

# Executive Director's Report

## ADMINISTRATION

*By David Slivken*

### Lawsuit Against Colorado Library Consortium Dropped

Last week a small group of parents calling themselves Pornography is Not Education (PINE) dropped their lawsuit against the Colorado Library Consortium (CLiC), a nonprofit organization that serves several hundred libraries, schools and academic institutions across the state. The complaint, filed with Arapahoe County District Court in October 2018, was the result of a two-year campaign by the parents to censor and remove a variety of educational research products from schools and libraries across Colorado.

The lawsuit claimed that CLiC knowingly brokers various forms of pornography, including sexually explicit materials in the form of graphic images, obscene text, advertising for sex toys, and active links to escort service web sites. The suit further claimed that CLiC markets such content to schools and libraries. "Librarians occupy a crucial role as professional selectors and managers of content, from books to e-resources... not pornography," said Jim Duncan, Executive Director for CLiC. "In today's Information Age, we celebrate the services provided by these qualified and knowledgeable individuals working throughout Colorado's libraries and schools. CLiC supports and helps libraries achieve greatness in our communities daily."

Prior to the lawsuit, the parents threatened legal action against Cherry Creek School District, and they claimed victory for that district's decision to remove vast amounts of educational material from its schools, including several thousand magazines, newspapers and other forms of electronic research resources. Local news coverage highlighting the parents' censorship success in pressuring the school district's decision, rippled through other schools and districts served by CLiC.

### Friday Morning Chamber meetings

Valerie Arnold has recommended my participation at the Fort Collins Chamber Friday meetings about current local issues the Chamber is interested in. I am learning quite a bit, with the end goal of having multiple one-on-one meetings with Chamber members to share the vision of the future of our library district, and eventually speaking to this Chamber group once our strategic plan ready for prime time.

### Pre-primary Education and Public Libraries

The World Bank recently published the 2018 Atlas of Sustainable Development Goals. One of the United Nations' Sustainable Development Goals is to "ensure inclusive and equitable education and promote lifelong learning opportunities for all." A key concrete measure being tracked for the project is "total enrollment in pre-primary education, regardless of age, expressed as a percentage of the total population of official pre-primary education age." The highest percentages of enrollment in pre-primary education do not necessarily correspond to the highest income countries. The United States is considered a high income country by the World Bank. In the US, about 70% of preschool age children are enrolled in pre-primary education. Other high income countries with 50-75% of children enrolled in pre-primary education are Canada and Oman.

Many high income countries have a pre-primary enrollment of 75% or higher, including most of western Europe, Scandinavia, Australia, New Zealand, Chile, Uruguay, Japan, and South Korea. Some low and lower middle income countries (< \$3,955 GNI per capita) where more than 75% of children are in pre-primary education are Mongolia, Ghana, Liberia, Sri Lanka, Ukraine, Kenya, and Vietnam.

The report notes that "Children with a pre-primary education have better attendance and achievement in primary school." **With about 30% of preschool age children not enrolled in preschool in the United States, libraries can help to fill this gap by providing informal early learning opportunities to young children and their families.**

## **COMMUNICATIONS**

*By Paula Watson-Lakamp*

- Completed monthly/weekly goals of Communication Plan
- Organized, managed and supervised all graphic design work for the District
- Worked with OrangeBoy on dashboard and Savannah messaging system to send out new campaign to “Occasional” users
- Worked on new social media promotions and platforms including “The River’s Mouth” blog
- Continued work on new Captain Cache pod cast
- Worked with local and regional media on various stories
- Continued work on Strategic Plan Marketing strategies
- Continued to roll out new Library District “Connect to Curiosity” to staff and public
- Beginning planning of 2019 Summer Reading Challenge – A Universe of Stories
- Gathering year-statistical data for Communications and District Annual Reports
- Successful Living Library Book Fair event
- Project manager for new Strategic Planning process
- Beginning work on May 4<sup>th</sup> Kessel Run, Comic Con and Book Fest

## **HUMAN RESOURCES**

### **HR Manager:**

*By Sabrina Stromnes*

- Attended the Living Library event on February 2nd. Working with Volunteer Program Manager on the possibility of repeating/expanding this event based on positive feedback from participants.
- Met with NoCo Inspire to learn more about their high school job experience programs, how the Library District might participate, and gathering information to move forward with the possibility of starting our own internship program.
- Attended City of Fort Collins LEAN Basic training.
- Attended Library HR Roundtable meeting with Employer’s Council.
- Coordinated in partnership with Johanna Ulloa and attended diversity training, “Your Brain is Good at Inclusion, Except When It’s Not” by Steve Robbins.
- Recruitment
  - ❖ Hires:
    - Circulation Aide: Carolyn Francklyn started February 11<sup>th</sup>
  - ❖ New Postings:
    - None
- Ongoing:
  - ❖ Employee relations issues
  - ❖ Performance management
  - ❖ Employee questions and support
  - ❖ On/offboarding
  - ❖ Manager/Supervisor questions and support
- ❖ Manage Workers’ Compensation
- ❖ Assist employees with FML, STD, LTD, Non-FML medical leave
- ❖ Manage/support Volunteer Program Manager
- ❖ Liaison between City of Fort Collins HR, Payroll, Benefits and Learning

## Volunteer Program Manager:

*By Audrey Glasebrook*

- Successful Living Library event on February 2nd! Though participation numbers could have been higher, our 26 "books" were highly engaging, and we got great feedback from attendees.
- Interviewed 14 volunteer candidates, and placed them in volunteer roles.
- Posted staff volunteer requests in Volgistics and sent out opportunity emails to all volunteers, finding help for special projects and events, including kids' programs during Spring Break, Build Clubs, and It's a Girl Thing book discussion in March.
- Met with representatives from Poudre School District about their internship program and NoCo Inspire, and start gathering materials for developing our own internship program.
- Collected hours from 141 library and Friends of the Library volunteers who served in January.
- Met with Learning Org team, to plan for Staff Day 2019 and Friday Fun classes. Communicated with potential presenters for these events.
- Hosted a DOVIA training on the "Continuum of Engagement" for organizations, presented by Periscope Theory Consulting.
- Attended webinar on "Industry Insights - Volunteer Perspective 2019" for volunteer managers, and another webinar on the 2019 Volunteer Management Progress Report.

## OUTREACH SERVICES

*By Johanna Ulloa Girón*

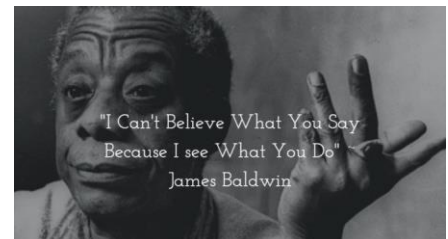


The outreach team celebrated Black History Month throughout its services and programs during February. The team showcased books that celebrated Black and African American characters and authors.

We watch *The Hate You Give* at the Lyric Cinema and Dr. Janina Fariñas lead a conversation after the movie on race and equity. The teens participated actively and expressed a desire to keep having conversations on this topic.

The book Club for White

*Fragility* by Robin Di Angelo took place with the participants at Diversity Action Committee. We explored the first three chapters of the book and in honor of Black History month the conversation was tied to the work of James Baldwin.



Good news! People packed the room at the New Directions: 50 & Better program on February 21st at the Harmony Library. Three researchers from CSU presented 'Good News in Aging Research' by sharing their projects and findings with the invested crowd. Attendees came away with information that dispelled conventional, age-related stereotypes and myths. The next program in the series is titled 'Your Future Finances'.



NOCO Expanding Your Horizons (EYH) partnered with our library for a kick-off event hosted on February 5th at Odell's brewery. This free event and open to the community, featured live music, art, and STEM workshops demos. Ludy Rueda represented the library throughout the organization and execution of this event and facilitated a STEM workshop using squishy circuits. Around 200 persons attended and learned about PRPLD's services and programs.

A survey directed to parents of Webber Middle School suggested that their main priority for instruction at this point was on smartphones in Spanish. The classes began in February and although all of the participants had smartphones and have been using them for a while, they needed guidance on their main functions. Karol De Rueda cover topics such as artificial intelligence, device communication and storage, etc. All the topics were new to them. Patrons are very thankful for the practical knowledge. One of them asked Siri to schedule the next class on her calendar!

Makerspaces were the highlight of Leah Weatherman's month. She was blown away by the creativity of the Boys and Girls Club makers who designed 3D objects from scratch on paper, in playdough and finally



with a computer assisted design app. She was also able to go to Bacon Elementary with Jennifer Zachman to do eight Makerspaces, where they taught coding with Ozobots.

Sabrina Strømnes and Johanna Ulloa Girón coordinated the presentation by Dr. Steve Robbins: *An Open Mind Is a Terrible Thing to Close*. There were 136 people who participated, including the library's Leadership team, 16 staff members, and 2 board members.

## **SYSTEMS ADMINISTRATION**

*By Mark Huber*

Audio Visual upgrades are planned in all three libraries this April. New, brighter projectors will be installed along with the same wireless microphones and control units in each building to provide a consistent experience for customers and staff. Improvements will also be made to the audio in Old Town and Harmony and HDMI connections will be added to Council Tree and Harmony. The Harmony computer lab will also receive a new projector and ceiling mounted speakers.

We are planning to make changes to the customer printing solution this spring. After a successful pilot at the Harmony lab we will be moving to SAM Print at all libraries. The most significant change is customers will sign-in at the print release station to view their current print jobs instead of scrolling through all print jobs. They can preview, select the number of copies and choose whether to release the print in black and white or color at the release station.

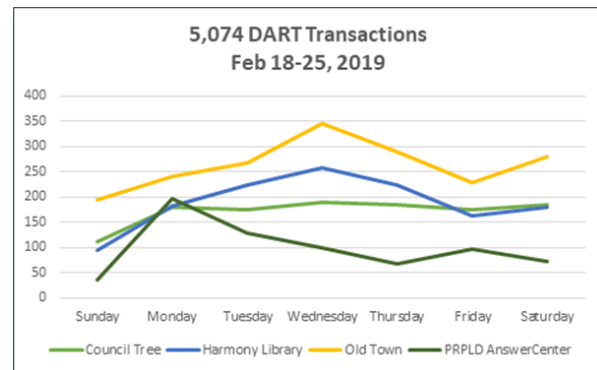
## COUNCIL TREE LIBRARY HIGHLIGHTS

*By Currie Meyer*

**VITA Tax Assistance began February 7:** For the past four years, Council Tree Library has partnered with the Volunteer Income Tax Assistants (VITA) to offer a space for low-income, senior, and disabled adults to receive tax preparation help. This popular program attracts dozens of people every week.

**DART, Feb 18-24:** For the first of three annual sample weeks, over 100 public service library staff recorded each public service question they answered using the DART reference tracker system.

Transactions overall increased 4% over February 2018. DART is a free, online tool from the Colorado-based Library Research Service that records, sorts and archives service transaction data. DART data is sortable by building, location within the building, question type, and duration.



### Highlights from Children's Services Librarian

#### Amy Holzworth

- Fort Collins Natural Areas Outdoor Educators meeting, Feb 7 – I attended the inaugural meeting hosted by the City of Fort Collins Natural Areas with other professionals who work to inspire families to explore natural areas in and around Larimer County. We brainstormed how we can collaborate in our efforts and with our resources.
- Bacon Elementary school visit, Feb 20 – along with Currie, I observed Outreach's Leah Weatherman and Harmony's Jennifer Zachman present the Mobile Maker Space tool Ozobots (a golf-ball-sized programmable robot) to first and fourth grade classrooms.
- Library tours, Feb 28 and Mar 1 – coordinating with other members of our Council Tree team, I lead four tours for 60 three-, four- and five-year olds and their teachers from Little People's Landing and Our Savior Lutheran Church preschools.
- Rocky Mountain Career Xpo, Feb 21 – For the eighth year, I participated in a panel presentation for 11<sup>th</sup> graders at Rocky Mountain High School. The panel's focus was careers in education.

### Highlights from Circulation Supervisor Angela James

- Attended "Lean Basics: Core Process Improvement Skills course" on Feb 13 and 21. I found the course informative and will be applying the FC Lean Process Improvement Method to many aspects of my department.
- Reorganized and improved the collection agency training with Chris Cortez. We conducted two trainings for circulation staff on Feb 12 and 13; 8 staff attended.



## HARMONY LIBRARY HIGHLIGHTS

*By Ken Draves*

### Teen Services (reported by Miranda West)

On February 18, Laurel and I welcomed 20 wizards and witches to "detention" in the dungeon at Hogwarts. They had one hour to work together to solve a series of clues that would lead them to the password for the portrait guarding the door. Both groups proved to be up to the task, finishing with minutes to spare and securing their escape from the room. We'll be running this program again in April!



### Children's Services (reported by Jennifer Zachman)

- Began mentoring at Webber MS with Gifted/Talented 8<sup>th</sup> grade students for spring semester "Passion Project." I have three students doing a 40-Book Challenge and three students doing shadowing in the community in areas of interest.
- Summer reading plans are well underway. This month we've received most of the summer decorations and have been working with local businesses to secure prize partnerships for the summer.
- Leah Weatherman and I presented our third makerspace at Bacon Elementary on February 19-20. Our topic was Ozobot robots and how to do some basic coding with colors in order to make the robots do various maneuvers. Eight classes with nearly 200 kids in grades 1-4 were enthusiastic about the activity, and school staff were especially interested in getting a set of robots for the school as part of their potential makerspace plans for next school year.
- Specific learning opportunities included "An Open Mind" program at Lincoln Center and a webinar on "What's New in Children's Books."

## OLD TOWN LIBRARY HIGHLIGHTS

*By Eileen McCluskey*

- Vicky H. attended the Children's and Teen Services workshop in Colorado Springs. Sessions on adverse childhood experiences and hidden biases were especially meaningful with examples for using what was taught in our own work.
- Joyce Johnson of the State Library presented the Brain Architecture Game at the storytime staff meeting. This was a great hands-on game exploring how experiences in young children's lives (both good and bad) can affect brain growth and development. Especially important to us is how we impact children and their caregivers in our library programming, opportunities for social skill building, materials and the spaces we provide for them.
- In an effort to help our sleepy customers stay awake and "active", Karla added some coloring pages and pencils (for adults) upstairs at OTL. Coloring and art have proven to be therapeutic and relaxing! After only a week, we are happy to report this activity appears to be very popular with all ages.

- Ian H. has begun an analysis on the use and occupancy of the large meeting room in order to find opportunities for more community-led programs. Along with Greg, he is developing an evaluation metric for reviewing and predicting OTL adult programs that can help inform future community-focused programs. With the Communications team, he is preparing to promote and launch the Seed Library in mid-March.
- Kristen D. was invited to one of CSU's English as a Second Language classes to teach them about our digital services. She also got one Dad interested in story times for his daughters! Kristen is continuing to engage kids with Coding for Kids/Drop in Coding and getting new drop-ins each class. She hosted 20 people at the ABC's of LBGT presentation by PGLAG and CSU Pride Center/SLICE, learning about the importance of language and how it developed in the LGBT community. Kristen also attended PLA's Social Justice in Libraries workshop. She will be sharing at the OTL meeting what she learned on how to view policies, procedures and programs through an equity, inclusion and diversity lens. At the Spectrum book club, engaged Poudre high school students in amazing conversation about the book "If I was your Girl."
- Kristen and Greg D., with support from Audrey, launched a new Bring Your Own Device Tech Help service to OTL. OTL staff trained volunteers to provide one-on-one, in-depth computer support and instruction. During the second session, our volunteer techies supported 7 people with their computer and mobile device questions. This is a valuable and impactful service for anyone who requires more tech support than can be provided during a regular reference question. It's also a rewarding volunteer opportunity for our community. It feels really good to help people!
- Despite chilly weather, February was steaming hot for STREAM activities! Erin' L.'s STREAM storytime for February was Robot Rumpus. The KIBO, Botley and Dash robots all came to visit and children were able to get hands-on experience with several different robots. We also learned about real-life uses of robots and how they help scientists, doctors, engineers, and first responders.

The LEGO Build Club on 3/18 was all about Light-Up LEGO builds and we explored circuits and electronics activities. Students had several options to add lights into their LEGO creations, from LED throwies to light-up bricks. Kids came up with a creative array of design ideas, including robots, light bulbs, generators, and spaceships. STREAM activities featured Snap Circuits, Little Bits, and Squishy Circuits. We had full room with over 50 participants.

- Eileen worked with PMT and LLT on library Values and Focus Areas for the strategic plan. She is engaging with her team and a donor on a plan to bring engaging musical playground instruments on to the plaza near the OTL entrance. With her team, she is working through several projects focused on continuous improvement such as library signage and wayfinding; leaning out the process for security incidents at OTL; consolidating magazine collection; new boards for flyers; bringing Citizenship Study session to OTL (Monique); evaluating needs at OTL for trash collection (Karen C.) and cleaning out areas such as the loading dock and storage room. The Facilities has provided great support to us with many of these projects, including removing the final shelving range from the former reference area on the 2<sup>nd</sup> floor.