

Poudre River Public Library District

April 2022 Report from the Executive Director

2022 ORGANIZATIONAL GOALS: Progress Report

1. CREATE A NEW STRATEGIC PLAN

- Organized Board Accelerator to include Strategic Plan elements (Ask Exercise, Expert Panel, SWOT analysis).
- Finalized Seven Guiding Principles and conducted discussions across the organization.

2. BEGIN IMPLEMENTING EDI RECOMMENDATIONS

- Posted EDI position.
- EDI Committee discussed and agreed on Charter including roles and responsibilities of EDI Committee.
- Met with possible facilitator to learn about restorative practices approaches for staff engagement and relationship building.
- Expanded Spanish Language capacity through hiring more bilingual staff and working with external translators to increase Spanish-language translations and communications.

3. STRENGTHEN INTERNAL CULTURE AND STAFF ENGAGEMENT

- Facilitated series of Guiding Principles discussions across organization to create tangible examples of how we demonstrate them in our everyday work.
- Had a wonderful staff gathering at the Lyric for National Library Week on April 8 to foster joy, celebrate our accomplishments and resilience, and welcome new staff.
- Continuing to engage staff across the organization in StrengthsFinder assessments. Workshops scheduled in May to discuss results and learn how to draw on staff strengths at work.

4. TURN OUTWARD AND ENGAGE IN COMMUNITY CONVERSATIONS

- Presented Report to the Community to Fort Collins City Council on April 5 and scheduled presentation to County Commissioners on May 3.
- Toured Gardens at Spring Creek and learned about the past programming partnerships.
- Met with members of Fort Collins Reads committee to learn about the program and explore opportunities for future collaboration.
- Met with Matt Robenault, Executive Director of Downtown Development Authority.

- Currie Meyer and Amy Holzworth participated in a Community Conversation sponsored by Colorado State University’s Center for Public Deliberation at the Larimer County Courthouse on April 6. Guided by students of the CPD, community members discussed community values and aspirations, then shared their thoughts with County Commissioners John Kefalas, Jody Shaddock-McNally and Kristen Stephens. Read the story in the [Coloradoan](#).
- Invited a panel of community leaders to share their expertise during Board Accelerator.
- After Hours event at Old Town, created Mad Libs tool to gather feedback from attendees. Met many community leaders and partners and highlighted ESL program.

5. BECOME A HIGH-PERFORMING ORGANIZATION

- Collaborated with City of Fort Collins purchasing to put out RFP for Outreach Van upfitting.
- Finalized new board selection with City of Fort Collins and Larimer County and coordinated orientation process including updating New Trustee Handbook.
- Completed server migration to improve technology infrastructure.
- Continued roof replacement project for Old Town Library.

POUDRE RIVER PUBLIC LIBRARY DISTRICT in the News

- “Dive into Digital Reading with eBooks and Audiobooks” – *The Silver Lining Magazine*

BRANCH HIGHLIGHTS

OLD TOWN

OTL's fabulous bilingual Library Assistant, Rita Fontani, co- presented Bilingual Storytime with County Commissioner John Kefalas on April 7 in honor of National Library Week. Great job, Rita!

Library Assistant, Angela Sanders, is putting together a window Storystroll as part of our SRC kickoff. The story panels will be displayed in the windows of downtown businesses. The OTL team has chosen the book, "Grandpa Across the Ocean" by Hyewon Yum for the June edition of StoryStroll.

Dia De Los Ninos with Hanoch Piven Virtual Watch Party was hosted by Youth Services Librarian, Karla Cribari, in the OTL community room on Saturday April 16. Kids created found object portraits while getting tips and instruction from the artist via zoom. Thank you to Bilingual Outreach Librarian, Ludy Rueda, for doing an amazing job organizing the event!

HARMONY

Library Assistant Kathy Hutton retired after more than 20 years at Harmony. We've hired a new bilingual Library Assistant who brings a background in bilingual primary education and in addition to speaking Spanish fluently she has a working knowledge of French, German, and American Sign Language.

In FRCC news, both Andy Dorsey, President of the FRCC system, and Jean Runyon, Vice President overseeing our Larimer Campus, are moving on, Andy to retirement and Jean to a president's position at a Virginia community college. Because our strong partnership operating Harmony Library together with FRCC depends on commitment and shared vision from both parties, we are actively involved in meeting candidates for both positions as they interview and tour campus.

COUNCIL TREE

Children's Librarian Amy Holzworth and Customer Experience Representative Kathleen Lewis braved the cold wind on April 24 for the City's "Kids in the Park" event at Twin Silo Park. The two sponsored an information and craft table. According to City Communications, the event attracted 2,200 people!



The Teen Paint Pouring program at Council Tree Library on Friday, April 29 filled to registration capacity (20 teens) and featured an opportunity to play with the trending art technique.