

December 2019 Report from the Executive Director

ADMINISTRATION

By David Slivken

On December 9th, I had the opportunity to converse with the City of Fort Collins Futures Committee. This committee consists of Mayor Troxell and council members Emily Gorgol and Julie Pignataro. Additionally, the Executive Leadership Team participates, if available. The Futures Committee is a dialogue-oriented setting that Mayor Troxell calls “think and do tank”. I presented to the Futures Committee in the following areas:

- History and current status of the library district
- Emerging and projected trends
 - ✓ Aging populations
 - ✓ Income Inequality
 - ✓ Connected Learning
 - ✓ Artificial Intelligence
- Visions for the future
 - ✓ Aligning library services in support of community goals
 - ✓ Providing access to content in all formats
 - ✓ Ensure the long-term sustainability of the public library
 - ✓ Cultivate Leadership
- Opportunities and challenges for cities
 - ✓ Opportunities—Libraries as a third place
 - ✓ Opportunities—Civic Engagement
 - ✓ Opportunities—Creative spaces
 - ✓ Challenges—Mistrust of government/aversion to taxes
 - ✓ Challenges- Erosion of faith in objective information
 - ✓ Challenges—Decline of civility
 - ✓ Challenges—Disappearing middle class
 - ✓ Challenges—Decline of reading
- Best practice examples –selected examples from urban libraries across the country
- Triple bottom line perspectives
- Potential Next Steps:
 - ✓ Implementation of Master Plan, highlighting population growth of district, emerging service trends and evolving customer expectations, and evolving technology.
 - ✓ Core network of four libraries-stay sustainable
 - ✓ Delivering services in non-library locations
 - ✓ Build upon the city of Fort Collins core values-livability, community and sustainability

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
- Worked with local and regional media on various stories
- Continued work on Strategic Plan Marketing strategies
- Beginning planning of 2020 Summer Reading Challenge – “Summer to Imagine”
- Gathering year end-statistical data for Communications and District Annual Reports
- Colorado Give campaign finalized
- 2020 Comic Con – August 29 & 30

HUMAN RESOURCES

HR Manager:

By Sabrina Strømnes

- Conducted employee opinion survey.
- Completed all data processing for job and pay code changes in JDE.
- Completed all year end tasks such as processing annual increases, workers’ compensation survey
- Recruitment Report *by Cynthia Langren*:
 - ❖ New Postings
 - Library Assistant x 2 in Community Services
 - Library Assistant x 1 at Old Town Library
 - Circulation Aide
 - ❖ Hires
 - Circulation Aide Laura Puls, part-time hourly at Old Town Library
 - Circulation Aide Heidi Price, part-time hourly at Harmony Library
 - ❖ Promotions/Location Changes
 - Karla Cribari promoted from Library Assistant to Youth Services Librarian
 - ❖ Terms
 - Librarian, full-time classified x 1
 - Library Assistant, full-time classified x 1
 - Circulation Aide, part-time hourly x 5
- 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

- Interviewed 7 volunteer candidates, and placed them in volunteer roles.
- Placed 3 new volunteers as personal shoppers for the homebound delivery program, and one person as a delivery volunteer.
- Posted many staff volunteer requests in Volgistics and sent out opportunity emails to all volunteers, including the staff holiday party, Crafty Holiday Decorations program, Ice Cream Science program, Tech+Art program, Yoga Storytimes, toy kitchen assembly at OTL, and winter/spring computer classes. All of the one-off programs and project roles have been filled, as well as the ongoing Yoga Storytimes.
- Collaborated on Repair Café event at Old Town Library. We had 5 expert handy-people volunteers, 2 expert mending/sewing volunteers, and 2 event support volunteers. These volunteers successfully fixed 21 items and helped divert over 112 pounds of waste from the landfill. They talked with and provided support to many more people.
- Collected hours from 135 library and FOL volunteers who served in November.
- Sent out thank you notes and a small gift to all volunteers who served 20+ hours in 2019.
- Met with Learning Org team to plan for Staff Day 2020 and upcoming Friday Fun classes.
- Met with Book Fest committee to brainstorm for next year's event and the future of the Book Fest.

OUTREACH SERVICES

By Johanna Ulloa Girón

INCLUSIVE

Leah Weatherman shared snowy stories from around the world in her bilingual and Spanish Storytimes. She visited Stove Prairie, Livermore, Cache la Poudre, Putnam, and Timnath elementary schools as well as the Boys & Girls Club at Harmony Village and Teaching Tree Early Childhood Learning Center for Storytimes this month.

Johanna Ulloa Girón received the 2019 Human Relations Award from the City of Fort Collins. The Human Relations Award, which has existed for over three decades, recognizes the contributions of



Fort Collins residents in the realm of diversity and inclusion. The award description states that “award recipients have embodied the spirit of inclusiveness, giving and altruism that has made Fort Collins into a better place for all people to live.” Five awards are given annually spanning three age groups as well as organization and emergency services categories. Awards are presented by the Fort Collins mayor and the City Council liaison to the Human Relations Commission, Emily Gorgol. In addition to

sponsoring these awards, the Human Relations Commission conducts educational outreach and advises Fort Collins leadership on matters related to equity, diversity and social justice.

We continue our collaboration with the Fort Collins Police Department and have plans to deliver intentional programming in the community in 2020. We were invited to participate in the community “Coffee with a Cop” day.



The Community Equity Consortium, which the Library District is a part of, celebrated its third year of work around diversity and equity in our community. The group has representatives from the Poudre School District, Fort Collins Police Department, City of Fort Collins, Colorado State University, Human Relations Commission, Interfaith Alliance, the Department of Human Services and more. This year we successfully

wrapped the first Health Equity grant from the Bohemian Foundation.

SYSTEMS ADMINISTRATION

By Mark Huber

Victor visited our sister library in Nicaragua San Juan del Sur Bibliotheca in November to work on several projects, including updates to the Koha ILS, staff training, and a 3-D printer project with the University of Maryland.

The Research page received an overall recently. Peggy worked with the Collections department, updating content and creating a structure that is much easier to maintain.

Ling has been working on a public computer desktop winter refresh. New laptops have been purchased to support the Community Services department and will be in use soon.

We are preparing to migrate to a new events calendar and room reservation system this February. The public will see an improved Events calendar that is mobile friendly as well as an enhanced Community Room reservation system. Staff training is taking place this month.

HARMONY LIBRARY HIGHLIGHTS

By Ken Draves

New Business Services Librarian Hired

After a national search, the District has hired Matthew West as our District’s new Business Services Librarian. Matt comes to us most recently from the Loveland Public Library, where he has a record of impressive accomplishments coordinating major programs and working with local government, cultural, and business organizations, and overseeing business services.

Matt begins at the District on January 27. He will be based at Harmony Library as a member of the Business/Nonprofit/Jobs and Careers team.

COUNCIL TREE LIBRARY HIGHLIGHTS

By Currie Meyer

Use of children's world languages books skyrockets

Circulation of the children's Spanish language and World Languages books have skyrocketed since we moved the collection from the adult shelves to the new children's picture book bins on November 3. Check-outs of Spanish language children's books nearly tripled, from 109 check-outs in October to 318 in November. Books for children in world languages including Arabic, Russian and Chinese saw an eight-fold increase, from 14 check-outs in October to 116 in November. *Learn and Discover: #3, promote a diversified collection. Meet and Collaborate #2, facilitate easy navigation.*



Winter Bike to Work Day outside Council Tree Library

Braving a 15-degree winter morning, 32 brave bike riders visited the library's collaborative Winter Bike to Work Day station at Front Range Village on December 11. The station, hosted by Happy Lucky Tea, AMD, and supported by the Library's Green Team, featured energy snacks, tea, free paperback books, and good cheer. *Meet and Collaborate: #3, strategic partnerships; #4, unique, collaborative programming.*

Colorado State student partners on the Council Tree history display

CSU student Louise Steele, approached me to ask permission to display her local history project about the iconic Council Tree at CTL during December and January. The poster has generated a lot of interest among library visitors. *Meet and Collaborate: #3, strategic partnerships; #6, serve as a center for civic information.*



Crafty Holidays for teens

Eleven teens made tree ornaments with felt, embroidery, and paper during this engaging maker program on December 13. Holiday music and munchies completed the festive event organized by CTL Library Assistant Drew Gaede and Teen Services Librarian Jenny Thurman. *Learn and Discover #1: Connect individuals with opportunities to explore and create. #2 provide wide-ranging learning opportunities.*

Fossil Ridge High School students paint teen area windows



FRHS National Art Honor Society members painted winter scenes of mountains, snow and pine trees on the teen area windows on December 14. The project counts as service hours for the students. The project exposes library visitors to the work of talented teen artists in our community. *Meet and Collaborate: #4, unique, collaborative programming.*

Poudre School District Parent and Child Togetherness (PACT) program collaboration

Children's Librarian Amy Holzworth partnered with three PSD early education educators to present a storytime in Spanish and English for five families on December 7. *Meet and Collaborate: #3, strategic partnerships; #4, unique, collaborative programming. Learn and Discover #5: Provide programs that deliver significant community impact.*

Early literacy development for storytime staff

Amy led CTL storytime staff in continued development of best practices for effective early literacy experiences in storytimes. Amy has designed a training format for staff that emphasizes peer observation and feedback, and is coupled with District competencies and the “Supercharged Storytimes” format from PLA. This fall Amy and staff focused on parent-child engagement during storytime. *Reimagine the Future: #3, invest in staff development.*

OLD TOWN LIBRARY HIGHLIGHTS

By Eileen McCluskey

- Old Town Library hosted about 15 tweens and teens along with their parents, and even some grandparents, who made some very creative holiday sweaters with Teen Services Librarian Nicole Burchfield.
- 20 high school students from Polaris came to meet with Nicole Burchfield at Old Town Library to learn strategies for finding interesting books to read for their own pleasure.
- Nicole Burchfield hosted Old Town’s first STEM Club for tweens and teens during Winter Break with about 10 curious attendees.
- Monique established “citizenship resource corners” on both floors at Old Town Library to serve our immigrant community. Seven languages are represented in the materials including Spanish, Arabic and Korean. All resources are free to take home - no library card required.
- New Big Book display/interaction area has been set up in the children’s area. Now families can interact with the Big Books in the library. (not available for check out)
- New play kitchen at OTL put together by volunteers Mike and Laci. Thank you!



Eileen’s activities

- Planned and executed dedication ceremony for Tom Peterson memorial on Library Plaza. Family and friends came out to celebrate Tom’s legacy and see a demonstration of the instruments. The quotations will be engraved once the weather warms up to complete the installation.
- Completed search for Vicky’s replacement. Karla Cribari is our new Youth Services Librarian!
- Continued planning and prepping for OTL staffing restructure.