

## Poudre River Public Library District

### February 2022 Report from the Executive Director

In an effort to align the work of the various departments to the five “big picture” goals set for 2022, this new report format includes input from across the district in a more concise, integrated, and focused manner.

#### **2022 ORGANIZATIONAL GOALS: Progress Report**

##### **1. CREATE A NEW STRATEGIC PLAN**

- Developed Strategic Plan Timeline
- Facilitated eight staff sessions that included “Community Rhythms” exercise

##### **2. BEGIN IMPLEMENTING EDI RECOMMENDATIONS**

- Participated in four staff forums to review the Think Again report and recommendations
- Began developing job description for EDI Coordinator and EDI Committee Charter

##### **3. STRENGTHEN INTERNAL CULTURE AND STAFF ENGAGEMENT**

- Visited all staff work groups/locations and facilitated “Community Rhythms” exercise and reviewed 2022 Organizational Goals
- Participated in CliftonStrengths workshop with Library Leadership Team

##### **4. TURN OUTWARD AND ENGAGE IN COMMUNITY CONVERSATIONS**

- Shared Harwood tools and philosophy with staff during staff meetings and through Director’s Digest.

##### **5. BECOME A HIGH-PERFORMING ORGANIZATION**

- Reviewed statistics provided by Orange Boy to understand current market penetration, use patterns and comparisons to other library systems
- Reviewed Brand evolution with Communications team to understand current status and options for the future.
- Coordinated and led efforts to recruit new board members with City of Fort Collins and Larimer County resulting in 35 applications.

## POUDRE RIVER PUBLIC LIBRARY DISTRICT in the News

- “Poudre River Public Library District Seeks new Board of Trustees Members,” *North Forty News*, <https://northfortynews.com/category/life-in-noco/poudre-river-public-library-district-seeks-new-board-of-trustee-members/>
- “The freedom to read: How libraries uphold the First Amendment,” *Rocky Mountain Collegian*, <https://collegian.com/articles/news/2022/02/category-news-the-freedom-to-read-how-libraries-uphold-the-first-amendment/>
- “Mobile Outreach Program Grant Moves Forward,” *Larimer County website*, <https://www.larimer.org/spotlights/2022/02/10/mobile-outreach-program-grant-moves-forward>

## BRANCH LIBRARY PROGRAMS AND EVENTS

### Interactive Black History Month Display at Council Tree

Children’s Services Librarian Amy coordinated an in-library activity that highlighted Garrett Morgan, the inventor of the traffic light. Amy also created and displayed an inspiring array of 40 biography cards on significant Black leaders in education, science, sports, literature and politics.



### Old Town Library Renovation Celebration

Meg organized a renovation celebration that incorporated art, music and community engagement to celebrate the end of this project.

Love seeing the art show on the second floor, Marna Widom. Look forward to seeing more shows.

From the elated team at the newly-formed Larimer County Conservation District, thank you for helping us do it! The vote last week was the culmination of over a year of planning and administrative nonsense. None of us here knew what to expect, so it was sure nice that we didn’t have to worry about our polling location! You all are amazing and we sure appreciate all that you do and have done.