



DIRECTOR REPORT

To: Plymouth District Library Board
From: Shauna Anderson, Library Director
Date: July 14, 2022

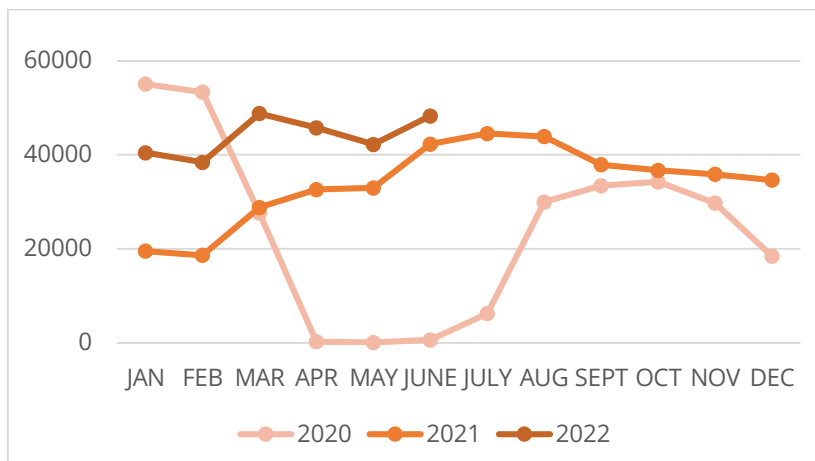
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CIRCULATION

PHYSICAL COLLECTIONS

Circulation for physical collections are trending back upward, equivalent with March 2022 numbers. This is still lower than expected, as summer tends to yield highest participation each year.



DIGITAL COLLECTIONS

eResources increased over the previous month. Database use was down. In the coming weeks, we will be subscribing to two new databases, thanks to the generosity of the BOSCH Community Fund. Lerner Maker Lab provides hands-on activity ideas for kids in preschool and elementary school to support STEM learning. Creativebug is a resource created by Joann Fabrics with a wealth of sewing/knitting/crocheting patterns along with high quality video tutorials of arts and crafts projects

FEBRUARY'S MOST POPULAR TITLES

- What Happened to the Bennetts* by Mary Doria Russell
- The Last Thing He Told Me* by Laura Dave
- The Maid* by Nita Prose
- The Paris Apartment* by Lucy Foley
- Run Rose Run* by Dolly Parton & James Patterson

PARTICIPATION



Youth enjoy Kid's Yoga with Ashley (above) and make bookmarks outside at the Farmers Market (left).



PENN THEATER COLLABORATIONS

We hosted two public events alongside the Penn Theater. Bob Seger Biographer, Edward Sarkis Balian, presented an author talk to over 200 people. The youth department hosted a Family Fun Night that included over 100 participants. This collaboration allows the library an even greater impact in the community, while also highlighting the Penn Theater as a vital community resource.

↑ 17,254

Library Visits

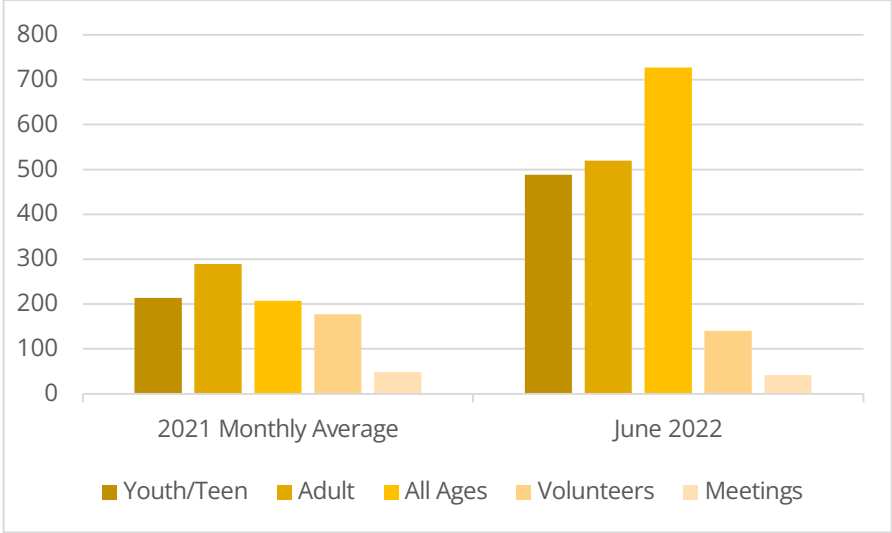
↑ 3,014

Questions Answered

↓ 50

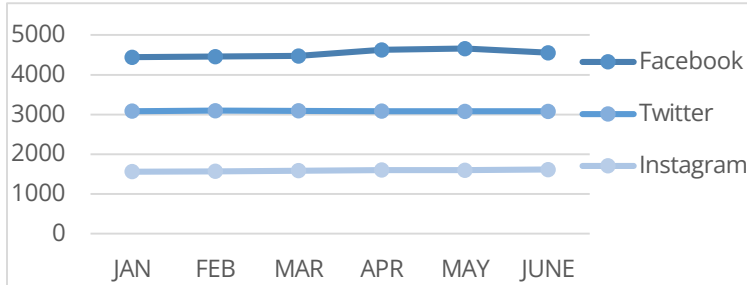
Total Programs

This month, library programming is certainly seeing participation that we have not witnessed since before the pandemic. Large scale events are popular with our community, and Summer Connection is bringing in a lot of people.



COMMUNITY ENGAGEMENT

ONLINE AUDIENCE



PROJECT UPDATES

Plymouth Farmer's Market
PDL staff hosted a booth for three weeks at the Plymouth Farmer's Market that was well-received by the community.

Community Collaborations
The Penn Theatre hosted two public events alongside the library in June. Library staff also made announcements at the Wilcox Wednesday concerts in the park. Displays throughout the library were used to draw attention to events coordinated by Plymouth Community Arts Council and Plymouth Pollinators. These opportunities help us draw attention to and participate in the vibrant culture of our community.

Main Street Porch Outdoor Reading Room
The outdoor reading room opened in June. It was built by local Eagle Scout Scott Fesko. He and his team of volunteers put together the Adirondack chairs and benches that fill the porch. They also crafted a woodchip path to help patrons make their way to the space and added a homemade Little Free Library as well.

Plymouth District Library
Published by Later · June 5

Did you know? Our community Seed Library is live in the Gardening section on the Upper Level of the Library! Seeds are free (2 packets per household). Learn more at plymouthlibrary.org/seedlibrary!



2,807 People reached 238 Engagements — Distribution score [Boost post](#)

62 14 Shares

Plymouth District Library
Published by Later · June 4

Happy #Pride! Stop by the library all month long and find something to read with pride



1,096 People reached 158 Engagements [Boost post](#)

Commissioner Melissa Daub and 55 others 3 Comments 3 Shares

TECHNOLOGY

SPECIAL PROJECTS

Dunning Foundation Grant

PDL was awarded a grant from the Dunning Foundation totaling \$50,000 to support the replacement of the technology in the Walldorf and Dunning meeting rooms. This project will allow for a seamless experience creating hybrid events—both in-person and via zoom.

Door Access Project

Assistant Director, Melanie Bell, worked with Security 101 to do a project walkthrough to support the implementation of our door access system upgrades.

HR Software Upgrades

PDL staff continue to work with ADP, our payroll system, to implement a usable module to support better online recordkeeping. Management staff were recently trained on the timesheet product and will be working with it over the next few pay periods before bringing the rest of the staff on board for time off requests.

↓ 12,499

WiFi Sessions

↓ 810

Computer Sessions

↓ 153,923

Website Hits

↓ 4,850

Mobile App Uses

FACILITIES

Roof Access Safety

Facility Supervisor, Yong Heo, met with building architect Steve Shneeman from Merritt Cislak to review our current roof access setup. It currently requires the use of a standalone ladder to straddle the upper level reference desk, which poses safety concerns for staff and contractors who need to address issues on our roof. Over the next few months, we will be working with their team to design and fabricate a new pull-down ladder that avoids the reference desk and allows users to safely make their way to the roof.

Grounds Improvements

Heo met with additional landscape architects to secure quotes for grounds improvements to be included in next fiscal year's budget.

Custodial Team Orientation

Heo has been working with the newest members of the library's facility team to support in-house custodial work going forward.

LED Conversion

Yong is working with a new electrical contractor to convert sections of the upper level to LED lighting. This project will almost completely convert the upper level to a more cost-effective and energy-efficient lighting source.

Generator Repair

After our recent generator load test, an issue in need of repair was identified. This issue is causing a 30-40 delay in starting up the generator when power failures occur, creating issues for library technology that relies on consistent power. Battery backups have been employed until the generator can be effectively serviced.

PERSONNEL

Open Positions

Facilities Technician	Applications open until filled
IT Coordinator	Interviews completed

New Hires

Andrew Schwank	Effective 07/08/22	Facilities Technician, Temporary
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Terminations

Jonathan Williams	Effective 07/22/22	Page
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Employee Anniversaries

Shauna Anderson	06/18/21	1 year	Director
Dana Bussard	06/02/03	19 years	Youth Librarian
Ibrahim Ghalib	06/02/14	8 years	Computer Support Technician
Kathleen Philo	06/01/21	1 year	Circulation Supervisor
Veronica Schendel	06/02/14	8 years	Reference Assistant

June FTE Count: 41.52

VEBA COMMUNICATION & CLARIFICATION

It came to our attention that the VEBA program was incorrectly explained to staff members for a number of years, resulting in confusion over the benefits offered by the library. There were also serious discrepancies in the payment schedules provided to retirees involved in the program. Formal communication has been sent to all staff to correct the miscommunication of the previous administration and clarify the stipulations of the VEBA plan as adopted. Additional follow-up is being conducted with full-time staff members and retirees.

MIOSHA CITATION: HAZARD COMMUNICATION PLAN

The library is being cited by MIOSHA for a failure to employ a formal hazard communication plan. The admin team is currently working on creating a customized plan based on the template provided by MIOSHA and hopes to have that finalized before the official citation is released.

ALA ANNUAL CONFERENCE

Holly Hibner, Assistant Director

Sessions Attended

ALA Council 1, 2, and 3

ALA Forum 1 and 2 (3 was cancelled because it was disbanded during Council 2)

Opening Session with Channing Tatum

Libraries as a part of the Revitalization of Indigenous Languages and Cultures: Services, Collections, and Initiatives

Intellectual Freedom, Media Literacy, and Access to Information: A Conversation with the New York Times

Climate Justice: Creating Sustainability Programming with EDI in Mind

Trends in Reference Services in Urban Public Libraries

New Connections: Creating Successful Online Book Clubs for Adults with Intellectual and Developmental Disabilities

Library Leaders: How to be a Rainbow Ally

Communities in Crisis: Legal Reference Skills to the Rescue

ALA President's Program: Advancing the Asian American Story

Reference Repertoire: You know more than you know

What did you learn? How do you think this conference will influence your work going forward?

This was my last conference as a Councilor. I served two terms as Councilor-at-Large, from 2017-2022. I have learned a LOT about Roberts Rules of Order, participation in a large group discussion (180+ Councilors at once), critical thinking, decision making, and also a lot about current trends in American libraries.

A few things I learned from the sessions I attended:

-In addition to misinformation/disinformation, we need to talk to our patrons about data hygiene, online privacy, and safe searching. With new SCOTUS rulings, we may see more use of our public access terminals by people who feel safer here than looking up information on their own devices. They may feel a higher level of anonymity using public access terminals, so we need to continue to make it possible for them to log in as guests (rather than with their library card, for example), and make resources available for them to search as safely as possible. This can complicate the other side of this issue: people using public terminals for nefarious reasons, so our computer use and privacy policies will be more important than ever.

-My favorite session was about creating book clubs for adults with intellectual and developmental disabilities. I learned about nextchapterbookclub.org and some general ideas around programming for this population, who often lose services when leaving high school, but who still need opportunities for lifelong learning, connection, reading practice, and socialization.

-In the "How to be a Rainbow Ally" program they discussed how to handle misgendering, both if you accidentally do it to someone and how to defend a co-worker who is misgendered by someone else (patron or staff). They talked about how sharing pronouns is important because "sharing mine makes it safe for you to share yours." However, this act can also create a situation where someone feels they must come out or misrepresent themselves, which can feel unsafe and

pressuring to them. The panel talked about anti-violence policies, how any expectation of neutrality in libraries needs to be removed, that we should insist that all displays and promotions are diverse, that we remove gender from any and all services, spaces, applications, and promotions, that we build bridges with organizations like LGBTQIA+ centers and groups like PFLAG.

In the President's program I learned about kbooka.com, which highlights kids books by Korean Americans & Korean Diaspora creators. I'll share this resource with the staff for readers advisory and collection development purposes.

Anything we should consider implementing at PDL?

Programming for IDD adults (intellectually and developmentally disabled). Perhaps bring back the "Inclusive Social Group" for adults?

Continued LGBTQIA+ training for staff and patrons. We recently held the "More Than a Pronoun" program and encouraged staff to attend, which was great.

Consider creating programming for staff/public around the idea of "data hygiene" and online privacy. I know we are updating our computer use and privacy policies, and staff need to be clear on those directives.

ALA ANNUAL CONFERENCE

Beth Sexton, Trustee

Sessions Attended

Opening Session-FCC Chairwoman Jessica Rosenworcel
Environmental Justice: Titles Resonate with Teens and Kids
Black Girl Rising: A Celebration of Black Girlhood
Library Policies in a time of Uncertainty and Controversy
Conference Speaker: Tiffany Haddish
Centering Community in Community Design
News You Can Use: Unite Against Book Bans
YA Author Coffee Hour
1000 Black Girl Books to Create Community Relationships
The Value of Manga in School Libraries
Lots of Author Meet and Greet Book Signings
Learn How a Continuity of Operations Plan Creates a Roadmap to Meet Community Needs
Connecting History and Activism for Young Readers
Advancing Diversity, Equity, and Inclusion using Coretta Scott King Book Award Winners
Tour of the Martin Luther King Jr. Memorial Library

What did you learn? How do you think this conference will influence your work going forward?

I learned a lot about current trends in children's publishing. One trend is accumulating more books that reflect diversity and equity. Also books that encourage environmental justice and activism even at a young age. Libraries can promote these themes using make and take kits, holding events at the library for family and community members around these themes. There is also a trend of having expanded library services beyond book checkout such as 3D printers, sewing machines, video and editing equipment, labs in the library with classes that members can take, Wi-Fi hot spot checkouts, etc.

The library tour was very eye opening. The new design reimagined a library space for the entire community making it a destination not just a place to check out books. Auditorium space, sound recording lab, cafe, fabrication lab, local history, resources and classes for families are all part of a new vision for the space.

Anything we should consider implementing at PDL?

Can we update the space to make it more welcoming and contemporary?
What are other resources we can offer beyond book checkout based on community needs?
Planning community events that include environmental action, equity, etc.
Try to plan programs that are more interactive, and community based.
Look at our Book Challenge Policy to keep it current.
Make sure we continue to purchase books that promote diversity and equity, have Own Voice authors, and create programs that promote social and environmental justice.

ALLIED MEDIA CONFERENCE

Colleen Kingsbury, Teen Librarian

Sessions Attended

- Broke: How to Change Narratives on Poverty & Economic Justice
- Plenary 1: Afrofeminist Futures for the World We Want
- Opening Ceremony
- No Racial Justice in an Empire: Narratives for Global Solidarity
- Organizing with ADHD
- Plenary 2: Designing for Transformation in the 21st Century
- Surveilled in the Workplace
- Youth Organizers Speakout
- Emergent Healing Space
- Plenary 4: Reparations: Repairing Harm in the Age of Mass Surveillance
- Young People with Queer & Trans Parents Are Shaking Up the World
- Closing Ceremony

What did you learn? How do you think this conference will influence your work going forward?

I found AMC to be a really enlightening experience! On a personal level, there were a lot of sessions that not only gave me new ideas for work but were also educational to me as an individual. For example, the Surveilled in the Workplace session was interesting to me as a librarian because of our ethical devotion to privacy, but I was also personally fascinated while learning details of Amazon's warehouse surveillance practices.

I believe AMC will influence my work going forward mostly by giving me some ideas for programming! I attended a session for people with ADHD, and everyone seemed to share a profound excitement about being in a space made for and by people with ADHD. This definitely got the wheels turning in my head about whether something similar would be valuable to Plymouth teens, especially since I've already had a brief conversation about ADHD with one of my Books & Bites kids. Additionally, a session hosted by a Detroit-based organization that focused on healing from the general chaos of the world through light meditation practices was inspiring. I hope to reach out to them (or a similar organization) to explore hosting something at the library! Teens have been under immense stress the last few years, and I thought something like that session could be a really great tool for young people.

In addition to these two programming ideas that I want to explore, in a few sessions, I was able to learn how politically active teens want to be supported by adults and organizations. I found this really valuable. Sean and I attended a PCCS forum where some leaders of the Black Student Union and Social Justice Club spoke, and I was so excited by their thoughts. There have since been discussions of inviting these clubs or similar ones to create displays in the library, and hearing from other youth activists made me feel extra prepared to support this endeavor.

Anything we should consider implementing at PDL?

AMC is not a library-specific conference, so I didn't come away with any big ideas/changes that the whole library should implement--it more so shaped my ideas for my work specifically!