

Poudre Libraries

December 2022 Report from the Executive Director

2022 ORGANIZATIONAL GOALS: Final Report

1. CREATE A NEW STRATEGIC PLAN

- Analyzed current internal conditions including staff culture, budget, facilities and current plans
- Evaluated external components including community needs, demographics, partners, and trends
- Ensured equity, diversity, and inclusion were embedded in new plan
- Evaluated existing Master Plan, updated and aligned goals with strategic plan
- Reflected themes gathered from community conversations

2. BEGIN IMPLEMENTING EDI RECOMMENDATIONS

- Discussed and shared Think Again’s organizational report with all staff
- Created and implemented action plan based on Think Again Recommendations and staff input
- Hired a contract EDI coordinator
- Created a “charter” for EDI committee and recruited new members

3. STRENGTHEN INTERNAL CULTURE AND STAFF ENGAGEMENT

- Created an action plan based on 2020 Denison Culture Survey Recommendations including focus groups, staff trainings, and Library Leadership team discussions (see below)
- Established Guiding Principles to reflect desired library culture and disseminated to all staff
- Recognized and rewarded staff through “Examples of Extraordinary Exceptionality” (EEEs) in Director’s Digest, staff appreciation event, gratitude pay and inclusion of “valued” in Guiding Principles
- Used CliftonStrengths model to build a culture of strengths-based assessments and teambuilding across the organization
- Focused on EDI topics to build awareness and understanding of equity, diversity, and inclusion in our staff training day. Offered additional learning opportunities and conversations with EDI Coordinator and Committee members.

4. TURN OUTWARD AND ENGAGE IN COMMUNITY CONVERSATIONS

- Implemented the Harwood Institute “turning outward” model to conduct 18 community “ask exercises” in addition to an online survey, resulting in over 270 in-person interactions and nearly 500 online responses.
- Engaged with Library Trust, Friends, Teen Advisory Board, and Spanish speakers to gather responses from key stakeholders.
- Shared “turning outward” philosophy and practices with staff across the district. Irene Romsa completed Harwood Institute training programs and joined Currie, Ken, and Diane as officially certified practitioners.
- Incorporated Harwood practices in various staff activities including conducting “community rhythms” exercise at all staff locations, providing staff many opportunities to support “ask exercises” over the summer, and engaging all staff in reflecting on community themes and incorporating them in strategic plan initiatives.

5. BECOME A HIGH-PERFORMING ORGANIZATION

- Evaluated organizational structure and adjusted director and manager level positions to improve operational efficiencies and effectiveness.
- Provided Clifton Strengths training to members of the Library Leadership team to foster better communication, encourage team building, and improve interpersonal relationships.
- Streamlined and improved metrics and tracking tools to share high-level performance information.
- Reviewed all job descriptions and conducted a compensation study (recommendations to be implemented after Board discussion/approval in 2023).
- Proposed new measurements to align with strategic plan goals (to be implemented in 2023).

DECEMBER HIGHLIGHTS

- Amada Simental, Non-profit and Business Librarian started on Dec. 26
- Development Workshop for Friends, Trust, Staff, and Board held on Dec. 2 to coordinate fundraising efforts and align work plans for 2023.
- ESL Mentors and Learners celebration on December 17th featured presentations from learners, appreciation awards, and guests enjoyed food from around the globe.
- DMV2GO held its first event at Old Town on Dec 30 (will be on site the first Friday of every month)
- Library staff celebrated 2022 accomplishments and milestone years of service at Old Town on Dec 9





Decorating snowflakes with paint and glitter at Friends and Family Night Dec 10, 2022 at CTL

World Language Storytime in українська (Ukrainian!), December 1. Ukrainian community



members partnered with CTL Children’s Librarian, Amy Holzworth, to present this fun and authentic event, featuring stories, folk songs, movement and a crown-making craft.

HOW'D WE DO?

Deidre was really nice and answered all my questions and Cecelia and Mari were awesome. I will be making a donation asap. I ♥ the library.

I got my favorite books. I got them right now. My favorite book is *Dragon Monster*. *No contact information provided. Harmony Library marked on the form.*

Re: App feedback

Suggestion: What would be incredible would be if one could see their checkout history. I have to believe this data exists in your database. *Response: System Administrator Victor Zuniga responded to the customer and explained how to view his checkout history.*

Thanks so much to the Poudre Libraries! I’ve used the library for many years but now that my vision has deteriorated and I no longer see well enough to drive, I rely on audiobooks from the library. I actually have difficulty reading at this point. I can’t tell you how much I appreciate the availability of such a great selection of audiobooks you provide. Thank you so much!