

# Executive Director's Report

## ADMINISTRATION

*By David Slivken*

### The Aspen Institute and Colorado State Library Strategies for Using Colorado's Public Libraries to Build More Resilient Communities

The Aspen Institute Dialogue on Public Libraries and the Colorado State Library released a report in 2018 on how communities can more effectively use libraries to improve and enhance the lives of their residents. The report unveils a set of opportunities and recommendations for building library partnerships statewide that include participation in new youth initiatives, workforce readiness, and libraries serving as civic hubs.

- Provide an array of learning resources and support for people to change career paths.
- Look at education and lifelong learning as one interrelated ecosystem.
- Bring a variety of community resources, including health and human services, into libraries to support students and their families and to close achievement and other gaps.
- Emphasize collective impact strategies in partnership with public and private sectors.
- Connect libraries with the creative community to build on the positive impact of Colorado's creative community on local economies and community development.
- Build leadership networks with the private sector.
- Create a new office in the state to facilitate public-private/public-public partnerships ("P3 czar").
- Establish libraries as a center for conversation and community connections.
- Attract, inspire and enable diverse talent in the library and the community.
- Change the culture and policies that inhibit innovation.

### New Finance Officer

Rachel Miller begins her position as Finance Officer for the Poudre River Public Library District on January 14, 2019. Rachel previously was the Director of Finance for the Larimer Humane Society. She was responsible for the reconciliation and presentation of all organization financial information and oversaw the finance and licensing departments.

Rachel graduated magna cum laude from the University of Toledo with a master's degree in accounting and also holds a bachelor's degree in international business from Grove City College. She is a Certified Public Accountant is a member of the Colorado Society of Certified Public Accountants (COCPA). She also taught accounting as an adjunct professor at the University of Toledo for two years.

Rachel has volunteered and served on committees and boards for organizations such as the American Cancer Society, Planned Pethood and Toledo Christian School. She currently serves on the Board of Directors and Finance Committee for the Colorado Mountain Club and is a member of Larimer County Search and Rescue. She spends most of her free time hiking, running or skiing in the mountains and has two rescue cats, Bruce and Max.

We are thrilled to have Rachel join our team. We are pleased that Rachel will join us before Jeff retires, allowing for a healthy transition period.

### Bill Introduced to Colorado Legislature—Direct Elections of Library Board in Library Districts

Under current law, library district trustees are appointed directly by a committee appointed by the legislative bodies of the governmental units that established the library district. The bill allows the registered voters within a library district's service area to determine by vote whether their library district trustees should be elected. The bill also sets out how library district trustees would be elected, the length of their terms, and how they could be removed.

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## **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 new Strategic Plan Marketing strategies
- Continued to roll out new Library District “Connect to Curiosity” to staff and public
- Worked with the Library Trust to promote Colorado Gives Campaign
- Working with Master Plan project, web page, community events, promotion
- Beginning planning of 2019 Summer Reading Challenge – A Universe of Stories
- Gathering year-statistical data for Communications and District Annual Reports
- Organizing speakers to become “Books” for the Living Library Book Fair in February.

## **HUMAN RESOURCES**

**HR Manager:**

*By Sabrina Stromnes*

- Developed and launched new employee opinion survey through Employer’s Council. Survey was open to all staff to complete from December 7 to December 21. Results are due back to us on January 4.
- Completed process and coordination with the City for 2019 annual pay increases.
- Recruitment
  - ❖ New Hires:
    - Director of Finance & Business Operations: Rachel Miller, CPA starts January 4, 2019
  - ❖ 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*

- In an ongoing effort to show appreciation for library volunteers, I sent out thank you notes and gift cards to 80 volunteers who served 20+ hours in 2018.
- Interviewed 6 volunteer candidates, and placed them in volunteer roles.
- Continued recruiting “book” volunteers for the Living Library event on February 2<sup>nd</sup>. Accepted 20 applications so far, and expecting a few more. Outlined schedule for the day, met with the Communications team, and met with volunteers to go over details for this event.
- Posted staff volunteer requests in Volgistics and sent out opportunity emails to all volunteers, finding help for special projects and events, including the upcoming Coding Clubs, all spring computer classes, and the Living Library event.
- Collected hours from 201 library and Friends of the Library volunteers who served in November.
- Organized Lean Basics session on Dec. 4<sup>th</sup>, taught by Kirsten Silveira at the City, for DOVIA members. Continued working on future education sessions for DOVIA.
- Met with Learning Org team, to plan for Staff Day 2019 and Friday Fun classes.

## OUTREACH SERVICES

*By Johanna Ulloa Girón*

December was a busy month in the community!



We participated in designing and leading the series around equity and diversity with the Early Childhood Council of Larimer County. After presenting the work of Robin DiAngelo, *White Fragility*, a presentation to increase awareness of the impact of racial injustices while raising children of color in Larimer County was presented and received with overwhelming positivity.

Our own Vicky Hays made a beautiful presentation of literature work that advances racial justice for children. Johanna Ulloa Girón participated in the design of the program and as panelist.

Johanna Uloa Girón did a book talk for the Diversity Action Committee at the Department of Human Services with 13 titles that explore directly diversity and equity. The group selected *White Fragility* by Robin DiAngelo to be the first book on their book club.

Johanna Ulloa Girón met with several community leaders around the idea of creating a safe space to promote racial and social healing in the community. The need for such space has been brought to us from many different community organizations. More information will be provided in the near future.

December’s Memory Café brought together people with dementia, their care partners, and a few of



Santa’s helpers to celebrate the holiday season! Coffee, snacks, memories of Christmas past, sing-alongs and a rousing team game of chance had everyone relaxing, laughing and making new friends.

This month's highlight for Leah Weatherman was doing five makerspaces at Bacon Elementary with Jennifer Zachman. The classes that participated got to see a 3D printer in action and to design both tangible and virtual 3D objects of their own. Another fun part of December was doing bilingual Storytimes about winter throughout the Poudre School District.



Storytime with Santa at Putnam Elementary.



Makerspaces at Bacon Elementary.



## COUNCIL TREE LIBRARY HIGHLIGHTS

*By Currie Meyer*

**Circulation Staff training, December 2:** CTL Circulation Supervisor Angela James coordinated a training for her 24-member staff early this month. She presented information on upcoming changes to Prospector and CTL LA Sara Nesbitt provided a primer on the Library's downloadable collection.

**Open Up to Outside program, December 8:** With a City of Fort Collins volunteer naturalist/outdoor educator and a Forestry, Wildlife and Natural Resources faculty member of Front Range Community College, Children's Librarian Amy Holzworth engaged families in storytime, games and crafts around outdoors in winter.

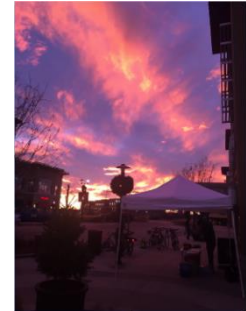




**Winter Bike to Work Day, December 12:** A record 62 bikers visited our Winter Bike to Work Day station,



a collaborative effort with Happy Lucky Teahouse, AMD and new partner, Smoothie King, on December 12. Library Green Team members Meg Schiel, Gayle Brakefield and Louise Mosnik set up at 6:30 am for the City's annual event. Library staff braved 29-degree weather as they greeted bikers, promoted the Library and offered free books and swag.



**Craft Some Cards December 13:** Amy planned and coordinated the drop-in, maker program for families, providing materials and instruction for over 40 children, teens



and adults. Eight attendees submitted How'd We Do? feedback forms, all noting how pleased they were with the program, including one that said,

*The card creating event was fantastic. The women hosting were the epitome of hospitable and created a warm, welcoming event. Thanks for bringing families together!*



**Candy Cane Scavenger Hunt, December 21-30:** Dozens of curious children and families participated in the Candy Cane Scavenger Hunt, which encouraged children to find 12 laminated images of candy canes hidden throughout the children's area of CTL. Each candy cane image contained a seasonal word for participants to write in on their game sheet. As a reward for finding and writing all twelve words, participants were given a scratch n sniff candy-cane bookmark.



## OLD TOWN LIBRARY HIGHLIGHTS

*By Eileen McCluskey*

- Monique hosted a bilingual storytime for the Parents and Children Together (PACT) initiative in Fort Collins. Children of all ages read, sang and played with musical instruments. She was invited to attend a community engagement event at The Family Center/La Familia to share a bilingual storytime with families. Both were great events that helped promote early literacy in Spanish and English.
- Children's staff attended a Youth Services Workshop at Harmony Library. They brainstormed ideas for Summer Reading programming and activities that involve STREAM elements. The group is buzzing with new ideas to implement throughout the year.
- Ian is in the final stages of writing procedures and finalizing plans for a Seed Library. He is preparing a system for donated seeds to be collected, labeled and made available to the public. He is scheduling programs to promote the Seed Library and support the community in learning best practices to sustain a public Seed Library.

- Erin L.'s LEGO Build Club hosted over 45 parents, grandparents, caregivers and children working together to build LEGO inventions. At the STREAM stations, children learned about building stable structures using marshmallows, gumdrops, and spaghetti. LEGO cars were powered using balloons and children redesigned their cars over and over to see how they could get the cars to zoom faster. A light painting app on the iPad allowed kids to video their LEGO build and add sparkles, firecrackers, and glow lights. And the Ozobots were out, creating an intersection between art and technology; children drew pictures on paper in different colored markers and the mini-bots tracked the lines, turning LED colors as the sensors rolled over the artwork. There was a happy buzz in the room and it was a great program to bring all ages together for STREAM fun.
- Early Literacy Librarian Vicky H. has been the library's representative on the Early Childhood Council Advisory Group for many years. Over the past year, the group has been working on a cultural consciousness series with in depth exploration on topics such as Gender Identity, Sexual Orientation and Race and Racism. Vicky developed booklists of library resources for children, parents and caregivers on these topics and shared them along with examples at the council meetings in her early literacy moments.
- The OTL Conversations in English group wrapped up its year with an end of year holiday gathering with participants from South Korea, Puerto Rico, Libya, Romania, Indonesia, Mexico and Venezuela. Jewels attended the final gathering in support of our wonderful volunteer facilitator, Anne Millions.
- Kristen D. continued her work with drop in coding, the Spectrum Club book group, and the Learning Org team.

