currents and other national and State information dissemination systems will be used to provide a broad base of information on library services, programs, sub grant applications and other program events.

Development and discussion of Plan: The contents of the FSM Library Services Plan were initially developed during the Writing Session held from January 11-15, 1999 at the Micronesian Seminar in Kolonia, Pohnpei and later edited and modified by the FSM-ALAM members. The actual writing of the plan was done by the former LSTA coordinator based on the discussion and decisions made during th Writing Session Workshop. Revision of the plan was based on comments submitted during the plan review period from February 8-19, 1999. The current edition is worked on by the staff of the Learning Resource Center of the College of Micronesia with assistance from the Pohnpei Public Library staff.

Distribution of the Plan: The draft FSM Library Services Plan was distributed through email and, in print copies to libraries and interested organizations and individuals across the FSM.

Libraries were requested to provide the document to the public and interested parties for comment. Completed copies of the plan were to the public, academic and special Libraries in the FSM and to State Department of Education. Additional copies were provided to State Governors and other interested departments and agencies at both the national and state levels. Updates and amendments to the Library Services Plan will be distributed in the same manner.

Administration

The FSM Division of Social Affairs, the administrative agency for the FSM LSTA program will spend no more than four percent (4%) of the LSTA grant to administer the LSTA program. Primary activities for administration on the LSTA program will deal with conducting the sub grant process, public awareness and understanding, and communication related to those activities. Due to the small size of the FSM grant, additional funds will be sought to support public awareness and education and coordination and collaboration and among libraries, archives and museums in the FSM. Financial management and tracking provided by the FSM Department of Finance and Administration in the collaboration with the Financial Management Specialist of the Division of Social Affairs.

APPENDIX B: RESTRICTIONS FOR USE OF LSTA FUNDS

1. Applicable Federal, FSM and State laws, rules and regulations shall govern the use of LSTA funds.
2. No financial commitment of sub grant funds may be made until a fully executed Letter of Agreement containing the signatures of appropriate officials, and issues an advise of Allotment,
3. No sub grant project may proceed without receiving appropriate approval documentation from the FSM Division of Social Affairs.
4. LSTA funds may not be used for basic operating costs of a library.
5. LSTA funds may not be used to supplant previously available local funds.

6. LSTA funds may not be used for construction, or improvement of library facilities.

Procedures

1. Applications from Public or Special Libraries must be submitted and signed by the authorized person; this may be the librarian, Board Chairman, organization head, or other designated individuals.
2. Applications submitted by a consortium or group of libraries must be signed and administered by the lead library. Each member of the consortium must provide written acknowledgment of its participation in the consortium. The lead library will be accountable for administration of funds for all libraries.
3. School library applications must be approved and signed by the State Director of Education.

APPENDIX C: TIMELINES

Below is a grant chart of major activities under the FSM Library Services Program. In addition to the chart the following are dates related to the development of the FSM Library Services Plan. The chart below is outdated but should be used now as a guide.

Date:	Activity:
May 4-12, 2018	IMLS Meeting on Library Services for Pacific Entities held in Honolulu Hawai'i.
November 13-17, 2017	PIALA Meeting with Special FSM meeting on Plan Development and draft held in Kosrae, FSM.
March, 2018	NACH staff, Pohnpei Public Library, Pohnpei HPO, National Archives meeting on development of plan.
May, 2018	FSM Library Services Writing Session held at the NACH in Palikir Pohnpei, FSM.

July 25, 2018	Draft Library Services Plan review and comment periods.
July 22, 2018	FSM Library Services budget for Additional funds submitted to IMLS.
January (yearly)	IMLS grant award received.
October-November (Yearly)	Sub grant Notification to interested libraries
December (Yearly)	Awards
November (Yearly)	Yearly report on status of Library Services in the FSM

APPENDIX D: CURRENT PARTNERSHIPS

At the National level: Federated States of Micronesia-Association of Libraries, Archives and Museums (FSM-ALAM)

At the state level, the Library Association include: Pohnpei, Kosrae, Yap, and Chuuk.

International: PIALA (Micronesia region) including other entities (Philippines, Canada, Fiji, Vanuatu, USA, Singapore, India, New Caledonia).

United Nations Educational, Scientific, and Organization (UNESCO), ICCROM, Pacific Regional Bureau, International Council of Archives (PARBICA), Association Society of Archives, Inc. (ASA), American Libraries Association (ALA), International Federation of Libraries Association (IFLA), Hawaii Library Association (ILA).

