

# Virginia P. Tebo

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## EDUCATION

**Advanced Certificate, School District Leader**, Niagara University, 2020.

**Certificate of Advanced Study in School Media**, Syracuse University, 2012.

**Master of Library and Information Science**, University of Pittsburgh, 2005.

**Bachelor of Science in Psychology**, St. Lawrence University, 2001.

## EXPERIENCE

**School Library System Director / Learning Resources Center and Diversity, Equity & Inclusion Supervisor**, St. Lawrence-Lewis BOCES, Canton, NY

2017 – present

- Oversee daily operations of the SLS, LRC, & DEI departments and all associated programs and services.
- Manage state and local budget allocations of over \$1.4 million.
- Supervise and direct seven professional and support staff employees.
- Collaborate with SLS Council, committees, and local districts to meet school library needs.
- Plan and implement new services as needed/requested and communicate changes to district and BOCES staff.

**School Library Media Specialist**, Clifton-Fine Central School, Star Lake, NY

2010 – 2017

- Developed and taught information skills and technology classes to students in grades K-12.
- Managed the school library budget, including district and BOCES allocations.
- Directed and trained a staff library assistant and occasional substitutes, interns, and volunteers.
- Developed, coordinated, and implemented professional development for district staff.
- Communicated with staff to provide instructional support and technology coaching.

**Children's Librarian (*Librarian II*)**, Roswell P. Flower Memorial Library, Watertown, NY

2006 – 2010

- Initiated, planned, and implemented diverse programs for parents and children.
- Revitalized the library's community outreach program and facilitated group library visits.
- Supervised Children's Department interns and volunteers.
- Responsible for all children's and young adult collection development.

**Reference Librarian** (*Librarian I*), Roswell P. Flower Memorial Library, Watertown, NY  
2005 – 2006

- Supervised interlibrary loan systems and processed requests.
- Provided reference support, genealogy assistance, and related patron services.
- Responsible for selected adult collection development.

**Building Supervisor**, ODY and Launderers Libraries, St. Lawrence University, Canton, NY  
2001-2005

- Directed student employees at public service desks.
- Assisted students with reference questions.
- Completed various duties in all library departments.

## PROFESSIONAL ACTIVITIES AND AWARDS

**Trustee**, Board of Trustees, North Country Library System, 2023 - present.

**Trustee**, Board of Trustees, Canton Free Library, 2023 - present.

**President**, 2023 - present

**Member**, School Library Systems Association of New York, 2017 – present.

**President Elect**, 2023 – present.

**Treasurer**, 2020 – 2023.

**Regional Representative**, 2019 – 2020.

**Member**, School Librarians of Northern New York, NYLA Affiliate, 2016 – present.

**President**, 2022 - present

**Member**, New York Library Association, 2007 - present.

**Councilor-At-Large (School Libraries)**, Governing Council, 2021 - present.

**Member**, Intellectual Freedom Committee, 2022-2023.

**Member-at-Large**, Membership Committee, 2018 – 2021.

**Chair**, New York State 3 Apples Book Award Committee, 2007-2010.

**Member, Board of Trustees**, Northern New York Library Network, 2018 – 2023.

**Treasurer**, 2020-2023.

**Treasurer**, Northern NY Resources Corporation, 2020-2023.

**President**, Northern NY Resources Corporation, 2019-2020.

**Member**, St. Lawrence-Lewis School Library System Council, 2012 – 2017.

**Council Chair**, 2016 – 2017.

**Council Vice-Chair**, 2012 – 2016.

**District Teacher Leader for Literacy Across the Curriculum**, St. Lawrence-Lewis BOCES,  
Strengthening Teacher and Leader Effectiveness Grant, 2014 – 2015.

**North Country Library System Outstanding Program of the Year Award** (Appleumpkin  
Fall Festival at Flower Memorial Library), 2009.

## PRESENTATIONS & PUBLICATIONS

***Diverse Representations in Text (And Why It's Important for ALL Students)***, Literacy Camp 2023, Massena Central School District, August 10, 2023.

***Testimony on Intellectual Freedom in School Libraries***, Public Hearing on the Future of New York State's Libraries, NYS Assembly Standing Committee on Libraries and Education Technology, December 15, 2022.

***Introduction to the NYS Culturally Responsive-Sustaining Education Framework***, St. Lawrence-Lewis BOCES Regional Staff Day, November 10, 2022.

***Book Challenge Prep: Refining Your Collection Development Guidelines***, New York Library Association/Section of School Librarians Conference, May 20 & 21, 2022.

***Censorship: Schools & Public Libraries***, Panel, New York Library Association Spring on the Hill advocacy event, May 17, 2022.

***Copyright for Educators***, Leading the Way 2020 Conference, February 3, 2020.

***Copyright for Educators***, Successful Approaches to College Transitions Conference, March 26, 2019.

***Diversity Action Plan for School Libraries***, North Country School Library Systems Conference, May 2017.

***Creative Programs for Youth***, Panel, New York Library Association/Youth Services Section Spring Conference, 2010.

***Library Displays***, Northern New York Library Network Library Assistants' Conference, 2010.

***3 Apples: More than Fruit; NYS Children's Choice Award***, New York Library Association Conference, 2009.

***Early Literacy***, Officers' Spouses' Club Women's Conference, Fort Drum, NY, 2009.