



January 2020 Monthly Strategic Road Map Report

Community Partnerships

Focuses on advocating for the city of Middleton and its residents.

Priorities:

- 1. Align the goals of the Middleton Public Library with the goals of the City of Middleton.**
 - Jocelyne met with Kelly Hillyard, Middleton's Sustainability Coordinator to discuss a building audit for sustainability practices, review impact of 2018 LED lighting installation, and the explore the possibility of on-site composting for staff spaces, and collaborative programming around the 50th year celebration of Earth Day 4/20/2020.
- 2. Create more opportunities for the public to share their talents and expertise.**
 - Has anyone ever asked you, how might one work or partner with the library? We have defined "Programs", "Outreach and Engagement", and "Partnership" to offer clarity and a path for those interested in [collaborating](#) with the library. Community Engagement Librarian, Amy Perry, will field and triage submissions. Thanks to Patrick for the website update!

**Every week we receive proposals to work with the library. They range from local authors asking to add a book to the collection to an organization wanting to team up. By clarifying the difference between Programs, Outreach and Engagement, and Partnership, we have streamlined the path for the public and for our internal communications. This also offers a more equitable process that will support recruiting presenters, programmers, etc. **

Down the Road: Increased and consistent collaboration with Senior Center, Parks and Recreation, and the MCPASD.

Place and Space

Focuses on proving physical and virtual spaces that are safe, modern, welcoming and flexible.



**Next Chapter Goal in action – "Create Flexible Spaces for New Ways of Gathering!"*

*A recent donation from American Girl supports the need for surface space in the new Family Tech Space AND serves as expansion space for programs like Minecraft and Coding Club. **

Down the Road: Signage! Liz Zimdars is heading up a team to overhaul building signage from top to bottom. This includes directional, informational, collections, etc. We are in the process of creating an inventory, experimenting, and applying an equity lens to identify invisible barriers.

Thriving Together

Focuses on creating a place where people want to be.

Priorities:

1. Create and nurture a culture of continuous learning and development for our staff, board, and volunteers.

- Staff is applying a new meeting format for 2020. We have reworked and defined who is meeting, frequency, and purpose. Two additional types of meetings have been added and all Trustees are welcome to attend.
 - Library Learners – the purpose of these monthly meetings is to provide job applicable skills and information training for staff by staff. These resemble programs offered to the public, but have a customer service delivery focus. For example, the January session Amanda Brzeszkiewicz (featured right) taught staff and fielded questions on Libby/downloads. February 19th 1pm will feature Katie Ganser and Tiff Toltgren on the importance of Early Literacy, how to talk about it with patrons, and what really happens in a story time.
 - Library Leaders' meeting purpose is to inform and inspire. Jocelyne will facilitate a presentation/sharing discussion focused on a big-vision topic and/or trends. February 13th 1pm will focus on the next steps for the Community Campus Plan and our new Strategic Road Map and how this effects all staffing levels and represents a shift towards a new mindset.
 - Trustees are also invited to Staff Development Day Friday March 13th. The theme will focus on Safety, Security, and Self Care with an Active Shooter training in the morning by [MPD](#) and [Hedberg/Janesville library staff](#), and guided meditation by [Michael Waupoose](#) in the afternoon.



2. Strengthen the organizational structure of volunteers and Friends group and work with members to broaden support the library's mission.



- Maria Ochoa Podell, Circulation Supervisor/Volunteer Coordinator was recently promoted from a Library Assistant 1, and has hit the ground running with overhauling our entire [volunteer program](#), including Friends of the Library. The goals for this overhaul were 1. Safety and Security – staff needs to know volunteer's names and who is in the building when. 2. Create equitable opportunities for everyone. 3. Collect data – we need to measure and share the impact!

3. Ensure short and long-term fiscal sustainability through thoughtful financial development, donor relationships, and partnerships.

- Jocelyne is continuing to seek requests for introductions to possible partners!

Congrats to Tiff Roltgen for submitting the winning submission for Professional Fire Fighters of Wisconsin Charitable Foundation! Their Program Coordinator and the Middleton Fire Station will be here on Wednesday, March 4 at 2pm to present the \$500 check.



Down the Road: Grant Applications for the Next Chapter Project, photo slide show of improvements, and continued fundraising.