

Fact Sheet - Len Bryan

I have served as a librarian and library leader for fifteen years, and while most of my experiences have been in school libraries, the core work of all library types is similar; cultivate curiosity, enlighten the mind, and strengthen the community. I have the leadership experience and a proven record of innovating library services to help the Clearview Library District build upon its successes and serve the community as a launching point for discovery.



Education and Training

Master's of Library Science, University of North Texas, December 2009

Bachelor's - Kinesiology, English Minor, Northwestern State University of Louisiana

State of Texas Certified Contract Manager - 2015, Harwood Institute for Public

Libraries - 2015 <https://bit.ly/Harwood15>, Prosci ADKAR Change Management - 2018 <https://bit.ly/ADKAR18>,

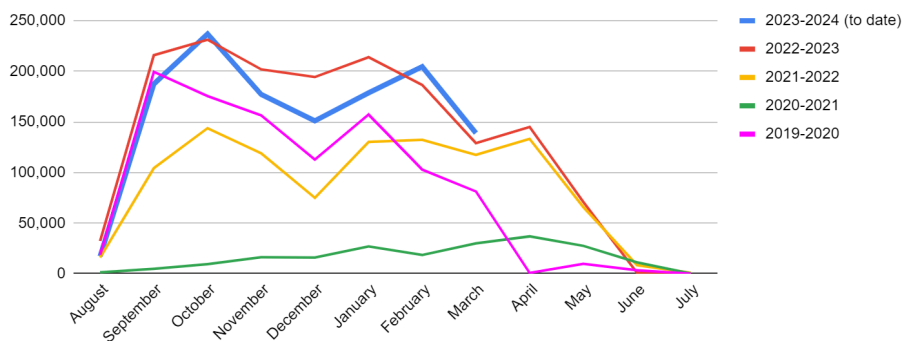
Adobe Certified Educator - 2023, Google Certified Educator - 2022

Library Leadership Experiences

Director, Library Services - Houston Independent School District

- Led transformational change in the nation's 8th largest school district's library programs, serving more than 187,000 students on 274 campuses
- Effectively administered grant funding for \$16M in library books and \$4M in technology, furniture, and technology equipment upgrades for libraries
- Assembled an impactful team who actively guided, coached, and supported campus library staff, principals, and teachers in accessing, using, and integrating library resources and programming into instruction and reading for pleasure
- Through thoughtful change management, successfully transitioned the entire district to a new library management system during the first 8 months in this position
- Increased circulation of print by 51% and eBooks 42% over previous years:

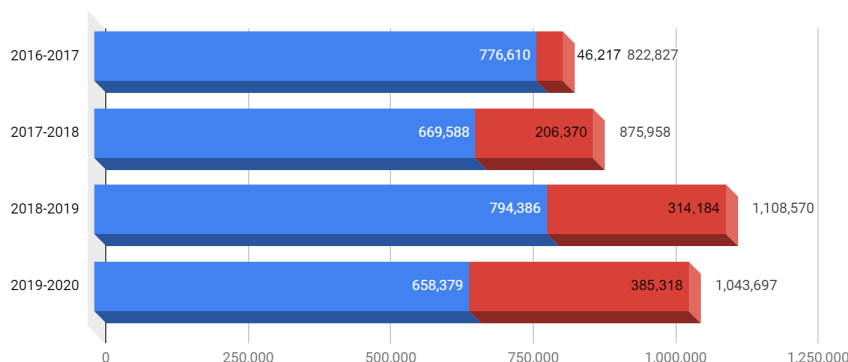
Houston ISD Library Circulation 2019 - Present



Library Technical Systems Manager - Denver Public Schools

- Led the curation of a collection of over 75,000 items and makerspace kits to bolster STEM learning
- Directed all facets of technical systems operations, from strategic planning to daily management, process enhancement, and collaboration with other district teams such as collection development, educational technology, and curriculum
- Provided hands-on customer support to campus library staff, teachers, and students through initiatives like a dedicated library help desk, ongoing professional development sessions, and direct instructional support
- Championed innovative advocacy efforts, leveraging data to articulate the impact of libraries and addressing book deserts while refining district library program policies and procedures. Increased eBook circulation

DPS Annual Circulation Totals; Blue = Print, Red = OverDrive/Sora



District Digital Media Specialist - Hillsboro School District, Oregon

- As the solo district librarian, led a team of 36 campus media assistants in innovating district library media and curriculum operations, serving over 1,500 teachers and 21,000 students across 35 campuses.
- Achieved a 1,232% increase in the use of academic research databases through targeted instruction and professional development
- Collaborated with the Hillsboro Public Library to provide library cards for all Hillsboro School District students and staff

School Program Coordinator - Texas State Library and Archives Commission

- Led all aspects of Texas school districts' engagement with the statewide TexQuest electronic resources program, benefiting over 1,250 districts and 5 million students. TexQuest's inaugural success led to a \$3.5 million expansion appropriation by the Legislature
- Managed help desk support, website management, training (online and in-person), and statewide vendor collaboration
- Consulted with and guided district and school leaders, librarians, and administrators statewide, contributing to the revision of Texas State Library Standards. <https://bit.ly/TXSchoolLibs>

Professional Activities and Publications

Future Ready Librarians Advisor, 2020-Present, frequent presenter

American Association of School Librarians National Conference Presenter, 2013, 2016, 2019, 2023

American Association of School Librarians Public and School Library Cooperation Committee 2017

American Library Association President's Summit on School Library Advocacy 2017

School Library Journal Leadership Basecamp Presenter - Seattle 2018

State Library of Oregon - Statewide Database Licensing Committee Member 2017-2018, Chair 2018-2019

Co-author: *Curate* (Shared Foundations Series). ALA Editions, 2023: <https://bit.ly/AASLCurateBryan>

"An Interview with Houston ISD Director of Library Services Len Bryan: 'We Are Turning This Ship Around'" Texas Library Journal, Winter 2022: <https://bit.ly/TLJInterview2022>

"Data-Informed Library Advocacy". Knowledge Quest blog, December 2019: <http://bit.ly/AASLData>

"Best Practices in Curation". Knowledge Quest blog, January 2019: <http://bit.ly/AASLCuration>

"How Can Librarians Teach Media Literacy in Today's Highly Charged Media Landscape?" Knowledge Quest, November 2018: <http://bit.ly/AASLMedia>

"Take Charge to Maximize your Library's Online Presence". SLJ, May 2016: <https://goo.gl/vTNRsh>

"If You're Not at the Table, you're Probably on the Menu". Knowledge Quest, Apr. 2016: <https://goo.gl/2ujF7E>

Fonticiaro, Kristin, & Buffy Hamilton, Ed. The Physical Library - Still Relevant?. Oct. 2011: <http://goo.gl/dYxMM2>

Q&A

Why are you interested in the Clearview Library District? I miss Colorado, and I want to return and continue to raise our daughter here. I believe in the power of public libraries to bring communities together, and it is clear that the Windsor-Severance community truly supports its library. I am excited about the possibilities in the 2024-2025 Strategic Plan, and with my background, experiences, and innovative leadership, I am the right person to build on that support and lead the library system into the future.

How will you engage with staff and community? During the day, you probably won't find me in the office very often. I have always been a very active servant leader, in that I work alongside staff and the community to help me gain a full understanding of everyone's needs and how the library can best help people gather, learn, and grow together. I also strive to listen much more than I talk, because while I may have lots of experience, I know I am probably not the smartest person in the room. I am also not a micromanager; while I may have ideas of how day-to-day tasks could be done, I create space for people to work in the ways that allow them to thrive.

What do you want to do first? I want to invest the time to listen to every single staff member, board member, and community member who would like to tell me about what the library district means to them; what they enjoy, and what their vision for the future might be. I want to make sure our existing services and resources are at their peak performance, then focus on building partnerships and innovating our library's resources and services alongside the community. I believe in truly understanding the community and context in which the library works before undertaking any major innovations or making any significant changes.

What do you do for fun? I'm a daddy first, and I spend quality time with my daughter, our rescue dog Harper, and my wife. I'm also a woodworker, and I build wooden canoes and paddles. I love to hike, camp, paddle, and enjoy our natural world as often as I can. Of course, I'm also a reader, and have 3-4 books going at any time, in both print and audio. My favorite authors include Brené Brown, Carl Hiassen, Nick Offerman, and Mary Roach.