

## Poudre Libraries

### October 2022 Report from the Executive Director

#### 2022 ORGANIZATIONAL GOALS: Progress Report

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

- Facilitated four Staff Strategy Workshops where results of the Community Conversation were shared and staff provided input on initiatives related to strategic partnerships, dynamic programs, and welcoming spaces.
- Drafted and shared revised Vision Statement
- Finalized Strategic Planning Overview

##### 2. BEGIN IMPLEMENTING EDI RECOMMENDATIONS

- EDI Open Houses occurred at four library locations to provide staff an opportunity to meet our EDI Coordinator, Jamie, and members of the EDI Committee and learn more about the plans for EDI work in the future.

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

- Launched Denison Culture Survey. Survey closed on Nov. 4 with an 87% completion rate compared to 44% in 2019 and 72% in 2020.
- Began planning for Dec. 9 Staff Appreciation Breakfast and Years of Service Awards
- Conducted Staff Strategy Sessions and online survey to engage staff in Strategic Planning process

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

- Staff, Board, Trust, and Friends attended Pour Brothers Community Tavern Community Night to help fundraise for the Library's 2023 Book Festival.
- Multiple staff attended the Larimer United Way Loveland Celebration where the Library was recognized as an important partner in the launch of Dolly Parton's Imagination Library
- Diane met with City and County Officials including Councilmembers Canonico and Gutowsky, City Manager DiMartino, County Manager Volker, and County Commissioner Shadduck-McNally

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

- Conducted the third and final DART (Reference Tracking). Staff recorded 3,221 customer transactions by type, duration and location.
- Coordinated Hostile Intruder Training video and discussions at multiple library locations.
- Molly Thompson officially started as Harmony Manager on October 31.
- Roofing project at Old Town is nearing completion with the replacement of skylights and final sealing and finishing.

#### POUDRE RIVER PUBLIC LIBRARY DISTRICT in the News

"Poudre River Public Library District Rolls Out Community Outreach Van," *Rocky Mountain Collegian*, <https://collegian.com/articles/news/2022/10/category-news-poudre-river-public-library-district-rolls-out-community-outreach-van/>

“Where to celebrate Día de los Muertos in Fort Collins,” *Coloradoan*,  
<https://www.coloradoan.com/story/life/2022/10/13/dia-de-los-muertos-fort-collins-co-events/69558747007/>

## PROGRAMMING HIGHLIGHTS

- Teen Librarians staffed a table at the Teen Self Care Fair at the Museum of Discovery. We connected with almost 300 teens and their parents and shared information about library programs and resources and gave away every single sticker we brought.
- Poudre Libraries collaborated with a number of community partners to present a series of workshops and celebrations for Hispanic Heritage Month and Día de Muertos. Highlights included a hybrid program, *La Calavera Garbancera con Memo Plastilina*, hosted at Harmony and Council Tree Libraries featuring a remote presentation from the creative Memo in Guadalajara, Mexico, language interpretation on Zoom, and hands-on participation from kids and families in Fort Collins in the libraries and in their homes. Other programs included a community mural project with artist Carla Gamboa at the Northside Aztlan Community Center and a Day of the Dead Art exhibition at the Old Town Library.



## Statement on Summer Learning

Poudre Libraries are proud to sign on to the Urban Library Council’s Statement on Summer Learning, that states, in part:

*As public library leaders, we are resolved to bring about educational and social equity by contributing to a more just structure where all youth can realize their full potential. As an integral part of the educational ecosystem, public libraries’ summer learning programs play a crucial role in equitably reaching all children through intentional, systemic and transformative library-school-community partnerships.*

<https://www.urbanlibraries.org/initiatives/statement-on-summer-learning>

## “How’d We Do?” Sampling

Good Morning Diane Lapierre,

Last evening I attended the wonderful “dia de Muertos” presentation the library hosted. I wish to express my appreciation to the Poudre River Public Library and the presenters for such a memorable experience.

The presenter, Carla G~, gave an overview that set a respectful tone for the event. Her directions for applying face make-up were clear and fun to follow. Carla readily answered questions and her face painting techniques, applied on her beautiful model, showed one and all exactly what to do.

At the end of the session, seeing the results of the other participants artfully painted faces showed how much everyone received from the experience. It was a sense of community to have mixed ages participating.

The innovative programs the Poudre Library offers are appreciated by our family and we thank you. On so many levels, the library is a remarkable and valuable resource.

Kindly share this note of appreciation to the individual, or group, that coordinates the Library Programs, and also to Carla G~.

Sincerely,  
Lynn and Rick Rizzotto

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Suggestion: My toddler and I love coming to story times and want to thank you for hosting them. We especially enjoyed the special story time at Gardens on Spring Creek and sitting outside Old Town library for stories in the warmer weather.

If you're ever looking for new story time ideas, we'd love to see more sign language and/or a special sign language story time. (Shared with staff)

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Thank you for providing our community with so many wonderful books, programs, and resources for all ages. Libraries are so crucial our future and I am grateful for the work the library staff does to keep everything possible. Thank you!!!

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It seems that the library recently concentrates on Hispanic and black culture in its book selection and programs. I'm first generation European (Germany/Denmark) and would appreciate resources related to my heritage as well. (Shared with Collections manager)