

Preschool Outreach Program: Collection Development Policy

The books and other materials in the Preschool Outreach Program (POP) collection comprise a specific collection that is meant to support children and educators in early childhood education settings. Because of the specific nature of this collection, the collection will not be broad in the way that a public library collection will be.

In 2020, the Buncombe County Board of Commissioners declared racism a public health crisis. In support of Buncombe County Government's commitment to dismantling systemic racism, the Preschool Outreach Program and its collection support the four core goals of anti-bias education as defined by the National Association for the Education of Young Children:

<https://www.naeyc.org/resources/pubs/yc/nov2019/understanding-anti-bias>:

1. **Identity:** the collection will support the construction of knowledgeable, confident, individual personal and social identities.
2. **Diversity:** the collection will support comfortable, empathetic interaction with people from diverse backgrounds.
3. **Justice:** the collection will support the ability critically identify bias and will nurture empathy for the hurt bias causes.
4. **Activism:** the collection will support the development of the ability and confidence to stand up for oneself and for others in the face of bias.

Materials selection:

Items need not meet all the following criteria, but this collection is intentionally curated to include materials that:

- Build early literacy skills
- Work to dismantle implicit bias (Do not contain themes, images, or stereotypes that support the historical marginalization of BIPOC)
- Include racial equity in representation (Characters in the materials represent a variety of racial groups, the creators of books and materials represent a variety of racial groups. Equity is defined as the state of being just, impartial, and fair. Racial equity is achieved when race can no longer be used to predict life outcomes, and outcomes for all groups are improved.)
- Are relevant to the early childhood education community
- Have a suitable format for use in the classroom

- Are created by authorities in early literacy and child development (have education and experience in child development and are recognized by the early childhood education community)
- Have accurate and timely content
- Contribute to the diversity or breadth of collection
- Do not promote political or religious views but are inclusive of all

As with all Library resources, the Library affirms the right and responsibility of caregivers, not Library staff, to determine the suitability of and monitor the use of library materials by minors and others under legal guardianship.

Request for materials reconsideration:

If a patron or employee feels that an item should be removed from the POP collection, they may complete a form that outlines their reconsideration request. A Statement of Reconsideration can be found on the Library's website. Part of this statement includes fields for supporting information to be provided. Once a form is submitted, a team of library staff will review the submission. The review team will consist of: the head of the Library's collection development team, the POP coordinator, and the Youth Services Manager. Within four weeks of submission, the review team will forward the original submission and a recommendation for resolution to the Library Director. Within eight weeks of the original request submission, the Library Director will respond in writing with a final decision using the contact information submitted by the patron. A paper copy of the online Statement of Reconsideration may be printed for patrons who choose not to submit their request digitally. We ask that patrons review the Library Bill of Rights, Freedom to Read, and Freedom to View statements before submitting a concern. Submission of a Statement of Reconsideration does not guarantee that an item will be removed from the collection.

Collection maintenance

POP staff review the POP collection's materials on an ongoing basis. Staff will rely on the following factors for determining if an item should be considered for removal. These factors will be considered as a whole, alongside supporting data, to make a collection decision:

- The information contained in an item is inaccurate, misleading, or obsolete
- An item is in poor physical condition and is no longer suitable for circulation

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- A more recent edition of the same material is available
- The item is no longer in demand by the POP's users
- Space limitations of the Library

An item need not meet all criteria to be deselected.

Once an item is designated for removal, it may be replaced, donated to the Friends of the Library, donated to approved community partners, or discarded. The factors leading to the item's removal and the nature of the item will be considered in making a determination for how the removed item will be handled. Items with long standing value or demand may be repaired to increase the longevity of the item and maximize the Library's available resources.