

GOAL 1: Staff Engagement and Culture

- Created a "Padlet" for staff to share additional information related to the Denison Culture Survey and identified themes for future discussion and exploration
- Seven staff members, including Diane, completed Mindset "train the trainer" sessions and will continue to roll out this training to district staff in 2024
- Developing a comprehensive foundational training program for EDI (Equity, Diversity, and Inclusion) with a primary focus on library-oriented content. This initiative includes integrating our guiding principles into our EDI training curriculum. Our objective is to unite staff members in an inclusive and purposeful manner.
- HR and a staff work group is developing recommendations for a flexible staffing model that we could implement to alleviate current staffing issues as well as prepare for the future.

GOAL 2: Plan and Design Southeast Community Center/Library

- Development staff drafted and completed a letter of support for the City's Congressional Directed Spending request for the Childcare wing of the new SE center.
- Met with representatives from the City, Poudre Schools, Early Childhood Council, and Learning Tree to discuss options and opportunities for on-site childcare at the new Center

GOAL 3: Transparency and Accountability

- Submitted the 2023 Report to the Community to the City of Fort Collins and Larimer County per the IGA. A digital copy of the report is available at PoudreLibraries.org/about/reports.

GOAL 4: Improve the Customer Experience in our Physical and Digital Spaces

- Established site design, taxonomy, menu structure, and evaluated content for new website.
- Compiled results of the All-Cardholder Programming Survey which had nearly 1500 responses. Results will be used to make decisions about our program offerings and overall strategy.

- Began installation of pollinator garden in partnership with Nature in the City and Blue Spruce Horticulture at the Webster House Administrative Center with a projected opening date this summer.
- Digital Navigators through Americorps are offering walk-in hours and appointments at the Harmony Library to help the public with their digital literacy goals such as email, internet navigation basics, computer, iPad, phone, and other device basics.

GOAL 5: Create a Technology Plan

- Developed plans and timeline in partnership with Front Range Community College to install an Automated Material Handler (AMH) at Harmony Library.

GOAL 6: Community Engagement and Partnerships

- Development staff met with Programs Manager to discuss and differentiate partnership evaluation process from programs evaluation process.
- Developing a filter to conduct annual evaluations of existing partnerships.
- Launched ASL storytimes on the 4th Saturday of each month at Council Tree Library. The interpreter estimated that 7 people who primarily communicate using ASL were served by the storytime. She followed up with us to say, "I just wanted to thank you decision makers for the opportunity to reach a wider population for accessible language and socialization-I was blessed to be a part of it!"

MARCH MEDIA COVERAGE

- "What Is the Library Support Network, and How Can It Help Your Fundraising and Advocacy?," *Library Journal*, <https://www.libraryjournal.com/story/what-is-the-library-support-network-and-how-can-it-help-your-fundraising-and-advocacy-fundraisers-forum>

PROGRAMMING HIGHLIGHTS

Fairy Gardens and Toad Abodes

Kids in grades 3-5 used their imaginations to create magical habitats for wee folk and other garden inhabitants.



Council Tree: Jillian Harrison and Amy planned and implemented an interactive "Superwoman" Women's History Month display featuring an opportunity for customers to use sticky-notes to name a "Superwoman" in their lives.



HOW'D WE DO? CUSTOMER COMMENTS

- I have been here several times and I am unable to connect to the Public Library internet so I have to go elsewhere. (Submitted at Harmony Library, no contact info provided)
- Re: Too dark to read in Old Town library
Suggestion: Your Old Town Library is way too dark to read! I fear it's set up for computer users instead of readers. Most desks are parked away from windows and lounge chairs sit next to many windows upstairs instead of desks.

While we are on the subject of upstairs. Why are adult books upstairs requiring stairs or elevators, where kids with all the energy in the world are on main level? Like most of this library, it just doesn't make sense. (Manager responded to customer)

- You are amazing (Drew)! Thank you so much for taking the time together all these awesome recommendations together! I put them on hold and I'm excited to grab them for him. Thank you for being such a valuable resource for our community! (Submitted at Council Tree Library)
- Re: Fairy Garden class today
Suggestion: Hi, We attended the Fairy Garden class today (at the Harmony location) & it was wonderful! Wendy was so welcoming & amazing with my girls (she was so sweet & helpful & kind to them despite them being well below the recommended age for the class). The plethora of supplies available sparked their creativity & the gardens turned out way better than I anticipated. In fact, they've been playing with them since we got home. Even my husband was impressed with their creations. Thanks for a great class & we hope to attend again in the future!