



**CITY OF MONROVIA
LIBRARY BOARD
AGENDA REPORT**



DEPARTMENT: Public Services
Library Division

MEETING DATE: June 25, 2015

PREPARED BY: Linda Granicy, Senior Librarian

AGENDA LOCATION: CC-2

TITLE: Adult Services and Youth Services Report

MEETINGS: The Library hosted the Foothill Library Consortium meeting in May. The consortium is an independent multi-type library organization dedicated to strengthening the delivery of resources, information, knowledge, culture, history and research through the development of cooperative programs and services. Collaborations between academia and public libraries have led to joint programs that fulfill both organizations. For example, when Irwindale needed to develop STEM programming they reached out to Azusa Pacific University students. The students received academic credits and the library fulfilled their initiative to present science, technology, engineering and math programming to their community. At the May meeting, an Associate Dean from Azusa Pacific University shared his knowledge of iPad and tablet technology through the development of applications and incorporating existing applications. I gave a tour of the Library pointing out services and LEED certified silver level items in the Library. While touring the Heritage Room, I found out one of the members of the consortium were raised in Monrovia, and we got a little history of when Monrovia opened Santa Fe Middle School.

USER GROUP MEETING: Staff attended the SirsiDynix Horizon Road Show held at the Huntington Beach Library on May 7, 2015. SirsiDynix Staff highlighted current products and services offered to libraries and products that will be rolled out in the near future. Staff networked with other libraries and gained user experience with the products discussed. Staff learned about BLUECloud suite technology, community funded services such as Buy It Now, and the dual use prepaid Visa library card.

WORKSHOPS:

Early Learning Families 2.0 (ELF): To stay abreast on teaching techniques, Library Staff attended the ELF 2.0 workshop. ELF 2.0 is a California State Library initiative that supports teaching techniques for the first five years of childhood development that prepares children for academic success. Through this initiative, libraries have been able to change their approach to serving children by recognizing and supporting parents and caregivers as their child's first teacher and providing them with engaging, developmentally appropriate programs and practices to support family strengths. Workshop participants were shown a TED talk by Andrew Solomon on suspending what we know about parenting to better serve the community. Workshop facilitators shared current research that showed how all aspects of creativity have declined in the past few years and how children have become less energetic, less talkative, and less imaginative. To help combat this trend, facilitators shared Bridget Alexander's Art Beast program, which supports art education in libraries and focuses on the topic of "process art," that encourages individual expression rather than activities that produce the same outcome for everyone. Workshop participation included hands-on opportunities for creating process art and sharing early learning ideas. Facilitators also shared information about "Bridge to Touchpoints," a healthy child development and family engagement program the State Library is currently working on for future workshops.

CC-2

Performance Management: Staff attended the Performance Management: Evaluation, Documentation and Discipline workshop hosted by San Gabriel Valley Employment Relations Consortium. The workshop gave managers and supervisors a broad overview of the techniques, skills and tools needed to effectively manage employee work performance. Some of the topics included:

- Using performance management techniques to build communication and trust
- Understanding the dynamics of one-on-one communications
- Using constructive feedback as a powerful management tool
- Effective implementation of discipline if necessary

Staff plans to use the tools to effectively communicate with staff in the evaluation and discipline process.

Leading from Any Position: The workshop yielded some amazing information, and more importantly, practice for using the techniques offered. As the presenters themselves acknowledged, workshop attendees weren't hearing anything particularly new. Anyone who's attended a seminar has heard the benefits of assuming co-workers brings value, that listening is a virtue, paraphrasing for understanding is key, and brainstorming generates ideas. What set this workshop apart was the problem solving model. The model takes into account personal mental models, potential negatives, probable consequences, and establishes ground rules in a way that understands there will be diverse opinions. Use of language was emphasized to facilitate giving ideas a fair hearing and a formula established to make sure the ground rules were followed. During the practice sessions, three things were emphasized. First was that the sessions must be quick to maintain energy and the facilitator had to stay above the fray. Second was eliminating backstories behind the headlines (ideas, merits or concerns) to keep things moving. And third was the formula for deciding on which idea to build, pointing out the merits first and then addressing the concerns. Each part of the process was a mini-brainstorming session on its own. After the practical exercises, what intrigued Staff most was networking with professionals who worked in a variety of settings. Hearing their challenges and how they were dealing with them (or not dealing with them well) gave Staff ideas for how the Library might approach a few things differently. One intriguing idea a library instituted was a "no email for one week" program for its staff.