

# Executive Director's Report

## September 2016

### ADMINISTRATION

*By Ken Draves*

#### Personnel Changes

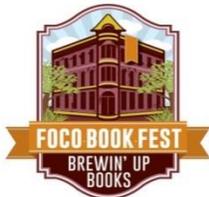
Old Town Library Manager Jean Bosch announced her resignation effective October 11. She has accepted the Library Director position at Winterset (Iowa) Public Library. Nonprofit Services Librarian Sarah Scobey will be serving as Interim Manager of Old Town Library. Once new Executive Director David Slivken begins work and will have an opportunity to review the position description and current leadership team structure, and he will determine when to post and fill the position.

Carol Gyger, Information Technology Manager, will also retire at the end of the year, as previously announced. The position of IT Manger is posted currently and will close this week. A process consisting of: review of applicants, interviews, and selection of a new IT Manager will follow prior to Carol's departure.

#### FoCo Book Festival

The inaugural FoCo Book Festival is happening in October! Anne Macdonald, interim Harmony Library Manager and The Library District's Business Services Librarian, shares the following information. Anne has been instrumental in conceiving of and organizing the festival from the very beginning.

The Festival will be held October 22, 2016. Check out the schedule at [www.focobookfestival.org](http://www.focobookfestival.org).



The FoCo Book Fest is a new collaboration among Poudre River Public Library District, CSU Morgan Library, local authors, and book enthusiasts. The FoCo Book Fest, Brewin' Up Books, is a FREE, one-day literary festival that includes author visits, book signings, writers' workshops, presentations, readings, panel discussions, & classes.

More than 50 authors & speakers will participate in nearly 40 sessions across venues throughout Old Town. Featured presenters include Governor John Hickenlooper\*; New Belgium Brew Master Peter Bouckaert; award-winning poet Katrina Roberts; international beer expert Horst Dornbusch; local Colorado authors; & many others.

#### **\*ATTENDING GOV. HICKENLOOPER'S PRESENTATION**

Gov. Hickenlooper's presentation, "Beer and Politics," requires a free ticket for admission. There are a limited number of free tickets available on a first come, first served basis. Festivalgoers may pick up a ticket beginning Oct. 1 at Old Town Library (201 Peterson St.). Limit 2 tickets per person. Must pick up ticket in person; no ticket holds or will call. Please read ticket for additional admission information.

The 2016 FoCo Book Fest is produced by Poudre River Public Library District in partnership with CSU Morgan Library. Other partners include:

- CSU Department of Fermentation Science
- CSU Department of English, Creative Writing
- New Belgium Brewing Company
- Wolverine Farm Publishing
- Old Firehouse Books
- Happy Lucky's Tea House
- Downtown Artery

The festival is funded by:

- The Friends of Poudre Libraries
- Friends of Morgan Library
- Fort Collins Office of Economic Health
- Downtown Development Authority
- Fort Fund
- local businesses
- private donations
- grants and
- In-kind sponsorships

Library staff working on the festival include:

- Anne Macdonald, Business Librarian
- Sarah Scobey, Nonprofit Resources Librarian
- Melissa Beavers, Programming Librarian (on-call)
- Meg Schiel, Council Tree Library

- Paula Watson-Lakamp and Katie Auman, Marketing and Communication

## **COLLECTION DEVELOPMENT**

*By Tova Aragon*

None this month.

## **COMMUNICATIONS OFFICE**

*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. Organized onsite ethnographic and surveying of library customers.
- Worked on new social media promotions and platforms, “The River’s Mouth”, update
- Worked with local media on various stories
- Worked with Library Trust PR committee and Board to organize for the Colorado Gives Day in December – they will be raising money for a Book Bike & STREAM Literacy interactives
- Finalized a Crisis Communication Plan document
- Finalized new internal communications staff website
- Continued work on new Strategic Plan Marketing strategies plan
- Finalized Partnership guidelines
- Organized 2016 Comic Con debrief and Volunteer thank you party
- Worked on FoCo Book Fest committee for October 22 Book/Lit Festival. Doing marketing and promotion, website and planning. [www.focobookfest.org](http://www.focobookfest.org)
- Spoke at the Colorado Virtual Libraries (State Library) Symposium in Denver in September on library marketing

## **HUMAN RESOURCES OFFICE**

*By Sabrina Stromnes*

### **HR Manager:**

- Partnered with City of Fort Collins HR and Payroll to set up our new pay plan, job types and job titles in the payroll/HRIS system. All changes are scheduled to be complete by September 30.
- Began the analysis and planning process for implementation of phase two of our new pay plan.
- Assisted with writing a Diversity Statement related to our Strategic Plan.
- Developed Quarterly Performance Alignment (QPA) training for supervisors. Training will be delivered in the first part of October. QPA will be announced and rolled out to classified employees in October.
- Completed salary and benefits survey for Clearview Library District.
- Attended the following conference:
  - Managing a Workforce in 2017 (Employment Law Update by Ogletree Deakins)

- Recruitment
  - Hires:
    - Three new Circulation Aides: Misty Ernst, Emma Walton and Brooklyn Kron.
    - Three new hourly Librarians: Devon (Yost) Smith, Melissa Nichols and Monica Latham.
  - New Postings:
    - Information Technology Manager
    - Circulation Aide
    - Hourly Library Assistant (Sub) – Still in process
    - Library Aide – Computer Assistant (External) – Still in process
- Ongoing:
  - Employee relations issues
  - Performance management
  - Employee questions and support
  - Manager/Supervisor questions and support
  - Manage Workers’ Compensation claims
  - Assist employees with FML, STD, Non-FML medical leave
  - Manage/support Volunteer Program Manager

**Volunteer Program Manager:**

*By Serena Robb*

- Interviewed 11 volunteer candidates; placed 10
- Participated in SRC 2017 Planning session, FOCO Book Festival planning, and Minecraft planning
- Attended a DOVIA session by Jackie Norris, on “Facilitation”
- Attended the city’s “Best Practices for Diversity and Inclusion”
- Worked with an Otterbox employee , and Carol G/Erin K/Sabrina on 3D printing possibilities

**OUTREACH SERVICES**

*By Johanna Ulloa*

**Noches en Familia**

Local author Laura Resau came and talked to the kids about being an author, and her new book *Estrella del Bosque*. The kids were very interested about the experience of writing books and asked a lot of questions. We also had a loteria game for all ages and all patrons had a great time.



We provided information about the library and engaged with patrons at Grandparents Day at the Fort Collins Senior Center. Many patrons engaged in a fun game while learning more about our services.

The Forum with the Human Relations Commission at the Harmony Library was a very informative program. The teens, under the coordination of Rebecca, made a well-informed presentation with clear information that reflected the lack of diversity in STEM careers and how it impacts our economy.

Colorado Trust identified leaders in the community to host a conversation around community partnerships in preparation of their 2017 planning. Among local organizations a conversation around equity across racial lines in Fort Collins was facilitated. We will continue to build upon our partnerships to provide equitable services to our patrons.

We represented the District at the Women’s Fair at CSU where many immigrants came to learn about services, programs, and collections we offer. The main areas of interest for attendees were our World Language storytimes, Hoopla, and Pronunciator. We were also invited to discuss the final draft for LEAP, to attend Be Ready, and Community Impact meetings with United Way.

We were invited to talk at the United Way Ignite Night about our great community partnerships in the area of youth success. With more than 100 attendees we discussed the many ways the District provides services and cooperates to support youth success in our community. Erin Zimmerman, Community Impact Director from United Way, said, “Thank you so much for speaking last night. This work we do is really hard and it’s easy to get caught up in the barriers and challenges. Thanks so much for sharing the story. I can say that personally I walked away feeling inspired all over again. I really think you did the work justice and set a great example of how we need to be talking about this work in the community. Thanks for all that you bring to our community”.

Johanna Ulloa Giron was invited to the proclamation of Latinx-Hispanic Heritage month where her work at the library district to provide multicultural and authentic services to our community was recognized.

### **Rincón de Cuentos**

Our partnership with Base Camp and Boys and Girls Club continued to strengthen as we all worked together to fill a community void after the care for after school at Harmony Mobile home was announced early this summer.

Boys and Girls Club, Base Camp and United Way provided a safe space to come up with non-traditional services to support this community. We will continue providing services at this site as usual.

### **Computer Classes**

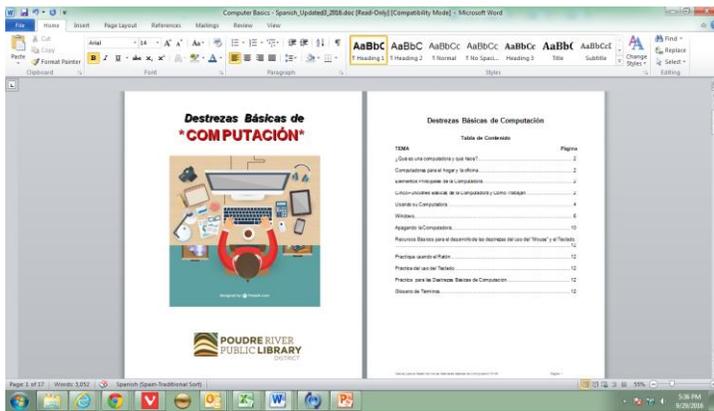
#### ***Irish Elementary***

We started a successful session of computer classes at Irish Elementary. The parents are learning:

- How to find the capacity of a computer
- The differences between browsers and search engines
- How to make a phone call via a Gmail account
- How to send themselves an email
- How to insert a picture in an email
- How to create a Word document, print it and then save it in a folder named “TEST”
- How to delete this folder and then empty the recycle bin
- Twenty-one other exercises



Karol de Rueda updated, changed and added some new information to my *Computer Basics Handouts* in Spanish, where she included more graphics and images for easier understanding. This is a permanent work in progress given the fact that technology changes on a daily basis.



### **Computer Check Up at Matthews House**

Computers at this site provide access and information to the many people that attend Genesis to learn computer skills, search for jobs, and/or access to information. Due to the high amount of use, adding more computers to this site is being discussed at the moment.



*Before*



*After*

### **Media Mentors**

Program scheduling took place as well as a conversation about Minecraft and its evolution as a program at the District and its planning for the Logic Model with the Impact Team. The District is also working on a Digital Citizenship definition with objectives and goals. The group also planned the “Hands on Research for the New Toys” event where the whole library community was invited to see how these new acquisitions could work for their story times or programs. We also spoke about having an open house for all patrons in November.

### **TED Talks**

We had the opportunity to attend this wonderful and very inspiring event in Boulder! Each talk had plenty of life lessons and the event as a whole was very well organized and stimulating. The main topic was *Discovery and Wonder* and as the presenter announced, it was the most diverse event ever organized at this location; they spoke about failure, inclusion, culture, differences, health, life purposes, among many other brilliant topics. The speakers were authors, scientists, a kidney donor, intersex, creative musicians, etc. We will share all that we learned that informs our practice.



We watched the webinar by Dr. J. Naidoo “Serving ALL Families

in Your Libraries.” The webinar focused on providing inclusive programs, services and collections to LGBTQ families and children.

### CLA 2016

The Outreach Department was invited to present at the Colorado Library Association (CLA) Conference about



Outreaching to the Latinx community, where Johanna and Karol spoke about the many programs our department offers in the community. We spoke for more than an hour! It was truly wonderful to get positive feedback and only nice comments about the amount of work we do.

### PSD Early Childhood Presentation

We were also invited to present at Fullana School about Library District services, especially to young children

and their families. Each person received a folder full of library goodies that include basic information to some of our programs, a form to get a library card, etc. What a wonderful way to promote our branches! We used a Prezi presentation and the animation our department presented for the PRPLD Staff Day earlier this year.

### Folks of Fort Collins

Our wonderful Intern Social Worker, Brendan Haggerty, and Karol de Rueda have been directing a series of interviews and photography sessions among people experiencing homelessness in town, where we have learned many, MANY lessons. Many participants stated feeling heard and valued by the library. They felt that hearing their stories and working on this project is another way to show that we care and welcome them. Staff initiated this project at the direction of Holly Carroll prior to her departure.



The Impact Team has been working intensely on crafting a logical, methodological, and systematic evaluation plan based on the main goals from our strategic plan. We met with library leaders in the areas of Teens and Tweens, Job Seekers, nonprofits, and Small Business, and lastly with families with children birth to third grade. All teams worked arduously in researching best practices, strengths and needs in the community, and possible ways to support and implement the Strategic Plan. The teams wish to present the results to the Library Board and our new Executive Director David Slivken.

## SYSTEMS ADMINISTRATION

By Carol Gyger

No report this month.

## COUNCIL TREE LIBRARY HIGHLIGHTS

By Currie Meyer



**Teen chairs re-upholstered:** During September, our local upholstery source, The Recovery, re-upholstered all six upholstered chairs in the teen area. Using commercial grade, eco-friendly Design-Tex fabric, The Recovery re-upholstered our two modern, green chairs and our four jewel-tone chairs. They look and feel like new!



**Campaign Literature table set up:** As per District policy, I set up a campaign and election information table at the top of the stairs at CTL sixty days previous to Election Day. The table provides space for groups and campaigns to leave literature for the general public and provide general

election and ballot issue information as well. **Training and development in September:** During September, CTL took advantage of several training and development opportunities, including:

“The Man in the Middle: E-Rate, Filtering and Cyber Security”, September 15, presented by the American Library Association Office of Intellectual Freedom. Attended by Currie.

Association for Library Services to Children virtual institute, two days of webinar presentations, September 15 and 16. Programs including “Welcome to Reading: Amp Up Your Services for Beginning Readers” and “Oh Baby! Unconventional Programming for your Youngest Learners”, “Serving ALL Families in Your Library: Inclusive Library Collections and Programs for LGBTQ Families”. Attended by Karla, Jenny and Currie.



Fort Collins Museum of Discovery archives tour, September 22: The Library’s Learning Organization organized a private tour of FCMOD’s archive. The staff at the

archive shared information about the archive including scope, use, featured collections, and history. The staff then led us on a tour of the archive’s warehouse, where we saw locally significant realia including saddles, ‘welcome home’ posters for Tom Sutherland, furniture, and uniforms. Attended by Jenny, Currie, Holly F., Erin C-B, and Helmi.

Odio E-Book Clubs, September 23: A sales representative from Odio, a books and reading online marketing product shared information about their e-book clubs feature with Tova, Karen and I.

Creating a Dementia-Friendly Community, September 23: At our staff meeting on September 23, Dementia-Friendly Communities of Northern Colorado practitioner Cyndi Luzinski shared a presentation and tips on how to best serve people with dementia in the library. Attended by: Karen, Holly F., Linda, Sara, Jenny, Erin C-B, Meg and Currie.

“Don’t Wait, Communicate! Disaster Preparedness for Libraries”, September 28, presented by the National Network of Libraries of Medicine. Currie attended this resource-rich one hour webinar.



**Circulation update from CTL Circulation Supervisor Chris Cortez:** Chris hired three new hourly staff to replace hours left vacant by resigning staff. Chris and circulation staff coordinated “lots” of weeding and redistribution of library materials during September. Most of the materials redistributed to OTL were from the very crowded children’s and teen collections. Redistribution totals were: 20 crates (18”x18”x36”) to OTL, or approximately 750 items. 5 – 7 crates to WHAC and HL.

**Children’s and Teen services update from CTL Children’s and Teen Services Librarian Jenny Thurman:**

Back to the Future: School Lunches, Sept 9, 7 adults attending.

Tacos Made Vegetarian, Sept 24, 15 teens and adults attending.

Freaky Friday: On Friday, September 16<sup>th</sup>, PRPLD’s first Freaky Friday was held at Old Town Library from 3:30 to 5:30 pm. This retro gaming event for teens was developed and planned by Nicole Burchfield, featuring ten “retro” gaming systems for teens to enjoy, including an NES with Duck Hunt and Super Mario Brothers, an Atari system, Gameboys, and an Xbox. Five teens attended. Gabe Johnson and I hosted the event in Nicole’s absence.



The Great Waffle Experiment: On Saturday, September 10<sup>th</sup>, after the Teen IRS meeting, I hosted a new program for teens called “The Great Waffle Experiment” at Old Town Library. TGWA encouraged teens to test what kinds of food they could make using a waffle iron. I provided participants waffle irons and a variety of ingredients, including donuts, cake batter,\* Nutella, bread, pepperoni, and cheese. The event allowed teens to experiment with food, problem solve, and share their creations. Four teens participated and one adult joined in as a taster.

Library tour for Linton Elementary second grade: On Friday, September 30, CTL staff and I hosted 75 second-graders and their teachers from nearby Linton Elementary. We provided the children a fun introduction to the library in three stations: storytime, getting and using a library card, and browsing and checking out books.

## **HARMONY LIBRARY HIGHLIGHTS**

*By Anne Macdonald*

**Goal 1 – Take Proactive and sustain steps to brand the library as a platform of continuous learning**

- Define the library as a place of continuous learning.
- Be an open, welcoming place for all.

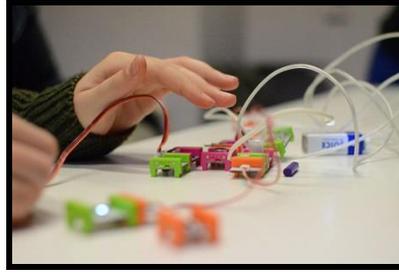
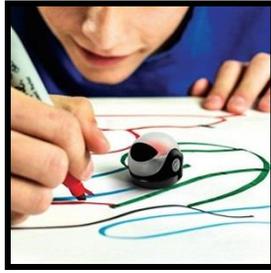
**Goal 2 – Clarify, enhance and communicate the value of the library to the community**

- Help people thrive through programming, services and collections
- Be a platform for discussion of community issues.

To continue steps toward these goals, staff at Harmony Library worked with both the community and our colleagues to make sure the library is a natural site for people to continue life-long learning, and maintain the Harmony Library as an open, welcoming place for all.

**Digital Learning:** Adult digital learning classes continued with iPad 101 with 13 attendees, and Tablets and iPads (5 attendees).

Children’s digital learning: Kristen Draper also offered a hands-on research session for new tech toys, focused on the Library District Media Mentors, Jenny Thurman, Erin Lucero, Johanna and Karol.



The purpose of the session was to have the Media Mentors be acquainted with the Library Districts new tech purchases, including a Dash and Dot Robot, ozobots, little bits, and more. These tech toys will soon be available to Children's staff with ideas on how to incorporate technology into existing StoryTime and Coding Classes, and to create new learning programs.



**Curiosity Day** was held September 17 District-wide to celebrate the 75<sup>th</sup> anniversary of the first release of the book *Curious George*. Activities were held in all libraries. A good time was had by all.



**Financial Literacy:** Financial literacy is a goal set down by the Federal Reserve Board to ensure that Americans learn smart financial decision-making. To this end, the Library District partners with Rocky Mountain Chapter of Credit Unions (RMCCU) to offer classes on estate planning, budgeting, saving, smart car and home buying at Harmony Library. On September 15, RMCCU and Harmony Library offered *Medicare and You* (17 attendees). In addition to the goal of continuous learning, this partnership also fits into **Goal 4 – Evaluate partnerships in order to maximize stakeholders access to all services.**

**Harmony Book Club** is a book discussion group led by Blair Oliver, FRCC English faculty. The group meets the first Wednesday of each month to discuss great books. September's book discussion centered on the topic of the Contemporary Male: *The Missing of the Somme* by Geoff Dyer

**Goal 3 – Refine the scope of the library’s programs and collections around the community priorities to develop the most effective response to community needs**

- Be intentional in the reallocation of resources
- Cultivate the defined target audiences.

**STEM:** Kristen Draper and Currie Meyer attended a PSD Meet & Greet on STEM issues. Poudre School District Administrators and students explained their new educational approach to STEM, incorporating real-world problems, like global warming, bullying, or habitat protection. Other attendees included Mayor Wade Troxell and members of the business and nonprofit community, OtterCares and Woodward, Inc. In addition to the goal of cultivating the defined Target Audiences, this partnership also fits into **Goal 4 – Evaluate partnerships in order to maximize stakeholders access to all services.**

YOU + Shepardson Students = Innovation!



**Thank you for attending the Shepardson STEM**

**Community and Industry Partnership Breakfast!**

It was a pleasure to meet you! You enthusiastically generated almost 40 problems for us to consider. We are compiling all your comments and will be determining how we can best fit your ideas to our standards. We will contact you when we determine which problems we can take on this fall. In the meantime, we hope you will keep the problems coming our way and visit as mentors and panelists.



*Alissa Poduska*

Alissa Poduska, Principal

*Wayne Thorne*

Wayne Thorne, Asst. Principal

*Becky E. Woodcox*

Becky Woodcox, STEM Coordinator

**Business Community:** A target demographic for the Strategic Plan is the business community. Since January 2016, Anne Macdonald, business librarian, worked with 39 Small Business Development Center (SBDC) clients with a total of 53 sessions and 79.5 research hours. The research ranges from providing demographics for target markets to industry market trends and competitive analysis.

**Jobs and Careers: Nonprofit, Business and Career Class Series:**

Diana Sproul presented on *How to Effectively Use Graphic Design for Marketing Messages*. Some of her tips included what makes an effective email signature, how to use colors for web contrast, tips for using links, and newsletter design.



*How to Effectively Use Graphic Design for your Marketing Message*

Carrie Pinsky with Pink Sky Career Counseling presented on *Nurturing Creativity in Your Career and in Your Life*. She talked about why creativity is important in one’s professional and personal life and ways to nurture creativity.



*Nurturing Creativity in Your Career and in Your Life*

**Job Seeker Classes:**

For the month of September, there were three classes offered for job seekers at the Library. Those included: *Secrets to a Great Job Interview* taught by Jim Brokish,

*“Fantastic, powerful, relates easily to whole audience. Love the “Can-do” attitude! Thank you, Poudre Library.”*  
--Comment from attendee of *Secrets to a Great Job Interview*

*Interview coach and Cover Letters and Resumes* taught by Larimer County Workforce facilitators.

**Individual Job-seeking Help and Business Research:** Molly Thompson, Jobs and Career Librarian, met with three small business owners (dog training, Christmas lights, & digital management) and showed them how to use library resources to expand their businesses. In addition, she met with six jobs seekers and assisted them with job searching, career exploration, writing, and resumes.

**Teens:**

Author Chats: The Teen IRS meeting held on Saturday, Sept 11<sup>th</sup>, had 11 teens in attendance. During the meeting, the teens held an Hangouts author chat with author Kathleen Glasgow. (*Girl in Pieces*, much buzz about these days!)

Diversity Forum: Guided by Teen Librarian Jenny Thurman and Teen Intern, Rebecca, three Teen IRS members prepared and presented PowerPoints for the Diversity Forum on Technology on Sept 14th. 15 people attended the program.

Book Chat: On Wed., Sept 21st, we did the first Teen IRS author interview show with PSD Channel 10 in the Teen area at Harmony Library. Local author, Jes Dory (*Isle*) was the guest author. The show's new name is Bookchat (formerly Bookends). The new shows will be 7-15 minutes (compared to 30 minutes for Bookends) and will be more upbeat and include appealing graphics and a new introduction. Teen IRS brainstormed new name ideas and Bookchat is what was decided by Channel 10 from what they proposed. The new show will be released sometime before the end of October (Also, Partnership with PSD)



Anime Club: Harmony Library Sept 28th at Harmony Library. 13 teens attended.

Polaris 6th grade tour of Harmony Library took place on Sept 28th, OTL, 9:30-11:30 am. 12 tweens and their teacher. They learned a lot and had a great time!

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**Goal 4: Evaluate space and partnerships in order to maximize stakeholders access to all services**

- Define and prioritize partnerships.

**Front Range Community College:** FRCC opened a remodeled and expanded Mt. Antero building this fall. The formal opening is Oct 13<sup>th</sup>. Board Members should be receiving an invitation to the ribbon cutting.

FRCC completed a \$20,000 computer refresh, primarily to Library District staff computers at Harmony Library.

Kim Doran (Circulation Supervisor—Harmony Library) and Annie Fox (Front Range Community College Librarian) hired 7 FRCC Work Study Students for the fall semester. Harmony's public computers all have new computer chairs, for which everyone is thankful (Thanks to FRCC Librarian Annie Fox) and our parking lot got brand new asphalt and nice, bright and clean line-painting.

**School/Day Care Partnerships:** Monthly school-year visits to Johnson Preschool have begun. The Children’s librarians are also in conversation with other assigned liaison contacts for providing library services during the school year.

**Spirit Crossing:** Harmony Library is a partnership employer for Spirit Crossing Clubhouse, part of SummitStone Health Partners. Along with CSU Durell Hall Dining Services, Gully Greenhouse, Sprouts Market, Porter Industries, Home Goods and SummitStone Health, Harmony Library employs Clubhouse members as part of the individual’s pursuit of personal recovery and his/her wellness goals. Harmony Library has hired several Spirit Crossing Clubhouse members into time-limited positions over the past several years with the goal for them to receive workplace training and experience that will help them move onto permanent work. Two of Harmony’s Spirit Crossing employees have recently moved onto permanent positions (Barnes and Noble and King Soopers) after their experience in Harmony Circulation. Thanks to Kim Doran, Circ Supervisor at Harmony Library for her dedication to this program.

**Colorado Libraries Collaborate (CLC) Working Group:** – Kristen Draper is representing the Library District as a member of the CLC Working Group to revise our statewide reciprocal borrowing program. CLC has been around for 25 years, and it needs a bit of a refresh, especially since the technology and student privacy landscapes have changed drastically since the early nineties. Current program info: <http://www.cde.state.co.us/cdelib/clc>

**Colorado Library Consortium (CLiC):** Renewal of the Library District’s CLiC courier contract for Prospector transits has been renewed for the contract that runs Oct 1<sup>st</sup> 2016 to Sept 30<sup>th</sup> 2017. The Library District has third highest in volume in the Prospector consortium, borrowing and loaning 137,967 items for Oct 2015-Sept 2016.

## **OLD TOWN LIBRARY HIGHLIGHTS**

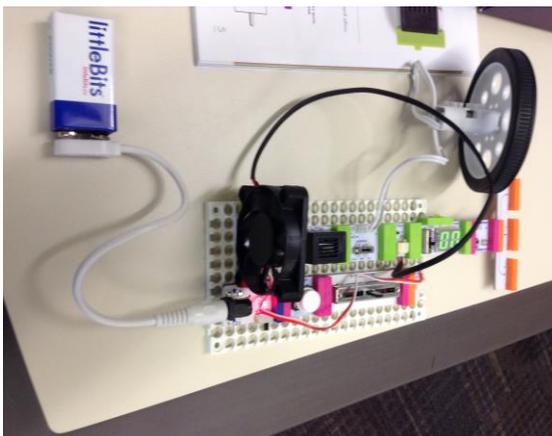
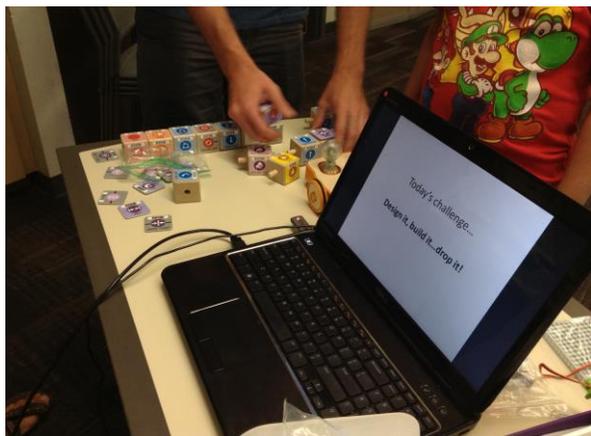
*By Jean Bosch*

### **Programs and Events**

Adult Services Librarian Erin Kirchoefer reports we launched the Great Stories Club book club program with our two LGBTQ+ youth groups this last month. We received a grant from ALA allowing us four pre-selected titles for book discussions with at-risk youth. We anticipated about 22 kids participating overall, and ended up with 36 participants! We requested and received permission from the Programming Team to purchase additional copies of the next book so we can have enough for everyone.

The GSC theme this year is “The Art of Change: Creation, Growth, and Transformation,” so we’re tying artistic expression into each of the titles provided by the grant. We wanted to provide journals for participants but had no funds. Library Assistant Jewels Hall put out a call to her writing community for any unwanted journals and we immediately received 12. She then put out a call to her writing contacts at the Rocky Mountain Fiction Writer’s Conference that took place in early September. Jewels received 71 journals – what amazing support! Conference attendees were going out and purchasing them new to bring back for this program for LGBTQ+ youth.

September was a month full of new STREAM projects for Library Assistant Erin Lucero. With the arrival of our new squishy circuits, Little Bits, and fabulous KIBO robot, we are up and running with lots of new tech toys. The KIBO robot has been set up to run coding lessons with literacy tie-ins for **Pete the Cat and the Five Little Pumpkins**, **Silly Sally**, and **Elephant and Piggie Go For A Drive**. The KIBO robot has lots of fun possibilities for storytime tie-ins and we will be introducing it to staff in late fall and then to the public in late November.



Sample squishy circuits projects include a caterpillar with light-up LED eyes to correlate with **The Very Hungry Caterpillar** and a robot with light-up LED buttons to go with **Robot Zombie Frankenstein**.

Sample Little Bits projects include an electronic car that can be customized with lights and buzzers, plus a catapult arm that can be customized with a LED counter and pulse circuit.

September also brought the start of our **LEGO Assemble Build Create** sessions. September featured a drop challenge – design it, build it, drop it. The kids really got into the challenge and kept creating bigger and stronger buildings. As you can imagine, the drop zone was tremendous fun for the kids and once their LEGO build survived the fall, the kids earned a LEGO bookmark. Everyone had a successful drop by the end of the session while learning about engineering. The KIBO robot and Little Bits sets came out for a pop-up activity and both kids and parents were happy to try out the sets with some hands-on experimentation in circuitry and coding.

### **Outreach and Embedded Staff**

For the fourth year, the library district has sponsored, planned, and presented at United Way's "Be Ready" Community Fun Fair held at Fullana coordinated by Early Literacy Librarian Vicky Hays. Children's/Teen Librarian Jenny Thurman hosted at a library booth in the community resources part while Vicky helped set up and run activities. They included nursery rhyme boxes and activities from a few of our past SRC programs. She also provided a small puppet stage and lots of puppets for the kids to use. Her dragon puppet, Norbert, was a huge hit with the kids.

Vicky also presented Every Child Ready to Read training to parents at the Early Childhood Council of Larimer County program on Best Start for Babies.

### **Continuing Education and Learning Opportunities**

Early Literacy Librarian Vicky Hays and Librarian Amy Holzworth received grants to attend the SPELL (Supporting Parents in Early Literacy Through Libraries) and CLEL (Colorado Libraries for Early Literacy) conferences in Denver. The SPELL conference was on an IMLS grant that the state library coordinated for three years and included a variety of libraries from across the state. Vicky was on a panel at CLEL on libraries discontinuing programs or choosing not to start a program. A wide variety of libraries were represented on the panel.

Because the ALSC National Institute was canceled from being held in Charlotte, NC, it was held virtually. Eight staff members from across the district were able to attend various programs through an online webinar format held at Webster House. Vicky was on a panel on Media Mentorship in Libraries Serving Youth with other librarians from Alaska and Maryland.

Erin L. attended several of the ALSC webinars. One webinar focused on strategies for supporting early readers and how to connect school expectations to library resources. CTL Manager Currie Meyer, Jenny, and Erin L. had a conversation about possibilities that could be implemented in PRPLD. The webinar focused on the importance

of training staff to effectively advise early readers and identify leveling systems. We discussed the possibility of an Early Reader Book Fair, with storytimes for children and learning sessions for parents.

Erin L. also attended a webinar on *Unconventional Programming for Youngest Patrons*. This webinar was perfect since it fused STREAM concepts with a storytime approach and provided lots of fun ideas to try out at our STREAM lab.

Thanks to the Learning Organization Team, several staff members enjoyed a tour at the Local History Department at the Museum of Discovery. Longtime library staff member Vicky found some re-bound city directories that she had lettered on the spines in the early 1970s!

### Miscellaneous

The district Reader's Advisory group met in September. They discussed several ideas to encourage public signups for the RA newsletters. Becky Sheller and Erin L. are piloting a BookMatch program to present a library booth at library programs that correlate with RA newsletter topics. In October, we will be setting up a BookMatch booth supporting the *Nature and Science* newsletter at a Kevin Cook program. We will be featuring on-the-spot newsletter signups, book displays, Nooks, and eBook options on our ePlatforms.

The additions to transform the OTL Community Room into a storytime haven during our children's programming are continuing. Several adorable graphic sets are here and in the process of being laminated and having magnetic strips attached. The colorful tablecloths are a simple and bright addition to the room. Erin L. reports that at her September peek-a-boo storytime, she tried out some of the new additions, and parents were happy to spend lots of extra time in the room after storytime playing with toys and listening to children's music. It seemed to have the planned effect of encouraging families to be happy and comfortable spending time in the Community Room!

Erin L. coordinated the summer workplace CSA (Community Supported Agriculture) program for staff wrapped up in mid-September. The comment/suggestion sheet for the CSA had several positive comments:

- *"We loved the flavor of farm fresh!! I would do this again next year!"*
- *"Love the convenience of workplace delivery. List of items, and storing/cooking tips are highly appreciated. We have enjoyed trying new vegetables, and they definitely taste better than what we used to buy."*

Participants did ask for more half-share options next summer and several new people expressed interest in signing up next year. Staff participation encourages staff to make healthier choices to promote wellness and support the local economy.



Amy coordinated with Susan Awsumb-Conn, art teacher from Cache La Poudre Elementary, in setting up 56 beautifully done pieces of art by 3rd, 4th, and 5th grade students and which will be on display in the Old Town Library Children's area from now through November 1.



### **Nonprofit Services News**

Sarah had a full and productive month of SBDC projects:

- Local church: working with members of a church to find funders to aid in their mission to develop a long term relationship with a small town in Guatemala (3 hrs)
- Small Business: searching for grants for women/minority owned businesses (3 hrs)
- Local church: consulted with member of a local church interested in sharing a property with another tenant (1.5 hrs)
- Job seeker: job seeker desiring work with nonprofits wanting to familiarize herself with library resources for nonprofits, taught her how to use FDO and Colo Grants Guide (3 hrs)
- Small Business: searching for grants for women owned businesses: Sarah suggested looking for angel investors, found some candidates for her, and consulted with Business Reference Librarian Anne Macdonald (3 hrs)
- Nontraditional student: seeking scholarships—demonstrated Foundation Center for Individuals, helped him with search strategies (2 hrs)
- Environmental nonprofit: client she's been working with for over a year; helped establish her 501(c)(3), she needs help finding volunteers to help her with website development and marketing—referred her to United Way volunteer bank
- Met with health district to help them devise strategy for searching for funders for their particular programs—taught them how to use FDO (Foundation Directory Online) and Colo Grants Space (3 hrs)
- Met with nonprofit service dog training nonprofit, devised strategies for researching FDO and Colo Grants Guide (1.5 hrs)
- Met with patron responsible for a “Little Library,” helped her formulate ideas for fundraising, and locating sponsors, showed her grantspace.org (1.5 hrs)
- Met with Anne and Jobs and Careers Librarian Molly Thompson to determine how to complete spreadsheet for strategic plan
- Completed strategic plan spreadsheet, nonprofit section, met deadline
- Attended working group committee meetings, followed up with fiction authors, secured another \$400 in donations for FoCo Book Fest Brewin’ Up Books
- Brought History Comes Alive performer to the library to view community room where he will be performing for FoCo Book Fest
- Anne, Sarah, and Molly presented their respective webpages and discussed their roles as specialist librarians and the services they provided to their communities at the monthly Harmony Staff Meeting

### **Substitute Hourly Librarians and Library Assistants**

Sarah posted for hourly librarian and library assistant positions to fill the need for substitute staff at the public service desks districtwide. She worked with Human Resources Manager Sabrina Stromnes and:

- Reviewed 9 resumes for the hourly librarian and 86 resumes for the LA position
- Interviewed with Jean, three candidates for the substitute hourly librarian pool, hired 3
- Will be interviewing three candidates for the substitute hourly LA position