# FY24 COLLECTION DEVELOPMENT POLICY

Elbridge Gale Elementary

FY24 Collection Development Policy

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**Certified Educational Media Specialist** 

Elbridge Gale Elementary FY24 Collection Development Policy

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Date Approved by Administration: 4/26/2023

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#### **Purpose of Collection Development Policy**

The purpose of the collection development policy follows SDPBC Policy 8.12 (6.a) which stipulates: "Each school shall, in conjunction with the "Library Bill of Rights" (www.

ala.org/ala/oif/statementspols/statementsif/librarybillrights. htm) of the American Library Association (ALA) and District policy, establish procedures for the evaluation, selection, management, and disposal of library media materials in conformance with this policy and Policy 8.1205 and shall record such in the school's collection development policy."

This collection development policy is used by the EGES Media Center in the selection, acquisition, evaluation, and maintenance of the library media center materials. Furthermore, it effectively communicates the philosophy and purpose of the library media center's policies to faculty, students, staff and other members of the school community. If the needs of the Elbridge Gale Media Center change due to changes in curriculum, demographics, or informational needs, this document may be updated to include those changes.

## **Background Statement & School Community**

The Media Center circulates books to faculty, staff, and students in grades K-5. We have ESE and gifted students. We are a Science School and a Certified STEM school. The large portion of the nonfiction books available in the Media Center are science and STEM focused. According to the Gold Report, approximately 36% of students enrolled are White, 37% are Hispanic, 16% are Black, 6% Asian, and 5% Mixed. The Media Center meets the needs of these unique groups by providing diverse and culturally relevant resources.

#### **Mission Statement**

The mission of Elbridge Gale Elementary School is to create an inclusive, positive, safe environment where together we discover, learn, and grow.

## **Media Center Mission Statement**

The mission of the Elbridge Gale Elementary Media Center is to support the instructional program of the school while developing twenty first century language learners.

## **Responsibility for Collection Management & Development**

The certified media specialist seeks input from administration, faculty, students, parents, and district stakeholders in collection management and development. Throughout the school year, faculty and students are encouraged to recommend new titles for purchase. When a book order list has been created, administrators, parents and district stakeholders have an opportunity to review the order and submit input up to two weeks prior to the order being placed.

## **Library Program**

#### LIBRARY MEDIA CENTER PROGRAM

The Media Center is on a Fixed 8 Day Rotation schedule. Each class comes to the Media Center for 45 minutes every 8 days. The students have instruction time, book circulation time, and recess free choice the last 20 minutes of each fine arts period.

The media specialist uses CPALMS and Learning Village to review the standards being taught at a grade-level in any given week and works with the classroom teacher to develop compatible lessons that support classroom learning. Moreover, the media specialist works collaboratively with teachers to develop meaningful information literacy lesson plans that integrate into classroom learning.

#### **READING PLUS**

Reading Plus prizes are awarded to students in  $2^{nd}$  through  $5^{th}$  grade once a month during Media. Prizes are based on the number of See Readers that have been completed.

## **Goals and Objectives**

#### Annual Action Goals for 2022-2023

Goal 1: Continue to add books to the Intermediate Library Shelves

- Use book reviews to evaluate fiction books written by authors whose last name begins with H-P. Books for Grades 4-5 will be moved to the Intermediate shelves in FY24.
- Young adult books will be weeded and donated to a local middle school.
- Goal 2: Weed Age-Sensitive nonfiction books
  - Use TitleWise to identify nonfiction books that are age-sensitive in Computer Science, Science, Technology, History & Geography sections.
  - Select the oldest books in these sections to weed in FY24.

Goal 3: Order three class sets of books that support fifth grade social studies and language arts curriculum

- Meet with teachers in May 2023 to develop a list of books that are needed for the coming school year.
- August 2023 Purchase books that support social studies and language arts curriculum based on teacher recommendations, current needs, and professional reviews

## **Budget and Funding**

### 2023-2024 (FY24) projected budget amounts

School Based Operating Budget	FY23 Budget	FY24 Projected Budget
Account 55110 - Media Supplies	\$1500	\$1500
Account 553420 - Media Subscriptions	\$0	\$0
Account 561100 - Media Books	\$1200	\$1200
Account 562230 - Media A/V Equipment	\$400	\$400
Fundraising/ Grants	Budget Amount	
Media Center Internal Account 5-1700.00	\$15,000	\$15,000
State Media Allocation	Budget Amount	
Account 556110 (program 3070) - Media Books	\$2,275	\$2,275

#### Purchasing Plan 2023-2024

Approximate Purchasin	g Plan
Purpose	Amount
Reading Achievement Show	\$700
books	\$4700
supplies	\$1900
STEM	\$300
author presentation	\$1200
Reading Plus prizes	\$1500
Total:	\$10,300

## Scope of the Collection

Elbridge Gale's Collection Development Policy follows the guidelines of the School District of Palm Beach County and the Florida Department of Education as per School Board Policy 8.12. Print and non-print resources are arranged by the Dewey Decimal Classification System as directed by the United States best practices among school libraries. Additional resources are provided by district-wide subscriptions to electronic information databases. Patrons have access to databases and eBooks that provide 24/7 access.

Our Media Center is able to provide any major resource needed by a patron through affiliation with the public library system and SEFLIN. The library media collection includes all the resources available in the school library media center along with all those that students, faculty and administrators can access through interlibrary loan.

A large part of our nonfiction section is dedicated to Science resources since Elbridge Gale is a Science school. For this reason, the majority of our nonfiction section is located in the 500's and 600's. Ninety Nine percent of the books we have are Reading Counts titles. Reading Counts titles are identified with an orange spine label. Reading counts information is printed on the pocket of each book inside the back cover.

In selecting new books, we ensure that the books are supported by the current state standards, school curriculum, and goals of the School Improvement Plan. All books must also have two professional reviews. Materials selected will provide curriculum and pleasure reading as per School Board Policy 8.12.

The average age of our collection is 2004. Our entire collection of books at Elbridge Gale includes 13,834 volumes.

## **Collection Development**

The primary goal of the collection development policy is to support the needs of the curriculum and the school community while considering the size of the collection, the average age of the collection and access to the collection. This goal supports the information needs of students as defined by the mission and goals of the School District of Palm Beach County, ALA / AASL Standards for the 21<sup>st</sup> Century Learner, Partnership for 21<sup>st</sup> Century Skills, International Society for Technology in Education (ISTE) and the National Education Technology Standards (NETS). Moreover, the media specialist seeks input from administrators, students, parents, and stakeholders.

## **Selection and Evaluation Criteria**

#### **District-Wide Procedures for Selecting and Developing Library Collections**

#### Who Makes the Selection

1. Each book made available to students through this School District's library media centers must be selected by a school district employee who holds a valid educational media specialist certificate, regardless of whether the book is purchased, donated, or otherwise made available to students.

2. In HereFurther, employees holding a valid educational media specialist certificate must also have completed the required Florida Department of Education training once it is available and by law must be developed by January 1, 2023.

**3**. In addition, the person selecting the books is employed at that school location or if a qualified person is not employed at the school, by another District employee with these qualifications.

4. For resources needing additional review by District Library Media Services, school-based certified library media specialists or principal designee will use PBSD 2671 to solicit additional input.

5. Consultation with stakeholders is required which is accomplished by the following:

- **a.** Any community stakeholders may provide consultation on selections via the list of LMS Selections for the current school year at Active Book Orders.
- b. On the date of the requested purchase or acceptance of library media center materials, the District will provide an email or text notice to current members of the Board's Academic Advisory Committee (Policy 1.097) that there are new materials under consideration, the link to find the list of materials, and the deadline(s) for submitting questions or comments.
- c. Stakeholders with questions or concerns are directed to the following email address: librarymediaservices@palmbeachschools.org, for sending their feedback to be reviewed by the District Library Media Services for consideration.
- **d**. Selections may be purchased or accepted 72 hours after posting for book fair materials and two weeks after posting for all other purchases or donations.

#### **Criteria for Selection**

#### 1. All book selections must meet these criteria:

- **a.** Free of pornography and material prohibited under Florida Statute 847.012 [harmful to minors].
- b. Suited to student needs and their ability to comprehend the material presented.
- **c.** The content is to be appropriate for the grade level and age group for which the materials are used or made available.
- **d.** The media specialist will consult School Library Journal, Book List, Horn Book, and Kirkus Review. Each favorable book should have two positive reviews.
- e. Other criteria to consider in the selection process include: educational significance, appropriateness, accuracy, literary merit, scope, and authority.
- f. Graphic Novel pictures are to be reviewed for appropriateness prior to placing the graphic novel or periodicals into circulation.

#### **Removal of Materials**

1. Library Media Materials are subject to regular removal or discontinuance of books based on, at a minimum, physical condition, rate of recent circulation, alignment to state academic standards and relevance to curriculum, out-of-date content, and required removal pursuant to School Board Policy 8.1205 Objection Procedures for Library Media Materials.

2. In addition to regular review, removal, or discontinuance by a school library media specialist, the Superintendent or designee, even without an Objection or challenge, has the authority to remove library media materials based on statutory considerations. The basis for the removal shall be documented.

**3**. The District will restrict access to school library media and reading list materials from students in grade Kindergarten through Grade Three if such materials instruct on sexual orientation or gender identity because HB 1557 (2022) prohibits such instruction.

#### **Oversight for Compliance**

1. School principals are responsible for overseeing compliance with school district procedures for selecting media center materials at the school to which they are assigned.

2. Support toward compliance is available when the assigned media specialist(s) attend professional development/training hosted by the District Library Media Services.

3. Annually, the District requires using the selection criteria and the removal criteria referenced in these procedures to have library media specialists evaluate their collection in order to write a School Collection Development Plan to enhance their individual library programs that align to the District required components. They will share that plan with both their principal and District Library Media Services. Once the plan is approved, the school will post the school's plan on the school website. District Library Media Services will offer annual training on this process.

4. The School Collection Development Plan will include: School Mission Statement, Library Mission Statement, Purpose of the Collection Development Plan, School Community Description, Description of Your Library Program, Budget and Funding, Scope of Collection, Collection Development, Gifts and Donations, Collection Maintenance, Challenged Materials, and Goals and Objectives.

## **Collection Analysis**

The collection is developed for and influenced by students, their interests, academic needs and alignment to the curriculum. The data below is a snapshot of the collection based on a Titlewise Analysis.

<b>13,837</b> Items in the Collection	<b>13.6</b> Items per Student	<b>34%</b> Fiction Titles in the Collection	<b>34 %</b> Percent of nonfiction in the collection
Library media resources are curated to include both recently published works and classics that both rightfully impact the average age of the collection.	C	C	
	<b>2004</b> Average Age of the Collection	<b>66%</b> Aged Titles	<b>6%</b> Newer than 5 Years
Library media resources should b school.	e representative of the	resources can co	arning (SLL) library media ontribute to character lopment.
	C		C
<b>32%</b> Representative Titles in Collection	<b>2004</b> Representative Titles Average Age	<b>37%</b> SLL Titles in Collection	<b>2005</b> SLL Titles Average Age

## **Collection Analysis By Category**

The information collected in this section provides a detailed look at the current library collection by classification and genre. The information was gathered from Follett Destiny, the library management system, and Titlewave, the vendor's ordering and analysis tool.

Section	# of Titles	Average Age (year)
Computer Science, Information & General Works	82	2008
Philosophy & Psychology	77	2003
Religion	35	2004
Social Sciences	739	2002
Language	162	2008
Science	1336	2005
Technology	553	2005
Arts & Recreation	759	2010
Literature	187	2001
History & Geography	767	2004
Biography	942	2007
Easy	3295	2000
General Fiction	4684	2006
Graphic Novels	314	2015

#### **Gifts and Donations**

Any books gifted or donated to the school must meet the same selection criteria as all other materials. No materials will be added to the collection if they are out-of-date or age-inappropriate material simply because they were donated. All gifts and donations must follow the same processes as new book orders.

## **Collection Maintenance**

#### **Strategic Focus – Weeding and Acquisitions**

School Year	Strategic Focus
2023-2024	<ul> <li>Selection Priorities         <ul> <li>Purchase 3 class sets for fifth grade to support social studies and language arts</li> <li>Replace weeded books that are age sensitive in Dewey Range 100-300's</li> <li>Sunshine State Reader books for Battle of Books FY24</li> </ul> </li> <li>Inventory/ Weeding Priorities         <ul> <li>Inventory Nonfiction</li> <li>Weed STEM nonfiction books that are age sensitive</li> </ul> </li> </ul>
2024-2025	<ul> <li>Weed class sets</li> <li>Selection Priorities         <ul> <li>Purchase nonfiction books published in the last 5 years to support STEM</li> <li>Replace weeded books that are age sensitive in Dewey Range 400-600's</li> <li>Sunshine State Readers books for Battle of Books FY25</li> </ul> </li> <li>Inventory/ Weeding Priorities         <ul> <li>Inventory Fiction</li> <li>Weed 700's to 900's age sensitive areas</li> </ul> </li> </ul>
2025-2026	<ul> <li>Weed biographies</li> <li>Selection Priorities         <ul> <li>Add additional biographies that have 2 professional reviews</li> <li>Replace weeded books that are age sensitive in Dewey Range 700-900's</li> <li>Sunshine State Readers books for Battle of Books FY26</li> </ul> </li> <li>Inventory/ Weeding Priorities</li> </ul>
	<ul> <li>Inventory Easy</li> <li>Weed Easy section</li> <li>Weed Reference section</li> </ul>

#### **Reconsideration of Materials**

Students, teachers, parents, and stakeholders may challenge materials that are part of the school library media collection. The media specialist will follow the Challenge Policy outlined in School Board Policy 8.1205 and complete form PBSD 1113 when materials are challenged.

## Appendix A

#### LIBRARY BILL OF RIGHTS

The American Library Association affirms that all libraries are forums for information and ideas and that the following basic policies should guide their services.

- I. Books and other library resources should be provided for the interest, information, and enlightenment of all people of the community the library serves. Materials should not be excluded because of the origin, background, or views of those contributing to their creation.
- II. Libraries should provide materials and information presenting all points of view on current and historical issues. Materials should not be proscribed or removed because of partisan or doctrinal disapproval.
- III. Libraries should challenge censorship in the fulfillment of their responsibility to provide information and enlightenment.
- IV. Libraries should cooperate with all persons and groups concerned with resisting the abridgment of free expression and free access to ideas.
- V. A person's right to use a library should not be denied or abridged because of origin, age, background, or views.
- VI. Libraries that make exhibit spaces and meeting rooms available to the public they serve should make such facilities available on an equitable basis, regardless of the beliefs or affiliations of individuals or groups requesting their use.

Adopted June 19, 1939.

Amended October 14, 1944; June 18, 1948; February 2, 1961; June 27, 1967; and January 23, 1980;

inclusion of "age" reaffirmed January 23, 1996, by the ALA Council

## **Appendix B**

#### **INTELLECTUAL FREEDOM**

## AMERICAN LIBRARY ASSOCIATION THE FREEDOM TO READ STATEMENT

The freedom to read is guaranteed by the Constitution. Those with faith in free people will stand firm on these constitutional guarantees of essential rights and will exercise the responsibilities that accompany these rights.

We therefore affirm these propositions:

1. It is in the public interest for publishers and librarians to make available the widest diversity of views and expressions, including those that are unorthodox, unpopular, or considered dangerous by the majority. 2. Publishers, librarians, and booksellers do not need to endorse every idea or presentation they make available. It would conflict with the public interest for them to establish their own political, moral, or aesthetic views as a standard for determining what should be published or circulated.

3. It is contrary to the public interest for publishers or librarians to bar access to writings on the basis of the personal history or political affiliations of the author.

4. There is no place in our society for efforts to coerce the taste of others, to confine adults to the reading matter deemed suitable for adolescents, or to inhibit the efforts of writers to achieve artistic expression.

5. It is not in the public interest to force a reader to accept the prejudgment of a label characterizing any expression or its author as subversive or dangerous.

6. It is the responsibility of publishers and librarians, as guardians of the people's freedom to read, to contest encroachments upon that freedom by individuals or groups seeking to impose their own standards or tastes upon the community at large; and by the government whenever it seeks to reduce or deny public access to public information.

7. It is the responsibility of publishers and librarians to give full meaning to the freedom to read by providing books that enrich the quality and diversity of thought and expression. By the exercise of this affirmative responsibility, they can demonstrate that the answer to a "bad" book is a good one, the answer to a "bad" idea is a good one.

This statement was originally issued in May of 1953 by the Westchester Conference of the American Library Association and the American Book Publishers Council, which in 1970 consolidated with the American Educational Publishers Institute to become the Association of American Publishers.

Adopted June 25, 1953; revised January 28, 1972, January 16, 1991, July 12, 2000, June 30, 2004, by the ALA Council and the AAP Freedom to Read Committee.

First Amendment of the Bill of Rights to the United States Constitution CONGRESS SHALL MAKE NO LAW RESPECTING AN ESTABLISHMENT OF RELIGION, OR PROHIBITING THE FREE EXERCISE THEREOF; OR ABRIDGING THE FREEDOM OF SPEECH, OR OF THE PRESS; OR THE RIGHT OF THE PEOPLE PEACEABLY TO ASSEMBLE, AND TO PETITION THE GOVERNMENT FOR A REDRESS OF GRIEVANCES.

The Bill of Rights to the U.S. Constitution was ratified on December 15, 1791 Endorsed by the Board of Library Trustees: August 24, 2009, October 22, 2012, August 22, 2016

## Appendix C



Book	School Board Policies
Section	Ch. 8. Curriculum and Instruction
Title	Selection of Library Media Center Materials and Reading List Materials
Code	8.12
Status	Active
Adopted	December 27, 2022
Last Revised	January 24, 2018
Last Reviewed	January 24, 2018
Prior Revised Dates	2/18/72; 4/6/83; 2/20/85; 6/16/99; 5/7/2008; 1/24/2018; 12/27/2022

#### Policy 8.12 - Selection of Library Media Center Materials and Reading List Materials

- 1. Adequate Library Media Materials.-- Library media materials for the school's Library Media Center, including print, non-print, serials [periodicals], electronic resources, computer software, video images, films, and instructional television programs, represent fundamental resources selected for schools to support instruction, promote reading, further the pursuit of knowledge through research and exploration, and provide information literacy experiences of educational significance for class groups, individual students, teachers and administrators. It is the shared responsibility of the State, District, and school, within budgetary constraints, to provide an adequate number and range of library media materials and resources in a variety of formats that are appropriate, timely, and essential to the attainment of specified educational objectives subject to District policy. It is also the responsibility of the State and District and school to provide library media materials that represent the diverse cultures, ethnic groups, languages and religious beliefs of the community and that are free of bias, stereotypes, distortions, and prejudices.
- 2. **Reading List Materials.--** Reading list materials are recommended or assigned materials school- wide or grade level.
- 3. **Purpose.--** The Board believes that the selection of library media materials and reading list materials is within its jurisdiction pursuant to relevant statutory and constitutional laws. The library media center, within budgetary constraints, shall contain a comprehensive collection of materials and equipment, in a variety of media formats that are accessible to students during the school day, to:
  - a. Promote the development of lifelong reading habits and information literacy skills in students;
  - b. Provide a broad background of information resources in areas of knowledge;
  - c. Support the general educational goals of the District and the objectives of specific courses, including materials that represent diverse points of view in order that young citizens may develop, under guidance, the practice of critical analysis of media and intellectual integrity in forming judgments;
  - d. Meet the personal needs and interests of students, including materials that: nurture the development of recreational reading/listening/ viewing, cultural appreciation, and aesthetic values; represent the many religious, racial, ethnic, linguistic, and cultural groups in our society and reflect their contributions to the heritage and culture of our civilization; foster respect for the diverse roles available to women and men in today's society; and provide access to materials in heritage language as stipulated by the META agreement.

- e. Support the professional needs of teachers and administrators; and
- f. Introduce new instructional technologies into the learning environment.
- 4. **Choice.--** Library media materials are available to students and staff as optional resources and are usually not mandatory reading as is the case with textbook instructional materials.

Library media that is sensitive or mature may not be appropriate for all readers in a school but remains a part of the collection to address the needs of some of the reading community if it meets the selection criteria of the school. Educators and library media specialists should be sensitive to the reading level, belief system, interest level and maturity level of students when helping make selections for individuals, reading aloud to groups, or when having whole class participation in a reading project. If a parent or adult student states a reasonable objection to library reading material assigned to a class, comparable instruction will be made available for the student through an alternate reading assignment without penalty.

- 5. **Use of Library Media Materials Allocation.--** School principals are responsible for ensuring that operating budget and state categorical funds are used to purchase library media materials that reinforce instruction and stimulate leisure reading for the students enrolled at the grade level(s) for which the materials are designed and to effectively communicate to parents the manner in which materials are used to implement the curriculum of the school under Fla. Stat. § 1006.40.
- 6. **Management of Library Media Materials.--** Following practice and precedent, the school library media centers in Palm Beach County will arrange media and materials according to the Dewey Decimal Classification System. Library media materials acquired with funds from the General Appropriation Act of the State of Florida are to be cataloged and inventoried as part of the library media collection. Library media materials may be inventoried in one to three year cycles.
- 7. Selection.-- HB 1467 (2022), amending Fla. Stat. § 1006.28 provides selection requirements.
  - a. Initial Review Process
    - i. "Each book made available to students through a school district library media center or included in a recommended or assigned school or grade-level reading list must be <u>selected</u> by a school district employee who holds a valid educational media specialist certificate, <u>regardless of</u> whether the book is purchased, donated, or otherwise made available to students."
    - ii. For resources needing additional review by District Library Media Services, school-based certified library media specialists or principal designee will use PBSD 2671, attached hereto and incorporated as part of this policy, to solicit additional input.
  - b. The School Board is herein adopting <u>"procedures for developing library media center collections</u>" and shall "post the procedures" on each school's website within the District.
  - c. Each elementary school [1] must "publish on its website, in a searchable format prescribed by the [Florida Department of Education], a list of all materials maintained in the school library media center (as defined by SBER 6A-7.0713, including classroom libraries) or required as part of a school or grade-level reading list."
  - d. Per HB 1467 (2022), § 1006.28 (2) (d), these procedures for developing library media center collections must:
    - i. "Require that **book selections** meet the criteria in s. 1006.40(3) (d)."
    - ii. Require consultation of reputable, professionally recognized reviewing periodicals\_\_\_\_\_, if available after a documented diligent search, and school community stakeholders. \_\_\_\_\_
    - iii. "Provide for library media center collections based on reader interest, support of state academic standards and aligned curriculum, and the academic needs of students and faculty."
    - iv. "Provide for the regular removal or discontinuance of books based on, at a minimum, physical condition, rate of recent circulation, alignment to state academic standards and relevancy to

curriculum, out-of-date content, and required removal pursuant to subparagraph (a) 2."

In addition to regular review, removal, or discontinuance by a school library media specialist, the Superintendent or designee, even without an Objection or challenge, has the authority to remove library media materials or materials on reading lists based on statutory considerations.

The basis for the removal shall be documented. Removal procedures regarding an Objection are based on Statute and/or School Board Policy 8.1205 Objection Procedures for Instructional Materials.

e. The District may restrict access to school library media and reading list materials from students in grade Kindergarten through Grade Three if such materials instruct on sexual orientation or gender identity because HB 1557 (2022) prohibits such instruction.

#### 8. Additional Selection Criteria

a. Materials for use in school media centers or classroom library collections shall be carefully selected subject to the requirements stated above in Paragraph 7. A choice of materials that support the instructional program and promote reading shall be available to students and professional staff to allow for varying achievement levels, interests, and teaching/learning styles. Each school shall, in conjunction with the "Library Bill of Rights" (https://www.ala.org/advocacy/intfreedom/librarybill) of the American Library Association ("ALA"), State Statute, and District policy, follow District procedures for the evaluation, selection, management, and disposal of library media materials in conformance with this Policy and Policy 8.1205. Annually, the District requires using the selection criteria and the removal criteria referenced in this Policy to have library media specialists evaluate their collection in order to write a School Collection Development Plan to enhance their individual library programs that align to the District required

[6] components\_\_\_\_. They will share that plan with both their principal and District Library Media Services. Once the plan is approved, the school will post the school's plan on the school website. District Library Media Services will offer annual training on this process.

- b. The "Library Bill of Rights" referenced herein is to be used as a suggested guideline. To the extent that there are inconsistencies between the guidelines in the "Library Bill of Rights" and State Statute, or District policy, State Statute and District policy shall take precedence and shall govern the selection, retention and disposition criteria of library media materials for library media centers and classrooms.
- c. Selection of materials shall also be consistent with the provisions in the School Board's collective bargaining agreement with CTA relating to academic freedom and responsibilities--Article II, Section K--to the extent those provisions are applicable.
- d. Moreover, consistent with Fla. Stat. § 1006.28 (2) (a) 2, library media materials must be suited to student needs and their ability to comprehend the material presented.
- e. In conjunction with the selection criteria above, employees holding a valid educational media specialist certificate (with the required training once it is available as stated in Paragraph 10 below) at each school location or if a qualified person is not employed at the school, by another District employee with these qualifications, shall evaluate and select print and non-print materials for the library media center using several of the criteria outlined below, as appropriate for the media type. Any library media material containing pornography or otherwise prohibited by Fla Stat. § 847.012 as harmful to minors may not be used or made available within any public school.
- f. Additional criteria used in evaluating and selecting all materials include:
  - i. EDUCATIONAL SIGNIFICANCE. -- Material is valuable to an individual course of study or to the library media collection; the degree to which the material would be supplemented and explained by mature classroom instruction.
  - ii. APPROPRIATENESS. -- Material is geared to the age, maturity, diverse interests, and learning levels of students for whom it is intended. Reading levels and Lexile's are considered to provide a range of material that challenges the student and guides their selection process.
  - iii. ACCURACY. -- Nonfiction information is correct, recent, and objective.
  - iv. LITERARY MERIT. -- Fiction that has a noteworthy plot, setting, characterization, style and theme.
  - v. SCOPE. -- Content is covered adequately to achieve its intended purpose.
  - vi. AUTHORITY. -- The author, editor, or producer has a superior reputation for producing materials of this nature.
  - vii. SPECIAL FEATURES. -- The item has maps, charts, graphs, glossaries, and/or other learning aids that support the content, are unique or are valuable.
  - viii. TRANSLATION INTEGRITY. -- Material translated from one language to another maintains the stylistic characteristics of the original.

- ix. ARRANGEMENT. -- Concepts are presented in a logical sequence and in a way that assures learning.
- x. TREATMENT. -- Typeset, visuals, style, and/or medium captures and holds the student's attention.
- xi. TECHNICAL QUALITY. -- Sound is clear and audible; visuals project clearly.
- xii. AESTHETIC QUALITY. -- Material is superior to similar items in attractiveness and presentation of content.
- xiii. POTENTIAL DEMAND. -- Item has particular timeliness or popular appeal.
- xiv. DURABILITY. -- Material has the potential for frequent use or is of a nature that it will be considered consumable.
- xv. COPYRIGHT.-- Library media materials used in a school shall be procured and used in accordance with federal, state and District copyright laws, rules, and policies as referenced in School Board Policy 8.121.
- xvi. GRAPHIC NOVELS AND PERIODICALS.-- In addition to the above criteria, all pictures are to be reviewed for appropriateness prior to placing the graphic novel or periodical into circulation.

#### 9. Compliance

- a. Per HB 1467 (2022), school principals are responsible for overseeing compliance with school district procedures for selecting school library media center materials at the school to which they are assigned.
- b. Support toward compliance is available when the assigned school library media specialist(s) attend professional development/training hosted by the District Library Media team.
- 10. The Florida Department of Education (FL DOE) is developing an online training program by January 1, 2023 for school librarians, media specialists, and other personnel involved in the selection and maintenance of library media and collections or materials maintained on a reading list. These persons must complete this training once it is available before reviewing and selecting age appropriate materials, reading list materials, and library resources.
- 11. Per Fla. Stat. § 1006.29 (6), no later than July 1, 2023, and annually thereafter, the Superintendent must certify to the FL DOE that all school librarians and media specialists employed by the District have completed the FL DOE online training program.

RULEMAKING AUTHORITY:	Fla. Stat. §§ 120.81 (1) (a); 1001.32(2); 1001.41(1), (2), & (5); 1001.42.
LAWS IMPLEMENTED:	Fla. Stat. §§ 1001.32(2); 1001.42 (2), (9) (13), & (19)(a); 1001.43(2) & (3); 1006.28; 1006.40; 1006.41; 847.012.
HISTORY:	2/18/72; 4/6/83; 2/20/85; 6/16/99; 5/7/2008; 1/24/2018; 12/27/2022

#### RELATED POLICIES:

Policy 8.1205 - Objection Procedures for Instructional Materials, Library Media Materials, and Supplemental Classroom Materials, including reading Lists

- <sup>[1]</sup> The District shall rely on any State Board of Education Rule designation of an elementary school.
- <sup>[2]</sup> This Statute states that the materials must be: "1. Free of pornography and material prohibited under s. 847.012 [harmful to minors]. 2. Suited to student needs and their ability to comprehend the material presented and Appropriate for the grade level and age group for which the materials are used or made available."The District shall rely on any State Board of Education Rules, if they exist, to determine what is age appropriate.

<sup>[3]</sup> These periodicals are print or non-print media including video footage that have been favorably reviewed by two or more professional sources, if available after a documented diligent search, such as a School Library Journal, Horn Book, Booklist, Association for Library Service to Children, Kirkus, Young Adult Library Services Association, and/or Children's Catalog.

<sup>[4]</sup> Any community stakeholders may provide consultation on selections via the list of LMS Selections for the current school year at

https://www.palmbeachschools.org/students\_parents/school\_library\_media\_center\_resources/\_active\_book\_orders then click on Active LMS Book Orders. On the date of the requested purchase or acceptance of library media center materials, the District will provide an email or text notice to current members of the Board's Academic Advisory Committee (Policy 1.097) that there are new materials under consideration, the link to find the list of materials, and the deadline(s) for submitting questions or comments. Stakeholders with questions or concerns are directed to the following email address: <u>librarymediaservices@palmbeachschools.org</u>, for sending their feedback to be reviewed by the District Library Media team for consideration. Selections may be purchased or accepted 72 hours after posting for book fair materials and two weeks after posting for all other purchases or donations.

<sup>[5]</sup> Subparagraph (a) (2) relates to School Board Policy 8.1205 Objection Procedures for Library Media Materials.

<sup>[6]</sup> The School Collection Development Plan will include: School Mission Statement, Library Mission Statement, Purpose of the Collection Development Plan, School Community Description, Description of Your Library Program, Budget and Funding, Scope of Collection, Collection Development, Gifts and Donations, Collection Maintenance, Challenged Materials, and Goals and Objectives.

## Appendix D



Book	School Board Policies
Section	Ch. 8. Curriculum and Instruction
Title	Objection Procedures for Instructional Materials, Library Media Materials, and Supplemental Classroom Materials, including Reading Lists
Code	8.1205
Status	Active
Adopted	November 30, 2022
Last Revised	January 24, 2018
Prior Revised Dates	5/7/2008; 1/24/2018

## Policy 8.1205 - Objection Procedures for Instructional Materials, Library Media Materials, and Supplemental Classroom Materials, including Reading Lists

This Policy does not apply to the 30-day post-adoption challenges to specific instructional materials by parents or County residents in compliance with Fla. Stat. § 1006.28(1) (a) (3). The procedures to follow for those challenges are outlined in School Board Policy 8.122, subparagraph (3)(g).

In addition, the Superintendent or designee, even without an objection or challenge, has the authority to remove instructional materials, library media materials, supplemental classroom materials on reading list based on statutory considerations. The basis for the removal shall be documented.

This Policy implements Fla. Stat. § 1006.28 (2)(a)2 relating to: objections by parents or this County's residents to: a) instructional materials more than 30 days after adoption of instructional materials and b): library media materials, including reading lists, and non-adopted classroom materials. The procedures to follow for those challenges are outlined below; however, a parent or a resident of this County has the option to speak and proffer evidence at the Board hearing on adopting instructional materials and the Board adoption meeting without having followed the procedures below.

## 1. Grievance Procedures Concerning Core Instructional Materials, Library Media Materials, Reading Lists, and Supplemental Classroom Instructional Materials

- a. The Superintendent or his/her designee is authorized to administer the following procedures in accordance with federal and state law.
- b. Any resident of Palm Beach County, or emancipated student or parent of a child attending public school in Palm Beach County may file an objection with a school or the Board Clerk concerning the use of or content in instructional materials, library media materials, and supplemental classroom materials, including reading lists.
- c. The parent or resident will be provided the opportunity to proffer evidence on the grounds stated within Fla. Stat. § 1006.28(2)(a)(2), relating to instructional materials, library media materials, and supplemental classroom materials, including reading lists.
- d. Challenged materials may be removed from use in the school where the objection was initiated after the procedures of this Policy have been completed or if it is agreed by the District at any of these stages. Per Fla. Stat. § 1006.28(2)(a)(2), if the School Board "finds that an instructional material does not meet the criteria under sub-subparagraph a. or that any other material contains prohibited content under sub- subparagraph b., the school district shall discontinue use of the material for any grade level or age group for which such

use is inappropriate or unsuitable."

e. Objections filed by a parent or emancipated student shall be heard in the school in which that student is registered. If the parent has children at different schools in Palm Beach County, then the objection must specify which school(s) the objection pertains to and it will be heard in that/those school(s). If the objecting party is not the parent of a child in the School District, the objection will be assigned to the appropriate school within the boundary corresponding to the residence of the objecting party for review if the material is located at that school or to the school in close proximity where the material is located.

#### 2. School Level: Informal Complaint

- a. Any complaint arising out of the use of a material in a school shall be registered in writing with the principal of the school. Within five school days *of* the receipt of the complaint, the principal and/or his/her designee and the appropriate staff member(s) shall meet with the complainant to explain:
  - i. the school's selection procedures for these materials;
  - ii. the criteria used for the selection of these materials;
  - iii. the role that the material in question has in the school's curriculum or library media center or classroom collection; and
  - iv. whatever additional information is deemed needed regarding the item's use.
- b. If the complainant is not satisfied with the explanation and desires to file a formal complaint, the formal procedures below shall be followed.

#### 3. School Level: Formal Complaint

- a. As stated in Policy 8.122, objections to instructional materials and Supplemental Classroom Materials, including Reading Lists, shall be filed on form PBSD 2569 (Petition to Object/Objection to Instructional Materials), which is part of this policy and incorporated herein as part of this Policy. The form can be found on the District's forms website at: <a href="https://www2.palmbeachschools.org/formssearch/pdf/2569.pdf">https://www2.palmbeachschools.org/formssearch/pdf/2569.pdf</a>.
- b. For objections to Library Media Materials, the complainant shall file form PBSD 1113 ("Objection to, Library Media Materials") and this form can be obtained from the Principal or a designee. A copy of the form is also available on the District's forms Web site at <a href="https://www2.palmbeachschools.org/formssearch/pdf/1113.pdf">https://www2.palmbeachschools.org/formssearch/pdf/1113.pdf</a> and is incorporated herein by reference as part of this Policy.
- c. The complainant shall sign and sufficiently complete the applicable form in its entirety for each I material to be considered, including stating the basis of the objection, retain one copy, and send one copy of the completed form to the principal of the school. *Failure to* sufficiently fill *out the form along with complainant's signature will result in the rejection of the form and no formal review process under this subsection will be initiated.*
- d. A challenge to the same material(s) by multiple challengers within one school can be consolidated into one challenge for consideration by the School Materials Review Committee, Principal, Superintendent, District Material Review Committee, and School Board (the reviewing persons and entities) as set forth in the below proceedings.
- e. A challenge to multiple materials will require additional preparation time for the reviewing persons and entities set forth below. A challenge of more than five materials will add an additional two (2) days per item to the time deadlines for the school or District actions that are specified within this Policy.
- f. For materials used *in that school*, the form and the material in question shall be studied by a School Materials Review Committee appointed on an ad hoc basis by the school Principal. Representation on the School Materials Review Committee should reflect the diversity of the District and school, and the following provisions apply:
  - i. The committee shall consist of the Principal or his/her designee of the school where the complaint was made; two teachers in the appropriate subject area/grade; one teacher from another subject area/grade; a library media specialist; a guidance counselor; one student from the appropriate grade level or a student who is accomplished in the specific subject area (middle and senior high school only); one layperson from the school's Parent-Teacher Association or the School Advisory Council; a representative designated by the Regional Superintendent, and a representative from the District department representing Instructional Materials and/or Library Media Services.
  - ii. The School Materials Review Committee shall meet within fifteen (15) school work days of receipt by the Principal of the reconsideration form. The complainant shall be notified of the committee's meeting

date and time and shall be invited to present arguments for no more than 10 minutes unless time is extended by the committee for good cause. A question/answer period or committee discussion may follow the presentation at the committee's discretion.

- iii. The School Materials Review Committee shall solicit, if readily available, professionally written reviews of the material, from sources such as those listed in School Board Policy 8.12(7)(d)(ii).
- iv. The School Materials Review Committee shall be chaired by the Principal or his/her designee. A recorder of minutes shall be appointed from the membership of the committee to take minutes and to record the recommendation of the committee.
- v. If the review is not completed, the committee may schedule additional meetings. Within five (5) school work days of its final meeting, the School Materials Review Committee shall prepare the committee's recommendation with supporting reasons and use form PBSD 1857, School Materials Review Committee Recommendations, or a signed letter written on school letterhead. The form can be found on the District's forms Web site at <a href="https://www2.palmbeachschools.org/formssearch/pdf/1857.pdf">https://www2.palmbeachschools.org/formssearch/pdf/1857.pdf</a> and is incorporated herein by reference.
- g. Guidelines for Committee's Recommendation. -- The School Materials Review Committee shall review enough of the relevant portions of the material being challenged in order to make an informed recommendation on the request. The committee shall also consider readily available reviews of the material, study the comments on the complainant's questionnaire, consider one or more of the evaluative criteria in Policy 8.12(7) (for media center materials) or State requirements and guidelines and Policy 8.122 (for textbooks or other instructional materials and reading lists) and shall render a decision based on a majority vote.
  - i. The selection criteria in Policy 8.12(7), for media center, shall be made available to all interested persons.
  - ii. The recommendation to the Principal will be based on the selection criteria in School Board Policy 8.12(7) (for media center materials), State requirements and guidelines and School Board Policy 8.122 (for textbooks and instructional materials), and the following additional factors and criteria:
    - A. educational significance of the material;
    - B. appropriateness of age and maturity level;
    - C. need and value to the collection/curriculum;
    - D. summation of the professional reviews on the media;
    - E. literary merit;
    - F. validity, accuracy, objectivity, and up-to-date and appropriate information;
    - G. freedom from stereotypes, bias, prejudice or distortion; and
    - H. timeliness or permanence.
    - A. In addition, the recommendation shall also consider the provisions in the School Board's collective bargaining agreement with CTA relating to academic freedom and responsibilities--Article II, Section K--to the extent those provisions are applicable. However, pursuant to current case law, the committee may not recommend removal of non-curricular books from the school's media center or classroom simply because a majority of the committee dislikes the ideas or the points-of-view contained in the media center instructional or supplemental classroom instructional materials.
- h. Committee's Recommendation to the Principal. -- The committee's final recommendation shall be immediately forwarded to the school Principal and may be any or a combination of the following:
  - i. allow the challenged material to maintain its current status;
  - ii. leave the challenged material in the classroom or library media center, but allow students to use alternate materials approved by school personnel who require the use of the disputed item;
  - iii. limit the educational use of the challenged material;

- iv. transfer the challenged material to a higher level school (e. g. elementary to a middle school); and/or
- v. remove the challenged material from the school environment.
- i. Principal's Written Decision. -- Within five (5) school work days after receipt of the School Materials Review Committee's recommendation, the Principal shall make a decision, based on the same criteria considered by the committee as set forth in subsection (3)(g) above, on whether to follow the committee's recommendation, and shall inform the complainant *in writing* of the recommendation of the committee, the Principal's decision, and *the reasons for the recommendation and decision*. This written communication must inform the complainant of the next level of appeal under this policy and the time deadline if the decision is not the relief sought by the objecting party. Such communication shall be sent by regular U. S. Mail, and certified mail, return receipt requested.
- 4. **District Level: Formal Appeal**. -- The complainant may appeal the Principal's decision to the Superintendent, subject to the following provisions.
  - a. If the complainant appeals the Principal's decision, the Principal shall send copies of all reports and communications to division and department heads that supervise Instructional Materials and Library Media Services and to the appropriate Regional Superintendent.
  - b. Access to challenged materials shall not be restricted during the reconsideration process; the materials shall remain in use unless the School Materials Review Committee, through formal vote, recommended removal of the instructional materials to the Principal, and the decision to remove is made by the Principal.
  - c. Within twenty (20) calendar days of the date of the Principal's decision, the complainant shall notify the Superintendent in writing of the request to appeal. *Failure to comply with these requirements will result in the appeal not being considered.*
  - d. Within twenty (20) school work days of receipt of such request, the Superintendent or his/her designee and appropriate staff shall review the action taken at the school level and issue a decision based on the same criteria set forth in subsection (3)(g) above and with the same alternative results as set forth in subsection (3)(h) above. If the decision does not include further review by the Superintendent/designee (and District Materials Review Committee), the complainant shall be so notified of the decision and be informed of the ability and deadline to request *in writing* an appearance to appeal directly to The School Board of Palm Beach County, Florida in accordance with this Policy. Notice to the complainant shall be made by regular U. S. Mail and certified mail, return receipt requested.
  - e. If the Superintendent finds cause for further review, the complaint shall be submitted to a District Materials Review Committee whose representation reflects the diversity of the District and school, appointed on an ad hoc basis by the Superintendent or his/her designee, according to the following provisions:
    - i. Representation on District Instructional Materials Committees should reflect the diversity of the District and schools.
    - ii. Individuals on the District Materials Review Committee cannot be the same as those that served on the School Materials Review Committee.
    - iii. The committee shall consist of the Chief Academic Officer or his/her designee; an appropriate Regional Superintendent or designee; one Principal at the appropriate level; a division or department head that supervises Instructional Materials, and/or Library Media Services, an appropriate subject area Administrator/Program Planner; one teacher in the appropriate subject area/grade; one library media specialist; one student from the appropriate grade level or a student who is accomplished in the specific subject area (middle and senior high only); a representative from the Palm Beach County Council of Parent-Teacher Associations who will be appointed by the President of the District Association, a representative from the District Academic Advisory Committee; and one lay person. The General Counsel to the School Board, or designated attorney(s) of his/her Office, may be invited to provide legal advice to the Committee, if deemed appropriate by the Superintendent.
    - iv. In the event that a person from a position named above cannot be present at the District Materials Review Committee meeting(s), the Superintendent may appoint an alternate.
    - v. District Materials Review Committee Procedures
      - A. The District Materials Review Committee shall be chaired by the Chief Academic Officer or his/her designee. A recorder of minutes shall be appointed from the membership of the committee to take minutes and to record the recommendation of the committee.

- C. The District Materials Review Committee shall meet and *provide a recommendation with supporting reasons* to the Superintendent within twenty (20) school work days of receipt of the referral from the Superintendent, based on the criteria set forth in subparagraph (4)(e)(v)(D) and paragraph (vi) below. The complainant shall be notified of the committee's meeting date and time and shall be invited to present argument for no more than 10 minutes, unless time is extended by the committee for good cause. A question/answer period or committee discussion may follow the presentation *at the committee's discretion*.
- D. If the review is not completed, the committee may schedule additional meetings. Within five
   (5) school work days of its final meeting, the District Materials Review Committee shall prepare the committee's recommendations with supporting reasons.
- f. Guidelines for Recommendation to the Superintendent. -- The District Materials Review Committee shall review enough of the relevant portions of the material being challenged in order to make an informed recommendation on the request. The committee shall also consider readily available reviews of the material, study the comments on the complainant's questionnaire, consider one or more of the evaluative criteria in School Board Policy 8.12(7) (for media center materials) or State requirements and guidelines and School Board Policy 8.122 (for textbooks and instructional materials) and shall render a decision based on a majority vote.
  - i. The Selection Criteria in Policy 8.12(7) (for media center materials) shall be made available to all interested persons.
  - ii. The recommendation to the Superintendent will be based on the selection criteria in School Board Policy 8.12(7) (for media center I materials), State requirements and guidelines and School Board Policy 8.122 (for textbooks and instructional materials), as well as the following criteria:
    - A. educational significance of the material;
    - B. appropriateness of age and maturity level;
    - C. need and value to the collection/curriculum;
    - D. summation of the professional reviews on the media;
    - E. literary merit;
    - F. validity, accuracy, objectivity, and up-to-date and appropriate information;
    - G. freedom from stereotypes, bias, prejudice or distortion; and
    - H. timeliness or permanence.
    - I. In addition, the recommendation shall also consider the provisions in the School Board's collective bargaining agreement with CTA relating to academic freedom and responsibilities--Article II, Section K--to the extent those provisions are applicable. However, pursuant to current case law, the committee may not recommend removal of non-curricular books from the school's media center or classroom simply because a majority of the committee dislikes the ideas or the points-of-view contained in the media center or supplemental classroom instructional materials.
- g. Committee's Recommendation to the Superintendent. -- The recommendation of the District Materials Review Committee and the basis for that recommendation shall be transmitted to the Superintendent; the Chief Academic Officer, the Principal of the school that received the original complaint; and the complainant.
- h. Superintendent's/Designee's Written Decision. -- The Superintendent or his/her designee shall make a final decision, based on the same criteria considered by the committee as set forth in subparagraph (4)(f) above, within five (5) school work days of receipt of the District Materials Review Committee recommendation, and send a written report of that decision to the Chief Academic Officer, the appropriate Assistant Superintendent, the Principal of the school; and the complainant. *The written decision shall state procedures and time limits to appeal to the Board if the complainant is dissatisfied.* This decision shall be sent to the complainant by regular U. S. mail and certified mail, return receipt requested.

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i. The Department of Communications & Engagement shall make the selection criteria and a copy of the material(s) in question available for review upon request of interested persons.

#### 5. Board Level Appeal

- a. The complainant may appeal the decision of the Superintendent/designee to the School Board under subsection (4)(b) or paragraph (4)(d) above by filing a signed writing with the School Board Clerk within thirty (30) days of the decision and may request an appearance before the School Board.
- b. After notice to the appealing party, the School Board Level review shall occur at a public meeting and allow presentation of evidence. The School Board's decision shall be based on the same criteria considered by the Superintendent as set forth in subsections (4)(f) and (h) above.

#### 6. Policy Awareness

- a. A copy of the selection and reconsideration procedures as set forth in this Policy and in Board Policy 8.12 should be a part of the Collection Development Plan for each school library media center and should be available for easy access and reference.
- b. Each school Principal should include at a minimum, a summary or references to this Challenge Policy and School Board Policy 8.12 in the school's staff handbook and shall review the selection and reconsideration procedures with the staff as needed, emphasizing Board policy pertaining to the teaching of controversial issues and the ethical considerations that are needed in handling citizen complaints with courtesy and integrity.

#### 7. Reporting Objections

a. HB 1467 (2022), which created Fla. Stat. § 1006.28 (2)(e) requires that:

"Annually, beginning June 30, 2023, [the School Board] submit to the Commissioner of Education a report that identifies: a. Each material for which the school district received an objection pursuant to [Fla. Stat. 1006.28] subparagraph (a)2 [regarding an objection by a parent or a resident of the county to the use of a specific instructional material or any material used in a classroom, made available in a school library, or included on a reading list] for the school year and the specific objections thereto. b. Each material that was removed or discontinued as a result of an objection. c. The grade level and course for which a removed or discontinued material was used, as applicable."

b. However, Fla. Stat. § 1011.67 Funds for instructional materials relating to the Superintendent report due to the Commissioner of Education by July 1 states:

"The certification must identify any material that received an objection pursuant to s. 1006.28 for the school year and the specific objections thereto, each material that was removed or discontinued as a result of an objection, and the grade level and course for which a removed or discontinued material was used, as applicable."

c. Accordingly, this data must be collected for these reports in a manner as determined by the Superintendent/designee.

RULEMAKING AUTHORITY:	Fla. Stat. §,§ 120.81 (1) (a); 1001.32 (2); 1001.41(1)(2) & 5); 1001.42 (2)(11)(13) & (29)
LAWS IMPLEMENTED:	Fla. Stat. §§ 1001.32(2); 1001.41(i)(2) & (5); 1001.42 (2)(11) (13) & (29); 1001.42(7) & (17)(a); 1001.43(2)(3); 1003.42; 1006.28; 1006.31; 1006.34; 1006.40; 1006.41; 847.012
HISTORY:	5/7/2008; 1/24/2018; 11/30/2022

RELATED POLICIES:

School Board Policy 8.122 Textbooks and Related Instructional Materials School Board Policy 8.12 Selection of Library Media Center Materials School Board Policy 5.735 Parent's Bill of Rights

## Appendix E

Parent/emanc	riate box if you are objecting as a parent, or emancipated student, or as a resident of this cripated student County resident	Journy.	
	eck any applicable boxes.		
for the past ye	ned a residence in Florida ar. I have purchased, leased, or acquired a home occupied by me as my residence.	have esta Florida.	ablished a domicile in
School #	School Name		Date
Author	Title		
Hardcover E Hardcover		Other	
Request Initiated	By Pho	one Numb	er
Street Address	City	State	Zip Code
			and the provide statements
Name of group/or			
Name of group/or To what do you ob Why do you objec For what age grou	ganization/other		
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To what do you object Why do you object For what age grou What are the stren Did you review thi Are you aware of What do you belie	ganization/other		