

Poudre River Public Library District

May 2022 Report from the Executive Director

2022 ORGANIZATIONAL GOALS: Progress Report

1. CREATE A NEW STRATEGIC PLAN

- Scheduled “Ask” activities at community events over the summer.
- Gathered staff feedback on Mission and Values.

2. BEGIN IMPLEMENTING EDI RECOMMENDATIONS

- Reviewed candidates for EDI coordinator.
- Identified training opportunities for staff including activities and speaker for Staff Day on August 12.
- Hired Harmony’s first bilingual Library Assistant, Wendy Pillard. Wendy has a background in bilingual primary education.
- Council Tree Children’s Librarian, Amy Holzworth, engaged with youth services colleagues in a series of free, online professional development modules for library personnel engaged in reimagining equity and access for diverse youth called [Project READY](#).

3. STRENGTHEN INTERNAL CULTURE AND STAFF ENGAGEMENT

- Coordinated an extensive staff input process around possible changes to the Organizational Structure including workshops with Library Leadership Team and Supervisors.
- Distributed final version of Guiding Principles document to all staff. (see attached)

4. TURN OUTWARD AND ENGAGE IN COMMUNITY CONVERSATIONS

- Presented *Report to the Community* to Larimer County Commissioners on May 3.
- Met with Jim McDonald and toured Carnegie Creative Center
- Met with Larimer County Health Department staff regarding plans for a teen center and efforts to coordinate resources.
- Attended Colorado Library Director’s Retreat.
- Continued conversation with Expert Panelists from Board Accelerator to discuss ways to continue to share information and coordinate planning efforts.
- Contacted Sara Maranowicz of the Bohemian Foundation to assist in community-wide planning efforts (First Connect).
- Coordinated efforts with [Imagination Library](#) of Colorado, Larimer Library Directors, Loveland Rotary Club and United Way of Ft. Collins to bring program to our region.

5. BECOME A HIGH-PERFORMING ORGANIZATION

- Collaborated with City of Fort Collins purchasing to put out RFP for Outreach Van upfitting.
- Continued roof replacement project for Old Town Library.
- Increased Council Tree operating hours (Friday and Saturday open until 8:00 pm, an increase of five hours per week) that started May 1.
- Donations/Grants received & in process YTD include:

Donations

Evelyn Traut - \$350K

Bohemian - \$50K

Grants Awarded

Larimer County Immediate Needs (ARPA) - \$43K, Chromebook kits

Larimer County Immediate Needs (ARPA) - \$52K, Outreach Van

Colorado Creates - \$10K, Bookfest

Patterson Foundation - \$5K, Imaginantes

Grants - in process

COFC ARPA - \$45K, Community Outreach

TOTAL: \$555,000

POUDRE RIVER PUBLIC LIBRARY DISTRICT in the News

- “The Mind Matters: Resources for Mental Health Awareness Month” – *The Silver Lining Magazine*
- “NoCo Library AAPI Book Recommendations” – Kentwood Real Estate website, <https://www.kentwood.com/blog/2022/05/31/noco-library-aapi-book-recommendations/>
- Poudre Libraries won three 2022 PR Xchange Awards (for projects covering 2020-2021)
 1. A Winter Tale – Reading Programs Category (print submission)
 2. Next Chapter Re-engagement Campaign – Materials Promoting Collections, Services, Resources Category (print submission)
 3. Día de Muertos Website – Virtual Exhibits Category (electronic submission)

BRANCH HIGHLIGHTS

Summer Reading Challenge started May 23! More than 3,200 people signed up to participate in the first week!

HARMONY

Harmony's carpet installation is complete, other than a few small back-of-house areas that FRCC Facilities staff will complete soon. Now that the carpeting installation is completed, the Rotary Room is open again to the public. We are trying a few new furniture arrangements in the building, particularly in Children's. We've also gotten new, improved computer furniture for our public PCs that provides better spacing in our (post?) pandemic environment.

OLD TOWN

IRRIGATION PROJECT UPDATE

As follow up to the May Board meeting discussion of the Library irrigation project, Library staff met with Jill Wuertz, the main City of Fort Collins (COFC) contact for the project, to provide additional background.

In September 2018, the City of Fort Collins (COFC) consulted with Aqua Engineering to identify irrigation system improvements and to assist with prioritization. The Library Park ranked as the highest need for infrastructure reinvestment out of the 46 park sites managed by the COFC Parks Department due to average to poor rankings in performance indicator including: maintenance cost, water use, system safety, and system integrity.

As a result of this process, both the Library (\$360K) and the COFC (\$100K) have set aside funds for replacement through the budget appropriation process. COFC Parks Department will be providing in-kind services to manage the project (Jill Wuertz). Benefits of this project include implementation of best management practices for water conservation, water savings, improved plant health and decreased maintenance costs. In addition, this will provide an improved level of service to the park users as well as the Library District.

Partnering with the COFC and with the expertise of Jill Wuertz, who has extensive experience with these types of projects and a passion for water conservation, the project has been designed and bid to include hydro zones to reflect the needs of plant materials, and most importantly, to preserve the trees in Library Park. The project does not contemplate landscape conversion, such as xeriscaping, due to the prioritization of maintaining healthy trees. According to Jill, alternatives like xeriscaping are not necessarily ideal for heavily wooded areas or in areas with a lot of wear and tear, such as Library Park. This is best management practice related to water conservation to focus on irrigation first, then plant materials.

The new system is designed to be very flexible, while being very strategic in use of water and maintenance into the future. Through the use of smart controllers, the new system will be more efficient and will use less water than the current system, while focusing on maintaining healthier trees and plants.

The project has been bid and awarded at a total cost of \$306,994 (\$230,245 Library/\$76,750 COFC), which is lower than anticipated due to current market factors, timing and sharp contractor pricing due to the bid process, all of which benefited our project pricing. Given the COFC is responsible for park maintenance through our IGA, it is also in their best interest for this replacement to take place, ultimately saving time and resources (including water) going forward.

COUNCIL TREE

Library Assistant Ashley Byers's "I Spy in the Ocean" activity for children invited children to look for small objects including toy fish, small jewels, and even a flip flop in a repurposed fish tank. The challenge included an interactive search guide and take-home packet for additional "I Spy" fun at home.



Communications Department staff at Fort Collins Barnes & Noble promoting Bookfair fundraiser for summer reading.

GUIDING PRINCIPLES

Poudre River Public Library District staff come together in community to serve our community. With a shared purpose, we create a vibrant and connected workplace where everyone's unique contributions are valued and aligned to make a positive difference.

Our Guiding Principles serve as an internal compass that helps us navigate challenging times and reminds us what it looks like when we are working at our best. These principles are interconnected and together build trust and foster a healthy and productive work “ecosystem” where everyone has an opportunity to grow and thrive.

PRINCIPLE

STATEMENT

HOW WE DEMONSTRATE THIS PRINCIPLE



WELCOMING

We are a community that ensures all staff feel welcomed, respected, and included. Our vibrant work culture relies on everyone feeling they can be their authentic selves.

- Supporting new coworkers through effective onboarding and beyond
- Greeting one another at work with a smile and “hello”
- Getting to know our coworkers and feeling comfortable sharing our stories
- Accepting people as individuals and celebrating the unique gifts they bring to the organization
- Caring about each other's well-being and showing we appreciate them through kind acts, kind words, and special treats
- Leaving our work doors open (figuratively and literally) to invite people in



CONNECTED

We are connected in our shared purpose to serve our community. Our connections generate energy and motivation towards common goals. We are empowered and uplifted by our colleagues and celebrate the positive outcomes of our service to the community.

- Having shared goals and vision for our workplace
- Using effective communication tools to keep everyone up-to-date on opportunities, resources, and news
- Sharing knowledge and resources and openly exchanging ideas within our work teams and across the district
- Seeking input from colleagues; listening to each other's ideas and concerns and being willing to ask questions and provide feedback
- Actively learning about the people, processes, and services of other departments, teams, and locations



COLLABORATIVE

We are dedicated to teamwork and collaboration. Each of our individual actions contributes to a collective strength that creates positive impacts, internally and externally. Successful collaboration honors individual strengths, invites new ideas, and fosters trust. We are proud of our shared work and recognize group success.

- Creating projects teams that draw on each other's strengths and provide opportunities to learn and grow together
- Working across departments and buildings to find solutions, gain experience with new people/places, and accomplish our goals
- Seeking input from across the organization when making decisions and implementing change
- Providing a safe space for people to ask questions, request resources, and offer ideas
- Assuming positive intent, recognizing that feedback or disagreement is not an attack on a person but an opportunity to learn and grow

CREATIVE AND INNOVATIVE



We are creative and innovative. We consider fresh perspectives, create space for curiosity, explore ideas, welcome questions, try new things, and take risks toward reaching our common goals. We support one another when we need to change course.

- Asking big questions like “What if?” and “How can we say yes?”
- Working boldly: looking at problems from new angles; trying out new radical ideas; seeking answers outside the norm; and listening to under-represented voices
- Being brave: allowing for success and failure and recognizing that both are valuable parts of progress
- Serving as a sounding board for coworkers to bounce ideas, explore solutions, and work creatively
- Investing in tools and technology to support staff creativity

ACCOUNTABLE



We are open, honest, and accountable in our work and our relationships with each other. We believe that everyone should be held to the same high standards, fairly and consistently.

- Following through on commitments and assignments
- Developing and implementing consistent standards, practices, and procedures across the district
- Being transparent in communications, sharing knowledge, and clarifying expectations
- Meeting regularly to check in, discuss goals, and evaluate progress
- Maintaining accurate reports and using data to inform decision making
- Allocating resources fairly and following best practices for budgeting, accounting and financial reports.

VALUED



We value one another as individuals and as part of a team. We value learning as a pathway to growth. We celebrate progress and positive outcomes, and support one another as we work through challenges. We encourage people to realize their full potential.

- Saying “thank you” to coworkers and appreciating them as unique individuals
- Listening to the experiences of all people in the organization and letting them inform our values, goals, and mission
- Offering relevant professional development and learning opportunities for all staff
- Fairly compensating staff for their skills and levels of responsibility
- Providing professional development pathways and advancement opportunities for all staff

JOYFUL



We find joy in our shared work and are proud of the positive impact we make in the community. Our shared enthusiasm creates a vibrant work community. Our talents shine and our relationships thrive through joy.

- Finding ways to bring our passions to our work
- Ensuring we take time every day to find enjoyment and share moments of fun with each other
- Sharing optimism, energy, and good news
- Taking a moment to appreciate what we have accomplished
- Gathering and celebrating together just for the fun of it!

The Poudre River Public Library District strives to create a workplace where everyone has a chance to contribute their individual talents to create a supportive and collaborative work environment. By coming together each day with a common purpose, we are able to enrich our community and make a profound difference in the lives of the people we touch – including each other.