



Alele Museum, Public Library, and National Archives

Three Year Plan
FY 2020-2022

P.O. Box 629
Majuro, MH 96960
<http://alele.org>

MISSION STATEMENT

Alele is a non-profit corporation which includes the National Museum, the only Public Library in the country, and the National Archives. The museum component is dedicated to preserving the history and conserving the folk arts, traditional skills, historic accounts, oral literature and other traditions of the Republic of the Marshall Islands (RMI). Alele is also committed to providing access by the public to the Public Library which provides reading opportunities for children and adults of Majuro and assists with research and information gathering as requested by the public. Also, through the library, the computer literacy classes are offered to the public. The National Archives of Alele is dedicated to preserving historical documents and other forms of information for the RMI. Our overall goal is to promote lifelong learning through informational, technological, and cultural literacy needs of all age groups by providing various forms of information access via traditional means such as printed documents and books, and through videos, and digitized and online documents.

OVERVIEW OF THE MARSHALL ISLANDS

The Republic of the Marshall Islands is located in the central Pacific region just north of the equator. The country is about 2,300 miles southwest of Hawai'i and about 1,900 miles east of Guam. The country consists of two chains of islands, Ratak (sunrise – eastern island chain) and Ralik (sunset - western island chain). There are well over 1,000 small islands or islets that form 29 atolls, and 5 single islands. All land is at sea level and very vulnerable to various types of weather patterns and the increasing issues around climate change and sea level rise. The total land area for the country is only 70 sq. miles spread out over 750,000 sq. miles of ocean. The population of our islands is about 53,000 people with about two-thirds of the population living in the two urban areas of Majuro Atoll (28,000) and Ebeye (15,000) on Kwajalein atoll. The outer island villages located on the other inhabited atolls have small populations of several hundred people to around 1-2,000 people living on the larger outer island atolls. Most outer islands receive a bi-weekly or weekly airplane which carries passengers, and some supplies, but the most important service to the outer island villages is the field trip ships which arrive anywhere from monthly to every 3 to 4 months to the more distant areas of the country.

The Alele Museum, Library, and National Archives is located in the center of the main urban area on Majuro atoll, so we are able to serve the largest concentration of people in the country and to provide services and outreach to the schools and other organizations and institutions located in DUD area which is the major town area on Majuro atoll.

ALELE MUSEUM

The Museum was first developed as an idea in the early 1970's, and finally a museum was able to be opened in 1981. It has been continuously open except for a few years around 2011 to 2013. The museum has on display traditional material cultural items and explanations of those items. The collection is fairly thorough, although we aren't able to display large woven products for lack of space and because large collections of the famous woven "nieded" (traditional women's clothing) are held in several museums around the world. At the moment the museum consists of two rooms with exhibits of traditional tools, houses, jewelry, drums, fishing methods, tattooing, weaving, canoes, and navigation. In addition, the hallway exhibits consist of historical photographs and lithographs from the German period (1885-WWI), a few photos from the deBrum collection from around the early 1900's, and a photographic display of the U.S. Atomic and Nuclear Testing in the Marshall Islands from 1946-1958. Periodically the photographic exhibits are changed or rotated, but the other exhibits are permanent since we don't have excess material items available.

When the upstairs room which was used as the old museum is restored and refurbished, we will be able to expand the size of the museum and increase the exhibits and displays. Visitors to the museum including students from the schools on Majuro are usually greatly impressed and surprised at what Alele is able to display. Children and often adults learn many new things about their culture and past life in our islands when they visit. Also, visitors often comment that before visiting the museum they never realized a museum could offer so much and that the information could be so interesting. In other words, the Alele Museum is the only institution in the Marshall Islands that offers this type of exposure of the past to the people of these islands.

The museum keeps a sign in book for those who wish to sign and the comments left are always complimentary and appreciative of the fact that there is a museum here where they can learn so much about life in our islands.

Manit Day

The last Friday in September is designated as Manit (Cultural Day) and is a national holiday. Alele oversees the activities and program for Manit Day and the entire week leading up to Manit Day is called Lutok Koban Alele (pour out the contents of the Alele basket) when various other cultural activities take place in the community. During this last week in September hundreds of school children from pre-school through college age arrange for tours of the museum, which the Museum Manager conducts. The teachers in the schools also focus their school work around cultural themes and activities. On Manit Day hundreds of people attend the Manit Day program which consists of speeches honoring the culture, dances and songs from various student groups, and game contests reflecting traditional activities such as husking coconuts, starting a fire without matches, weaving simple baskets, etc., and prizes are given to the winners. In addition, there is always a canoe race across the lagoon which results in a great deal of excitement and fun for everyone. The entire community of Majuro looks forward to these celebrations every year and it is a busy, productive, and also fun time for the staff at Alele.

NATIONAL ARCHIVES

The Alele was mandated by the government to also be the location of the National Archives. With the dissolution of the Trust Territory of the Pacific in the mid to late 1980's a large microfilm collection from the TT archives and historical documents along with two microfilm readers and a microfilm camera was gift to the Marshall Islands. All these items were stored and used at Alele, so some type of archives storage area had to be developed. Thus around 1989 or so a large shipping container was obtained by Alele to be used as the National Archives. During the next several years various government departments such as the Court House, and the Health and Education Departments brought documents to Alele to be microfilmed. Several years later possibly because of lack of funding and wear and tear to the shipping container, this structure was removed from Alele, and the microfilm collection was moved into Alele which had been enlarged by that time. In 2017 Alele was able to obtain another insulated shipping container that is being used as the storage area for the archival collections. As we clean and catalogue the old boxed collections from the old museum area that was damaged by rain leakage, we are able to add these items to the new archival storage area.

Video Collection

The Alele Museum and the National Archives has been focusing on digitizing and cataloguing our large VCR collection (over 600 VCRs). In 2015 we were able to initially hire a part-time Media Specialists' who now works full time at Alele. He oversees the production of our weekly radio program, and diligently worked on cleaning and inspecting and cataloguing our large VCR collection. Alele was fortunate to be able to hire him, since he was the head media person at Alele from 1984 through to 2003, when he had to leave because of lack of funding for his position. He is the only person in the country who knows the history and is familiar with our video collection since he produced along with others almost all of these videos originally and used them during the years that Alele was producing and broadcasting a weekly television program. During these twenty years such events as Manit (culture) Day, Marshallese Language Lessons, Women's Day, Majuro Liberation Day, Historic Preservation Surveys, oral Literature with the orators, Kwajalein Liberation day, school graduations, senior citizens' activities, outrigger canoe races, food preparation, Marshallese traditional thatch house documentation, Battle of the Bands (local music), documentation of traditional outrigger canoe building, traditional fishing methods, Christmas dancing, youth concerts, World War II relics, oral literature from the Japanese era, World War II stories, production of traditional tools (esp. pandanus pounder), Jobwa Dance (old traditional dance), Alele weekly television shows, traditional sailing and navigation knowledge and many other significant events have been recorded and videotaped. All of these videos are on VCR, thus the importance of transferring these videos to a digital format has been of utmost urgency in order to preserve them for future generations, and to make some of them available to watch at Alele, and possibly produce on DVD's for public purchase. Presently the use of audio on some of the videos is being used to produce the weekly radio programs. This collection is the only one of its kind in the country and is an extremely valuable record of past and contemporary knowledge about our islands and its culture. With the assistance of the 2016-2017 IMLS grants we were able to purchase needed equipment and our media specialist now works full time digitizing our video collection. With this new grant we will be able to more fully support this project with the purchase of needed supplies and other items for our media department.

At present over 400 VCR's have been digitized out of the 600 plus VCR's in our collection. When the digitizing is completed then all the video material in the computer will need to be cataloged to facilitate easy access to staff and, in the

future, possibly the public. Also, even now people have requested DVD's made from various videos that have been digitized and these types of requests will increase as all the videos become available and are cataloged. These videos represent contemporary history of the Marshall Islands from the mid-1980's to the mid-2000's which is a significant historical time since the country became a Republic in 1979 and the Trust Territory was dissolved in 1986 making the country fully independent.

Joachim deBrum Paper Document Collection

Recently we have been awarded two different grants which will fund the scanning and archiving of the large deBrum paper document collection. The first grant is from the U.S. Ambassador's Fund for Cultural Preservation and the other one is from the The Prince Claus Fund, through its Cultural Emergency Response (CER) programme, and the Whiting Foundation located in Amsterdam, Netherlands.

Joachim deBrum born in 1869 was the oldest child of Jose deBrum from Portugal and Likemeto the daughter of the former Irooj (Chief) of Likiep. Joachim only received a few years of formal education but on his own learned ship building, carpentry, spoke fluent English and Marshallese, and some German, became a skilled photographer producing over 2000 glass plate negatives and prints, and was a prominent business man, running several stores, and developing medical dispensaries in various islands. He carried on a prolific correspondence with many people around the world, along with some personal writings, and his detail business ledgers which make up the bulk of the documents now held at Alele. As far as we know he was the only indigenous photographer and writer during his time period in the Pacific. Thus, these documents are of upmost value to the people of the Marshall Islands and to the Pacific region in general. They are the only locally produced documents that we know of which reveal and record much of the history of the Marshall Islands during Joachim's life time. Fortunately, the over 2,000 glass plate negatives were digitized in the early 2000's before they became damaged because of lack of air conditioning in the old museum that had to be closed due to a leaking roof that caused water damage to the museum and some of the collections. The deBrum family has not made a determination as yet whether these photos should be made available to the public, but Alele has access to them on a CD, and some of them can be found online.

Presently, Alele Museum holds on loan from the Joachim deBrum family all paper documents that were transported from Likiep to Alele in 1986. At the time both on Likiep and at Alele Museum the documents were cleaned, dried in the sun, and a simple organizational index system was developed. They were then stored in archival quality folders with archival paper between each document. Then the folders were put into 24 individual archival boxes. Each box contains around 100-200 documents which also include ledger books from Joachim deBrum's store records. These boxes were stored in a special room in the old museum area, with air conditioning and a dehumidifier. The climate controls for these documents were monitored on a daily basis for several years and all documents were in excellent condition even after being stored in wooden chests for up to 80 years on Likiep. At the time the documents were organized at Alele they were not read in detail, but were left as a very valuable resource for future research since there was no funding to proceed any further with the documents.

Since Alele is mandated by the government to be the National Archives, all valuable and historical documents related to our islands should be protected, preserved, and stored at Alele for future reference by government officials and anyone doing research. Thus, the reason that this project is so vital to our nation.

Both the digitizing and cataloguing of the VCR collection and the deBrum paper documents are long term projects and we estimate that the completion of these two projects will take at least two years, if not longer. Therefore, it is essential that Alele be able to receive support funding in addition to the two above mentioned grants to guarantee the completion of this work. Ongoing supplies, assistance with staff support, and other aspects of these projects is very important.

These two collections when made available to the public through onsite access and possibly online access will greatly increase and improve Alele's ability to enhance our collections and to better serve the public with historical and contemporary documents and videos. Both of these collections are priceless and the only ones we know of that are available here in the Marshall Islands.

Microfilm Collection & Additions to the Archival Collection

As mentioned above, Alele presently has a large Microfilm collection which we cannot access at the moment because we no longer have any working microfilm readers. The microfilm camera also is no longer available. This microfilm Trust Territory Collection is accessible at the Hamilton Library at the University of Hawai'i at Manoa, and at the University of Guam. The University of Guam is considering digitizing this collection but we don't know if or when this may happen.

Now that Alele has obtained a good quality scanner we will be able to digitize the deBrum collection, and other documents that may be brought to Alele from various government departments which will be added to the National Archives as was done before using a microfilm camera.

LIBRARY

Alele Public Library is a very small library with one Librarian and a Library Technology Assistant (LTA). After renovation of the library in 2013, it has been open to the public on weekdays from 8 a.m. to 5 p.m. The library sees thirty (30) to forty (40) children/students every day, and from ten (10) to twenty (20) adults. We rely on volunteers for children's reading activities. The physical library is small (48 ft. by 38 ft.) and has over 8,000 books in its collection.

The children's reading room is heavily used by elementary age students during after school hours. With the help of a former private school principal (retired), the Library has received the donation of hundreds of new children's books. With this daily influx of students after school hours, then those interested may join the children's computer class which is held for 4th-6th graders every weekday from 3:30 to 4:30 pm.

The library also has a Pacific Collection that includes several hundred books, articles, various documents about the Pacific region, with emphasis on the Marshall Islands. Often researchers use these materials to enhance their knowledge and assist with their research projects. When new books are published about the Marshall Islands those new publications are added to this collection.

Alele is in the process of purchasing a new cataloging software program so when this is available, we will be able to computerize all our items in the library collection. This will be an ongoing project for at least two years.

The library supports a six-station computer lab plus one computer for the LTA and this same computer is used for the projector. The computer lab is a very small room so the most it can hold at any given time is 6 class participants and the trainer.

For the past few years, Alele has operated the computer training project open to the public, providing free Internet access in the library and the computer lab, and also offering computers at the Retirees Center (along with a router for wireless access for retirees with their personal laptops and smartphones). The project started with the purchase of six computers under an IMLS grant and was activated by a small grant from AusAID to "train trainers" using RMI high school and college students. IMLS FY 2010 funds increased the number of trainers and participants, and the hours of operation for the project. Under FY 2011, Alele expanded the training to include the retirees who cannot climb the stairs at Alele's Library by establishing a computer lab on the first floor of the library, which has since been transferred to the Retirees Center immediately adjacent to the library.

At present Alele has one trainer, and the LTA, both of whom teach various computer classes. These two men are teaching computer classes to all ages of participants. The trainer and the LTA work 40 hours a week covering all the computer classes. The Library Technology Assistant oversees all functions of the program, keeps detailed records of the classes and assists with the training as needed. As a result, in the past few years we have been able to keep more detail records of the value these services offer to the public and to the Majuro community in general. Many people have requested leave from work in order to participate in our computer classes, which greatly helps them upgrade their personal knowledge and skills at their workplace.

GOALS FOR FY 2020-2022:

GOAL 1:

Enhance our library book collections

Keeping an up-to-date collection of books and reference materials in the Marshall Islands is expensive and involves strategic challenges (exorbitant shipping costs for books, for example). Alele has never received funding for purchasing books and upgrading the library collection. The Alele public library offers reading and research materials appropriate to all age levels. Most of the collection is donated books from the public and includes mainly reading novels and fiction. We also have several encyclopedia sets that have relevant information even though they are older publications so some information may be outdated. Since many people are not comfortable using and reading the English language, one of our goals is to development a non-fiction English level appropriate reference section for adolescence age students and adults. From early school years English is taught in the schools, so providing appropriate books for children from the ages of 12 through to adulthood would greatly enhance our collections and improve the quality and depth of information available to the public. The focus of this collection will be on such topics as general science, health and nutrition, history, geography, climate change, budgeting, family and child care, environmental issues, and other relevant topics pertinent to life in our islands.

Alele evaluates the use of the library by keeping records of the number of daily visitors, the number of participants in our computer classes and the courses completed by all age groups – children, adults, and seniors, by use of our computers by visitors to the library. Over the past several years we have seen all these figures increase which reflects the increasing awareness of the library and what it has to offer to all people in the Marshall Islands.

- *Focal Area: Lifelong Learning*
- *Priority: 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.*
- *Time-Frame: 2020-2022*

GOAL 2:

Advancement in technology use

- *Improve users' general computer skills and knowledge*

The ongoing Computer Literacy classes offered at the library has provided the opportunity for many adults and children to begin learning basic computer skills such as keyboard, Microsoft Office, and internet access and the use of search engines. For the past seven years these classes have been open to the public, to retirees, and to students from grade 4 to 6. We can only accommodate 6 students at a time, but interest in these classes has increased greatly. The Retirees' Center is located directly behind the Alele building and during the morning hours Monday through Friday retirees can learn basic computer keyboard, and use of internet and connecting with family through social media.

Since so much current and relevant information is readily available through searches on the internet, the importance of the continuation of our Computer Literacy Classes is most evident. If possible, we may be able to increase the size of the computer lab, and if so then we can add more computer stations and thus be able to instruct more students on a daily basis. Alele regularly purchases new laptops as needed so that the computer classes are not interrupted or need to stop due to lack of working equipment.

As a social benefit, this project continues to bring together three (seniors, adults, and children) generations to increase the opportunity for sharing of cultural information from the older generation to the younger generation. It increases the older generation's capacity to participate in the "Information Age," and helps them develop the skills necessary to take full advantage of this vital modern resource. The project provides a structured opportunity for adolescents and young adults to spend time with their elders, increasing the opportunity for cultural and social dialogue between the generations.

- *Provide more access to internet and computer use for the public*

The lack of a strong cash economy precludes access to computers by the average RMI citizen. The only other place where one can use computers for internet needs is at the National Telecommunications Agency which charges \$5.80 for 60 minutes of use. Hotspots exist at several stores and other public buildings on Majuro. This service costs \$35.00 a month but most people cannot afford this fee or personal laptop computers or tablets. We would like to be able to provide a broader space where the public is welcome to use our computers for internet browsing or for their own research needs. This could significantly help build a bridge between the "technology gap" that exists in the Marshall Islands, especially for the senior citizens and adolescents. Our computer literacy training project funded by IMLS continues to increase the capacity of the library to meet the needs for regional and international information by increasing the availability of our services and training end users in how to access e-books and other Internet resources. It provides an immediate solution for many residents who otherwise have no way to communicate with family and friends who live out of the country.

The requested funding for the IMLS Grants that we have received over the past several years has allowed Alele to maintain and continue the positive changes that have been developing at our library. The Board of Directors for Alele, with primary support from the government of the Marshall Islands, is committed to maintaining this resource for the community, and ensuring the sustainability of this project.

- *Adapt an electronic cataloging and book check-out system for the library*

Currently, the library is using a manual method of cataloging and book check-out system. The librarian uses Excel spreadsheets to keep a record of books being checked out by patrons. Records of our book collection are also cataloged and stored in Excel spreadsheets. In addition to our idea to include more updated and relevant resources for our library collection, we would also like to upgrade our cataloging and check-out system into an electronic and a more efficient method. This system would significantly help us with organizing and maintaining our library collection proficiently. The librarian is going through an ongoing process of cataloging books that have not already been cataloged in order to be able to transition to a more advanced system later on.

- *Focal Area: Information Access*
- *Priorities: 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.*
- *Time-Frame: 2020-2022*

GOAL 3:

Provide access to information and research resources for users

With an upgrading of our library book collection and as our large video, photographic, and paper document collections are digitized and possibly made available through the internet then this will greatly enhance the user's ability to access information whether in the library or not. Also, when these digitized items are available, they will offer new information resources for the public to learn how to access and use.

With materials and information available through several different formats, the users of our library will be assisting in learning how to access additional information through the Alele website, through the internet in general, and through the digitized catalogue that will be used for all items in our collections, including books, videos, photographs, and various other types of documents.

With the digitizing of the hundreds of videos in Alele's collection and the digitizing of the paper documents as mentioned previously these two collections will provide a large volume of information to the public as contemporary historical information on the videos ranging from the early 1980's through the early 2000's, and historical information from the deBrum collection during the initial contact with foreigners, the coming of Christianity to the islands, and including much information on the German period, the WWI period, and the Japanese period of colonization in the Marshall Islands. Having all this information readily available for those interested will greatly enhance one's understanding of the past, and provide many ideas about different ways people have participated in their communities during the time periods mentioned above. This type of information could be greatly beneficial to many people.

With additional training opportunities for the Alele staff the operations of the Library, Archives, and Museum would all be enhanced. As our collections are digitized and catalogued for easy access through a computer program the efficiency and capacity to serve the public will be greatly improved. As we learn how to readily access information through the computer cataloging, we will be able to expand our services and provide information and various types of items readily and easily for public use. One such possibility will be our ability to offer videos and audios from our collection that can be broadcast on the local television or radio stations.

Also, as these items become available the Alele website (alele.org) can be greatly expanded.

- *Focal Area: Information Access*
- *Priorities: Develop library services that provide all users access to information through local, State, regional, national, and international collaborations and networks.*
- *Time-frame: 2020- 2022*

GOAL 4:

Improve the library, museum, and archival employee capacity

At present the Alele staff consists of the following:

Executive Director, Museum and Grant Manager, Archivist, Media Specialist, IT Specialist, Accountant, Librarian, Library Technology Assistant, Computer Trainer, Maintenance Specialist

With additional funding Alele hopes to be able to offer educational and training opportunities for staff members. In addition, we would be able to add needed staff to Alele to assist with ongoing projects, and to increase the amount of work we are able to accomplish.

The University of the South Pacific extension campus here in Majuro offers certificate programs in Library Training, and it is our hope that Alele can help pay tuition costs for our librarian to attend some of these courses. These classes are offered online so they can be taken outside of work time. Also, as the need arises, we hope to possibly hire an assistant librarian specially to help with the digitizing of the library collection and the development of new library reference materials.

On a yearly basis our Librarian attends the Pacific Islands Association of Libraries, Archives, and Museums. (PIALA). These yearly gatherings help enhance the development of our libraries, archives and museums in this region of the Pacific and allows for a sharing of ideas and development in the region. Hopefully in the future our Museum Manger will be able to attend these gatherings with the Librarian.

The Computer Literacy Technologist started working part time with us 3 years ago and during this time he has received his Associate of Arts degree from the College of the Marshall Islands with a major in Information Technology. The skills

that he gained through school, and his work as a computer trainer has greatly increased his capacity to not only help the participants attending the computer classes, but also to assist the staff at Alele with computer issues.

Additional archival staff is greatly needed in order to clean, sort, and catalogue existing document collections and to increase the public access of these documents.

It is important to maintain staff morale and with additional funding sources we will also be able to provide pay raises and better training opportunities for all of the Alele staff especially in the areas of archival work, environmental protection for collections, and museum training. All these types of trainings are not directly available in the Marshall Islands so such types of training would have to be found in Hawai'i or other areas of the Pacific region.

- *Focal Area: Institutional Capacity*
- *Priorities: (A) 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.*
- *Time-frame: 2020-2022*

GOAL 5:

Provide professional, economic, and employment development for users and the public

The main reason the Alele Library began offering computer literacy classes has been to provide great employment opportunities for those who take the classes, and to upgrade the skills of those already working. The entire Local Policemen Department has been involved with these classes for the past three years and 84 officers have completed the courses on Basic Keyboard, and basic Microsoft Office. By the end of this fiscal year almost 100 officers will have participated in our computer classes. The National Police Department has also expressed interest in having their officers attend the computer classes, so it is planned that these officers will begin in the next few months.

Beginning in September 2019 we will be offering one class daily to the seven oldest students attending the Kunit (Working Together) Youth Smart program. These students are children who dropped out of school, or for whatever reason never started school. Most of the children are of pre-school age and are learning the basics, but the older students are being taught as if they are in regular school. The main focus for the older students is literacy in Marshallese and English, and basic math skills but also included is instruction in basic health and hygiene, and physical and social activity. At the end of the school year each student is tested and if he or she passes at grade level then the student enters the public-school system at the start of the next school year. This program was started in 2006 as an NGO and has proven to be very beneficial to the students who attend providing an avenue into regular public schools for students who are not in school. The ultimate goal of the Youth Smart program is to build self-esteem, self-confidence, self-awareness among the children and to provide a means for a better start in school for the preschoolers, and an avenue to re-enter the public-school system for students not in school, in order to advance their learning and provide greater opportunities for their futures.

Alele has requested students from the National Training Council to assist with the archival work of cleaning, sorting, and filing various types of items that are in our collections in the old museum. These students will be trained in some basic archival work, and also learn other skills while at Alele.

Since we don't have trained museum or library people readily available in the Marshall Islands, anyone who works here receives a great deal of training in whatever work they may be required to do.

As Alele receives more funding and space is available, more staff positions will be needed such as an Assistant Librarian, Assistant Archivist, and possibly some other positions, all of which will increase employment opportunities for some.

- *Focal Area: Employment & Economic Development*

- *Priorities: 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.*
- *Time-frame: 2020-2022*

Overall Evaluation Plan:

Old and outdated books will be removed and replaced with more updated and relevant information in order to be as resourceful as possible to our patrons and to the public. Feedback and suggestion forms will be available at all times for our library patrons to fill out. This will help us improve and enhance our services to the public. The computer students will also be required to fill out questionnaire forms upon completion of the courses. Both the library and the computer lab will be keeping track of its users and patrons for assessment purposes.

Communications Plan:

- Hard copies of Alele's Three-Year Plan will be available at our library.
- Electronic copies will be available on Alele's website: <https://alele.org>
- Information of the plan will be shared to educational and academic organizations during meetings, conferences, and social events.

Monitoring Procedures:

The management and staff will be regularly distributing feedback, suggestion, and questionnaire forms to both library users and computer lab students and users to be filled out. Information and data will be gathered to prepare and submit progress and statistical reports annually from each division. IMLS will be updated periodically with reports and results of all the activities listed on this three-year plan. Alele will continue to develop partnerships with academic and work organizations to assist and extend our programs to them.