



SCLC Leadership and Professional Development Committee Meeting

**Monday, July 27, 2026
3:30 pm**

Virtual Meeting

Join Zoom Meeting

<https://us02web.zoom.us/j/86701414837?pwd=OwFvBhuBWpKuvKucOwS7QCFdU2noiB.1>

Meeting ID: 867 0141 4837

Passcode: 581927

Alternate Meeting Locations:

Altadena Library District Administrative Office, 330 N. Chapel Ave., Alhambra, CA 91801

El Segundo Public Library, 111 W. Mariposa Ave., El Segundo, CA 90245

Glendale Central Library, 222 E. Harvard St., Glendale, CA 91205

Michelle Obama Neighborhood Library, 5870 Atlantic Ave., Long Beach, CA 90805

Sierra Madre Public Library, 440 W. Sierra Madre Blvd., Sierra Madre, CA 91024

AGENDA

All items may be considered for action.

1. Opening Nikki Winslow
 - a. Welcome
 - b. Roll Call

2. Public Forum Nikki Winslow

Opportunity for any guest or member of the public to address the committee on any item of SCLC Leadership and Professional Development Committee business. Three minutes per speaker on any Leadership and Professional Development Committee-related business topic.

3. Consent Calendar Nikki Winslow
All items on the consent calendar may be approved by a single motion. Any committee member may request an item be removed from the consent calendar and placed on the agenda for discussion.
 - a. Minutes of the April 27, 2026, Leadership and Professional Development Committee meeting
4. Adoption of Agenda Nikki Winslow
5. Mentorship Program Update for 2026 Cohort Nikki Winslow
(DISCUSSION)
6. Mentorship Program Planning for 2027 Cohort Nikki Winslow
(ACTION)
7. Other Nikki Winslow
“...that is, matters initiated in the present meeting.” Robert’s Rules of Order, Revised, III, p.21. Limited by Brown Act to discussion only.
8. Adjournment Nikki Winslow



SCLC Leadership and Professional Development Committee Meeting Minutes

Monday, April 27, 2026, 3:30 pm

Virtual Meeting

Alternate Meeting Locations:

Bob Lucas Memorial Library & Literacy Center, 2659 Lincoln Ave., Altadena, CA 91001
El Segundo Public Library, 111 W. Mariposa Ave., El Segundo, CA 90245
Glendale Central Library, 222 E. Harvard St., Glendale, CA 91205
Michelle Obama Library, 5870 Atlantic Ave., Long Beach, CA 90805
Palmdale City Library, 700 E. Palmdale Blvd., Palmdale, CA 93550

Attendance

DeLeon, Cathy - Long Beach Public Library
Herbert, Mark - El Segundo Library
Pelayo-Lozada, Lessa - Glendale Library, Arts & Culture
Shupe, Robert - Palmdale City Library
Winslow, Nikki - Altadena Library

Absent

Arciero, Leila - Sierra Madre Public Library

Other

Powers, Christine - SCLC
Snodgrass, Nerissa - SCLC

1. Opening Nikki Winslow
 - a. Welcome
Meeting called to order at 3:31 pm.
 - b. Roll Call

2. Public Forum Nikki Winslow

Opportunity for any guest or member of the public to address the committee on any item of SCLC Leadership and Professional Development Committee business. Three minutes per speaker on any Leadership and Professional Development Committee-related business topic.

None

3. Consent Calendar Nikki Winslow
All items on the consent calendar may be approved by a single motion. Any committee member may request an item be removed from the consent calendar and placed on the agenda for discussion.
 - a. Minutes of the January 26, 2026, Leadership and Professional Development Committee meeting
MSP (Herbert/Shupe) to pass the consent calendar.
5 yes, 0 no, 0 abstain
4. Adoption of Agenda Nikki Winslow
The Chair adopted the agenda, without objection.
5. Mentorship Program Update for 2026 Cohort Nikki Winslow
(ACTION)
MSP (Pelayo-Lozada/ DeLeon) the committee will host a mixer for the Mentorship participants in May or July. Funding for the event will be provided by the Altadena Library District and Long Beach Public Library.
5 yes, 0 no, 0 abstain
6. Interest Group Discussion Christine Powers
(ACTION)
No action was taken. The committee directed staff to send occasional welcome messages to the listservs reminding members that groups should not hold regularly scheduled meetings.
7. Selection of Chair and Vice Chair Nikki Winslow
(ACTION)
MSP (Shupe/Pelayo-Lozada) Nikki Winslow was selected to be Chair and Mark Herbert was selected as Vice Chair.
5 yes, 0 no, 0 abstain
8. Approval of Meeting Calendar for FY 2026/27 Nikki Winslow
(ACTION)
MSP (DeLeon/Herbert) to approve the following meeting schedule for FY 2026/27: Monday, July 27, 2026; Monday, October 26, 2026; Monday, January 25, 2027; and Monday, April 26, 2027.
5 yes, 0 no, 0 abstain
9. Other Nikki Winslow
"...that is, matters initiated in the present meeting." Robert's Rules of Order, Revised, III, p.21. Limited by Brown Act to discussion only.
None
10. Adjournment Nikki Winslow
MS (Pelayo-Lozada/ Herbert) to adjourn the meeting at 4:00 pm.



**REPORT TO THE
LEADERSHIP AND PROFESSIONAL DEVELOPMENT COMMITTEE
SOUTHERN CALIFORNIA LIBRARY COOPERATIVE**

DATE: July 27, 2026
FROM: Christine Powers, Executive Director

SUBJECT: **Mentorship Program Update for 2026 Cohort (DISCUSSION)**

BACKGROUND: The Leadership and Professional Development (LPD) Committee established SCLC's mentorship program in April 2024. This program allows experienced library staff to mentor others, strengthen leadership skills, create meaningful relationships between library cultures, and will support and strengthen SCLC's initiatives and objectives, as laid out in its Strategic Plan.

An ad hoc committee was created at a previous LPD Committee, consisting of Chair Nikki Winslow and Committee member Lessa Pelayo-Lozada, to pair mentors and mentees together for the 2026 cohort. This second cohort of the mentorship program, consisting of 50 participants (25 mentor/mentee pairs), began in January and will run through September 30, 2026.

Then-Committee member Erica Cuyugan, along with Committee member Lessa Pelayo-Lozada, led two online orientation sessions for the mentors and mentees in January.

A mentorship mixer was held at the Michelle Obama Library in Long Beach on Friday, July 24, 2026, to allow mentors and mentees to meet one another. Any costs incurred by this mixer were incurred by member libraries' support organizations on a voluntary basis (i.e. Friends of the Library, Foundation, or Trust).

FISCAL IMPACT: None

RECOMMENDATION: Informational item

EXHIBITS:

- a. Mentorship Mixer Invitation

Mentorship Mixer Invitation





**REPORT TO THE
LEADERSHIP AND PROFESSIONAL DEVELOPMENT COMMITTEE
SOUTHERN CALIFORNIA LIBRARY COOPERATIVE**

DATE: July 27, 2026
FROM: Christine Powers, Executive Director

SUBJECT: **Mentorship Program Planning for 2027 Cohort (ACTION)**

BACKGROUND: The Leadership and Professional Development (LPD) Committee established SCLC's mentorship program in April 2024. This program allows experienced library staff to mentor others, strengthen leadership skills, create meaningful relationships between library cultures, and will support and strengthen SCLC's initiatives and objectives, as laid out in its Strategic Plan.

The second cohort will conclude on September 30, 2026. The 50 participants of this program will receive an evaluation of the program, to provide feedback to the Committee regarding their experiences. A summary of the evaluations from the 2025 cohort, which have been previously presented to the LPDC, are included as "Exhibit a" of this report.

Once the program concludes, staff will share applications for the 2027 cohort, which will be open from October 1 – 31, 2026, unless the Committee assigns a later deadline for applications. It is recommended that an ad hoc committee be created to review and pair applicants for the 2027 cohort; this ad hoc committee should consist of two LPDC members. This ad hoc committee may be established at this meeting, or at the next regular meeting on October 28, 2026.

FISCAL IMPACT: None

RECOMMENDATION: Informational item.

EXHIBITS:

- a. 2025 Cohort Mentorship Program Evaluation Summary

2025 Cohort Mentorship Program Evaluation Summary

The first cohort of the Southern California Library Cooperative's (SCLC) Mentorship Program ran from January through September 2025, and consisted of 35 mentors and 39 mentees.

At the conclusion of the program, all participants were invited to provide their feedback about their experiences with the program through an evaluation. A total of 26 responses were received: 15 from mentees, 9 from mentors, and 2 from unspecified individuals.

The table below provides the average rating for each question, on a scale of 1 to 5, as defined in each question. Participants were provided with the opportunity to indicate whether they were a mentor or mentee, as well as their name, but this information was optional.

Survey Question	Average Rating
On a scale of 1 to 5, with 5 being the most satisfied, how would you rate your level of satisfaction with your mentorship program experience?	4.23
On a scale of 1 to 5, with 5 being the most likely, how likely are you to recommend this program to other workers in your or in other SCLC libraries?	4.42
On a scale of 1 to 5, with 5 being the most likely, how likely are you to participate in the program again as either a mentee or as a mentor?	3.65
On a scale of 1 to 5, with 5 being the most clear and understandable, how clear and understandable do you feel the expectations, instructions and orientation sessions were to help get your mentorship experience started?	4.00
On a scale of 1 to 5, with 5 being the most satisfied, how satisfied do you feel that your expectations, goals, objectives and reasons for getting involved in the mentorship program were accomplished?	4.08

The survey also allowed participants to provide comments and suggestions to SCLC regarding their mentorship program experience. The following feedback was received:

- The matching process was perfect. My mentor was just what I needed.
- It would be great to continue being a part of some type of SCLC Mentorship program alumni list so that we can continue to network with other library staff in the region. Also, it would have been nice to meet as a large group more than once during the year. I also wanted to say that I loved the program and learned a lot from my mentor.

- Great program to network, connect and grow. Thank you.
- Great job, maybe a mixer to start the program and another to end it.
- I feel like some of the mentors were "forced" into participating and did not have the time to commit to this program.
- Please answer when emailed. My mentee moved jobs and we had both emailed about how we could continue (during her work time or not, among others) but we never heard back.
- Regarding my "3" answer on question 6: My mentee was working in a public library and making plans to get her MLIS. I am not sure how much she got out of our pairing--I felt a bit like I was ineffective, or that we didn't accomplish anything in particular. But maybe at this stage all she needed was someone to talk to about very general things. I also felt that it was a challenge to meet/talk as regularly as we should have--due to her schedule as much as mine, I think, but I felt bad about that. But we are still talking even after the end of the program so that is satisfying and a good outcome.
- I only met with my mentor 4 times and after the 4th time was never reached out to for scheduling again. I think requiring monthly check ins would hold everyone accountable. My mentor was great when we met, but it felt like there wasn't a clear path forward and that left room for her busy schedule and mine to let the mentorship fall to the wayside.
- I loved the mixer we did! I had fun meeting and mingling with the other mentors and mentees :)
- Feedback from the mentee and if expectations were met would be of interest for me. I let the mentee lead in setting up what they wanted to know.
- I really appreciate the opportunity to be a part of this program. I challenged myself by putting myself out there. My mentor was Xandria Guzman and she was AWESOME! She encouraged me and shared a wealth of knowledge. I'll definitely encourage others to participate.
- I think the program could stand to be a little more structured. It put a lot of onus on the mentors to develop a strategy on their own. A introductory workshop for mentors and mentee's on how to be successful at each, and how to set goals would be useful.
- The mentorship program helped me strengthen my interviewing skills and build confidence in myself. I'm truly grateful to my mentor for their guidance and support throughout the process. Their advice made a big difference in how I approach interviews now.
- Thank you for this experience!
- Very enjoyable but maybe not as productive or impactful as it could have been? Which is more a symptom of the busy-ness of my mentee and me.
- I think that once mentor and mentee meet - everything makes sense and you get the most out of it, when you put effort into it too. However, at the beginning of this program -- the orientation was overwhelming...
- I had a good experience. However, being a mentor was just a lot of time/energy and I'm not sure if I'd be able to participate again.



**Southern California Library Cooperative
Leadership and Professional Development Committee
FY 2026/27 Meeting Dates**

Monday, July 27, 2026

3:30 – 4:30 pm

Via Zoom

Monday, October 26, 2026

3:30 – 4:30 pm

Via Zoom

Monday, January 25, 2027

3:30 – 4:30 pm

Via Zoom

Monday, April 26, 2027

3:30 – 4:30 pm

Via Zoom

Meetings will be held virtually via Zoom.
Locations will be determined if needed.