

September 2019 Report from the Executive Director

COLLECTIONS

By Tova Aragon

The *Zinio/RB Digital* eMagazine service will be ending December 31st. We will be replacing *Zinio/RB Digital* with *Flipster*. *Flipster* went live October 1st.



This new digital eMagazine service provides 35% more titles to choose from compared to *Zinio/RB Digital*. Using the current budget allocation, we are able to expand our eMagazine offerings and get the current editions of popular titles like *Martha Stewart Living*, *Atlantic*, *Audubon*, and *Eating Well*. One drawback: *Flipster* does not have *The Economist*.

ADMINISTRATION

By David Slivken

Artificial Intelligence and Public Libraries

The Urban Libraries Council has published a new Leadership Brief on “Libraries Leading AI and Digital Citizenship” (https://www.urbanlibraries.org/files/AI_Leadership-Brief.pdf) With the quickly growing impact of artificial intelligence on economies, societies and cultures, libraries remain at the forefront of ensuring no one is left behind by this wave of technological transformation.

AI’s transformative power has already been seen, and is expanding at a rapid rate, across central focus areas for libraries, including education, employment and civic engagement. While AI promises to enhance our communities in remarkable ways, it also poses significant threats to the prosperity, privacy and security of individuals who do not understand or cannot access these new technologies.

“AI is happening faster than most people think, and the public is not adequately prepared for it,” said Palo Alto City Library Department Director Monique le Conge Zieshenne. “Everything we do will somehow be impacted by AI. The public library, in our teaching role, can play a very important part in preparing the public for what’s ahead.”

IT Manager Mark Huber will be attending an ULC Forum: Preparing to Lead on AI + Digital Citizenship on October 16-18 in Salt Lake City. This event will bring together public library and community leaders in expert-led discussions and activities to elevate a shared understanding of the economic and social implications of emerging technologies.

2018 LRS Statistics Comparisons

Library	LSA Population	Visits	Total Circulation	Circulation per capita	Material exp. Per capita	Local Revenue Per Capita	Staff expenditures as % of total expenditures	Material Expenditures as % of total operating budget
Arapahoe Library District	264,545	1,855,485	4,482,194	16.94	\$13.54	\$134.92	60%	12%
Aurora Public Library	364,674	1,076,803	1,026,599	2.82	\$2.49	\$15.62	73%	16%
Berthoud Community Library District	15,343	45,471	62,781	4.09	\$2.95	\$26.59	62%	12%
Boulder Public Library	106,974	1,033,147	1,556,715	14.55	\$9.70	\$70.24	69%	13%
Broomfield/Eisenhower Public Library	68,169	315,803	763,876	11.21	\$4.29	\$38.63	84%	11%
Clearview Library District (Windsor-Severance)	25,948	288,442	456,470	17.59	\$8.92	\$94.92	65%	10%
Denver Public Library	705,651	4,139,810	9,177,896	13.01	\$8.57	\$68.11	69%	11%
Douglas County Libraries	335,635	2,059,123	7,091,798	21.13	\$10.84	\$75.63	64%	15%
Englewood Public Library	34,283	217,597	205,978	6.01	\$5.41	\$36.23	71%	16%
Estes Valley Public Library District	13,160	165,035	177,693	13.50	\$12.10	\$145.58	65%	9%
High Plains Library District (Weld County)	283,568	1,487,323	2,728,788	9.62	\$6.53	\$98.75	65%	11%
Jefferson County Public Library	575,193	2,718,796	7,798,419	13.56	\$14.20	\$64.06	54%	25%
Longmont Public Library	94,191	606,318	941,494	10.00	\$4.17	\$38.54	81%	12%
Louisville Public Library	34,200	222,089	489,411	14.31	\$4.41	\$54.33	80%	10%
Loveland Public Library	76,797	401,022	860,902	11.21	\$3.98	\$57.89	68%	9%
Lyons Regional Library District	4,201	21,214	41,666	9.92	\$3.74	\$110.73	61%	6%
Pikes Peak Library District	650,185	3,259,522	7,330,268	11.27	\$7.07	\$41.26	64%	16%
Poudre River Public Library District	200,664	1,054,299	2,879,215	14.35	\$6.74	\$47.73	61%	13%
Pueblo City-County Library District	165,974	1,309,285	2,341,473	14.11	\$8.23	\$59.86	53%	13%
Rangeview Library District (Adams County)	388,529	1,130,415	2,268,761	5.84	\$6.70	\$47.62	43%	15%
Red Feather Mountain Library District	1,810	21,546	35,326	19.52	\$21.36	\$162.82	40%	10%
Wellington Public Library	9,501	25,480	44,378	4.67	\$1.70	\$18.62	84%	9%
Colorado Average (All Libraries)				10.10	\$7.73	\$67.45	64%	13%
Above Selected Libraries								
Library Research Service www.lrs.org 10/2/2019								

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 ... learned about new “Market Watch”
- 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
- 2020 Summer Reading Challenge - Attended 1st meeting!
- Project manager for Strategic Planning process, finalized customer print of strategic plan
- Finalized Colorado Gives information for Library Trust, beginning work on promotion
- Book Fest promotion
- 2020 Comic Con – August 29 & 30

HUMAN RESOURCES

HR Manager:

By Sabrina Strømnes

- Completed compensation/market study and developed a proposed revised pay plan for presentation to the Board in October.
- Completed analysis of employees’ current pay compared to market.
- Continued work on policy review and updates. Will complete and present proposed changes to Board in October.
- Participated in Design Advisory Group sessions with LLT.
- Recruitment Report *by Cynthia Langren*:
 - ❖ New Postings
 - Substitute Library Assistant, part-time hourly at Old Town Library (OTL)
 - ❖ Hires
 - Circulation Aide Sarah Strawn, part-time hourly at HL
 - Circulation Aide Rose Argent, part-time hourly at CTL
 - Circulation Aide Ryan Isch, part-time hourly at CTL
 - Circulation Aide Grant Burden, part-time hourly at OTL
 - Circulation Aide Jace Long, part-time hourly at OTL
 - Assistant Circulation Supervisor Substitutes Christina Eihausen and Austin Lerner, part-time hourly at CTL
 - ❖ Promotions/Location Changes
 - None this month
 - ❖ Terms
 - Old Town Library, Circulation Aide, part-time hourly
- 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 17 volunteer candidates, and placed them in volunteer roles.
- Posted many staff volunteer requests in Volgistics and sent out opportunity emails to all volunteers, including the Fort Collins Book Fest, Dia de los Muertos, craft programs, LEGO Build Club, and computer classes.
- Collected hours from 124 library and FOL volunteers who served in August.
- Sent out and collected paperwork for Book Fest 2019 talent, and met with planning committee. Coordinated with authors/speakers to arrange travel, schedule, marketing materials, etc.
- Created a volunteer application for Repair Café event in December.
- Attended DOVIA training on Working with Volunteers with Disabilities.

OUTREACH SERVICES

By Johanna Ulloa Girón

Inclusive!

Noches en Familia, a literacy night of family and community, celebrated its 10th anniversary. The evening was full of Spanish literature, music, dance and magic. We are grateful for our community who came to celebrate with us in an environment where everyone felt a sense of ownership and belonging. A shout-out to Raíces Latinas from CSU who presented traditional folklore music and dances from Latin America, and to Cristian Chackmool who presented a great magic show.



Learn and Discover:

As part of the Hispanic/LatinX Heritage Month, the Outreach Department joined efforts with The Lyric to host the screening of “Roma” followed by a



facilitated conversation by CSU professor Dr. Caridad Souza. We had a great attendance and a very thought-provoking conversation.

Who says that talking about death is a sad and scary task? At the Book Club and More for Mortals September program Sylvia Garcia and Mindy Rickard of the Larimer Advanced Care Planning Team, gave a **death party!** Adults of varying ages shared stories, thoughts, and “bone cake” playing the Death Deck game in a lively, spirited atmosphere. It was so interesting, enlightening and fun that we already have requests to play it again!

Innovate!

We began our first book club in Spanish!

At Old Town Library we met and discussed the logistical aspect of our group and started reading “La Casa de los Angeles Rotos,” (“The House of Broken Angels”) by Luis Aberto Urrea.

In partnership with CIRC and Alianza Norco, we provided an internal training for staff on “Know Your Rights,” and two community programs on legal assistance for families in Spanish, and Rapid Response.

Nisha Chatnani and Johanna Ulloa traveled to Washington DC to the closing ceremony of the Innovate Inclusive Internship 2019. It was an incredible experience and we loved having Nisha as our intern!



Meet and Collaborate: Leah Weatherman attended the Rist Canyon Mountain Festival to connect with patrons and promote library programs and services.



COUNCIL TREE LIBRARY HIGHLIGHTS

By Currie Meyer

Staff Development

Colorado Association of Libraries Conference: Library Assistant Ashley Byers and I attended the CAL Conference, held in Loveland, September 19-21. A few impactful programs I attended included, “Libraries and the 2020 Census”, “Receptive to Race: Normalizing the Discussion of Race with Children”, and a presentation by University of Northern Colorado Michener Library about redesign decision-making.

Library Journal Design Institute: With David Slivken, I attended this one-day workshop, hosted by Pikes Peak Library District. The workshop featured library tours, trends in library design and architecture, community collaboration / campaigns and problem-solving for library space needs.

Webinar: Children’s Services Librarian Amy Holzworth attended a webinar on September 10 entitled, “A Grand Plan: Results from a National ZERO TO THREE Survey of Grandparents”.



Programs for Children and Families



Be Ready Fair for Children's Services: On September 28, Assistant Circulation Supervisor Xochil Arellano joined Amy at the Early Childhood Council of Larimer County's annual Be Ready Fair <https://ecclc.org/working-together/be-ready/>. Three hundred fifty people attended the kindergarten-readiness-focused event held at Fullana Learning Center. Amy, Xochil and Angelica Allison from the Matthews House presented two tri-lingual story times featuring English, Spanish and American Sign Language.

School's Out day program called "**Truckin' Trucks**" based on a Denver Public Library after school literacy enhancement event. We had an intergenerational crowd of about 50 people. September 20.

Fort Collins Chamber Players performance of "Tunji and The Giant" to a crowd of nearly 50 people of all ages. September 14.

Discovery Zone after-school / weekend drop-in program focused on Reading: maps, the Periodic Table of Elements, board game directions, designed sentences with words on magnets. Caregivers and children made journals, bookmarks and a spin-a-word learning tool.

Facility Improvements



Six chairs re-upholstered and given new (wear & tear-proof) arm rests. Facilities tech Matt James worked overnight to remove a countertop in the children's area without disrupting service or compromising customer safety. The demo was the first visible step in preparation for our children's area refresh, September 30.

Adult Program Debut: COOK. MEET. SHARE.

September 16. The every-other month program invites foodies to discover the Library's variety of cooking resources, prepare a dish based on the program's theme, and then share the dish and the story behind it with others.



HARMONY LIBRARY HIGHLIGHTS

By Ken Draves

Molly Thompson, Business Services

- Went to the Denver Public Library to see learn more about their Patent and Resource Center
- Presented at the Northern Colorado Networking Group to show them resources they could use to get ready for their October job fair
- Staffed a business and nonprofit resource table at the City of Fort Collins business appreciation breakfast
- Worked with 11 business clients throughout the month of September

Jennifer Zachman, Children's Services

- Helped organize the new configuration of Harmony's reference desks to better serve customers of all ages in a central service point.
- Refresh of the Harmony children's area is nearly complete with the addition of new tables. Rearrangement of the catalog computer also opened up space in the Neighborhood Collection to encourage more comfortable browsing in the area for kids and families/caregivers.
- Trained Library Assistant Deidre Hand for presenting storytimes at Harmony.

Sarah Scobey, Nonprofit Services

- Caring and Sharing September 13
- This monthly networking event for human services nonprofits and agencies is usually facilitated by staff from the Matthews House. On 9/13 I helped Nathan Scott with Foothills Gateway facilitate the meeting at the Harmony Library.
- Nonprofit Camp: Innovation and Collaboration in Nonprofit Fundraising Nonprofit Conference September 30, YMCA Camp in Estes Park sponsored by the Estes Park Nonprofit Resource Center. I was on the planning committee. I am moderating a panel and facilitating a breakout session. We have over 50 in attendance.
- Received a letter of congratulations for being named Colorado Librarian of the Year from Congressman Joe Neguse.

OLD TOWN LIBRARY HIGHLIGHTS

By Eileen McCluskey

- Vicky has been providing storytimes to the CSU Early Childhood Center and in September, the ECC unveiled a new library in their building. Vicky created an Excel spreadsheet and assigned themes to all of the books creating a way to shelve the books by themes. Her contributions to this special space were so appreciated!
- Ian H. met with IT to plan out an improved method for getting library and district updates to staff. This will take the form of a news feed like addition to the intranet and will allow managers to add information that can be easily accessed. As a part of this, Ian is also planning to create a page with important documents for desk staff to access in a centralized location.
- Ian H. continues to work with Audrey G. and Meg S. to plan a Repair Cafe, which has been moved to December 14th. They are currently recruiting volunteers to assist with repairs.
- Nicole hosted 15 tweens and teens at the Horror in a Flash writing workshop with local author Brian Kaufman. The contest had 25 submissions which are being judged by 10 volunteers from the CSU English Department and a local author.
- Storytimes at Old Town are back to full speed. At the Wednesday preschool sessions, kids explored the topics of Shapes, Being Brave, Mother Goose Rhymes, and Not So Scary Stories. Erin added a writing station to the program and now children can practice writing their names and letters on laminated nametags. At the shapes storytime, they talked about how 2D circles turn into a 3D sphere and we had fun bouncing and dancing with our spheres (beach balls.) Overheard: a 4-year-old boy left the program shouting excitedly to his caregiver "Guess what I learned about? Spheres!" At the Brave storytime, kids practiced superhero poses to be brave and confident.

- Erin’s September Global storytime focused on Africa; kids learned about African elephants and how they need lots of land to roam and thrive. We looked at National Geographic Kid’s online link for elephants and wondered why elephants have wrinkles.
- The September Build Club featured Toppling Towers. The Dot and Dash robots made a popular appearance and they fit in well with LEGO-enabled add-on features, allowing kids to build on to the robots using LEGO bricks.
- Kristen attended the Immigration Rights training at Harmony and facilitated the coding classes. She also presented at CalCon on Computational Thinking for Noobs and filled in for Eileen on the Security – One Seize Does Not Fit All session.
- Kristen and Karla rode the Book Bike to the Murphy Center to give away books and make library cards. They were welcomed with smiles and talked to clients, both new and library regulars, about books. They were invited to come back to the Murphy Center soon.

Eileen’s activities

- Facilitated White Fragility book discussion with some members of LLT.
- OTL lobby design concept meeting with VFLA and project team.
- Created CalCon presentation for Kristen to present. Thank you, Kristen!!
- DAG meetings, OTL Plaza project, building maintenance and upkeep issues.

