

Poudre Libraries

November 2022 Report from the Executive Director

2022 ORGANIZATIONAL GOALS: Progress Report

1. CREATE A NEW STRATEGIC PLAN

- Strategic Plan approved at Nov. Board Meeting

2. BEGIN IMPLEMENTING EDI RECOMMENDATIONS

- Spectra Diversity Assessment distributed to all staff
- Convened EDI Open Houses at all locations to engage staff in work of EDI committee

3. STRENGTHEN INTERNAL CULTURE AND STAFF ENGAGEMENT

- Planning for Staff Recognition Event scheduled for Dec. 9
- Shared initial results of Denison Culture Survey with Library Leadership Team
- Staff coordinated and presented a half-day staff Storytime Extravaganza for all district storytime presenters

4. TURN OUTWARD AND ENGAGE IN COMMUNITY CONVERSATIONS

- Council Tree partnered with Larimer County Elections to serve as an active voting center for the 2022 midterm election. Over 1,400 people visited to drop off their ballots or vote.
- Old Town Library will be serving as a DMV2GO location on the last Friday of every month starting in December to help people who have lost or need to renew their ID or license; a convenient way to get the DMV services they need.

5. BECOME A HIGH-PERFORMING ORGANIZATION

- Received initial results from compensation study
- Coordinated staff viewing of videos related to how best to respond to hostile intruders

POUDRE RIVER PUBLIC LIBRARY DISTRICT in the News

- "Fort Collins considers expanded southeast community center, dependent on PSD commitment," *Coloradoan*, <https://www.coloradoan.com/story/news/2022/11/15/southeast-fort-collins-community-center-city-consider-expanding-psd-commitment/69617264007/>
- "Poudre River Public Library Free Legal Self-Help Clinic," *North Forty News*, <https://northfortynews.com/category/news/poudre-river-public-library-free-legal-self-help-clinic/>
- "A recent survey counted 25 news providers in Larimer County. What do you want from them?," *Coloradoan*, <https://www.coloradoan.com/story/opinion/2022/11/11/a-recent-survey-counted-25-news-providers-in-larimer-county-what-do-you-want-from-them/69637529007/>
- "Local news providers have their work cut out for them and need the public's help," *Coloradoan*, <https://www.coloradoan.com/story/opinion/2022/11/18/local-news-providers-have-work-to-do-need-the-publics-help/69657382007/>

- “How one small public library IT team saw big benefits from migrating to AWS,” AWS Blog, <https://aws.amazon.com/blogs/publicsector/one-small-public-library-it-team-big-benefits-migrating-aws/>

PROGRAMMING HIGHLIGHTS

- Collaborated with our Front Range Community College (FRCC) partner and hosted the FRCC Chamber Choir concert in the Round at the Harmony Library.
- The Library partnered with NoCO SafeSpace Lgbtqui+ and other community groups for a vigil and gathering on November 11 for Trans Day of Remembrance and in solidarity with those impacted by the ClubQ violence.
- We had our first Storytime Express at the Town of Timnath. It was successful with 14 children plus their adults. This is a great example of partnership with the Town of Timnath and of collaboration across buildings as Council Tree and Outreach will be alternating every month to serve this community.
- ESL Book Club – the book club started in October to help intermediate-advanced English learners improve their ability to express opinions and engage in complex conversations in a safe environment completed its first book, "Everything You Wanted to Know About Indians But Were Afraid to Ask" by Anton Treuer. They were excited to have learned about this culture, lots of new vocabulary, US history, and developed camaraderie in reading.
- Jessica, who has participated in ESL Mentoring since February 2021, has worked so hard and her dedication has paid off with a quick string of successes. She completed the Digital Roots program, passing three Northstar courses and receiving a laptop to be able to continue practicing her new computer skills. Concurrently, she applied for a promotion to Assistant Supervisor at her job at CSU, practiced for the interviews with LCEWD, and was hired for this new position starting December 1st. This is a great achievement for Jessica as she was timid to speak in English at CSU when she started ESLM, but is now confident in instructing others and even interacting with all CSU students.



HOW'D WE DO?

It's a library, not a social café! Been going on for some time now. I am tired of it and do not care if this is 'politically correct' commentary. First and foremost – KEP QUIET in the library – very disturbing at computer station to have people yacking on their cell phones, talking over amped up decibel levels, kids yelling out. Train/remind staff to monitor this ad shush the noise – IT'S A LIBRARY AFTER ALL!!! *No contact information provided. All three library locations marked on form.*

It would be nice to have stations in the libraries that are used for remote workers. The station would include a monitor with a HDMI or display cord. I am constantly at the libraries doing work while being

close to my children's school. I can't always be at home working. *RESPONSE: Manager Molly Thompson responded to the customer. Note: All managers agree it is a suggestion worth looking into, perhaps with the financial help of the Trust perhaps.*

GREAT! Always so helpful!

Our visits we always find what we need and everyone here is very nice.

You did AWESOME!