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RED DEER LIBRARY BOARD
6:30 p.m. Wednesday, December 21, 2016
Snell Auditorium

AGENDA

Welcome & Chair's Remarks

Conflict of Interest Declaration

Approval of Consent Agenda

- 54. Approval of Agenda
- 55. Approval of Minutes of the Previous Meeting
- 56. Friends of the Library report
- 57. Acceptance of the Managers' reports & Library statistics

Items for Decision

- 58. Planning and Finance Committee
 - a. Approval of Financial Statements of November 30, 2016
- 59. Personnel and Administration Committee

Strategic Discussion and Board Development

Adjournment



**ORGANIZATIONAL MEETING
RED DEER LIBRARY BOARD
6:30 p.m. Wednesday, November 30, 2016
Waskasoo-Kiwanis Meeting Room**

MINUTES

Present: Judy Clark, Vanessa Gilbertson, Councillor Tanya Handley, Lionel Lustgarten, Maggie MacLean, Colleen Nederlof, Jim Taylor, Anita Thomas, Samuel Vroon, Mark Waters, and Christina Wilson (CEO)

Welcome & Chair's Remarks

Jim called the meeting to order at 6:31 p.m. and turned the chair over to Christina for the Organizational meeting portion of the Board meeting.

I. Nomination for Board executive and members for standing committees

Christina explained that the purpose of the organizational meeting is to focus on the election of officers and then proceeded with nominations from the floor.

Nominations from the floor were requested for the position of Library Board Chair. Jim Taylor was nominated by Lionel Lustgarten and seconded by Mark Waters. Christina asked three times if there were any other nominations, no other nominations were made. Jim accepted the position of Library Board Chair.

Nominations from the floor were requested for the position of Library Board Vice-chair. Lionel Lustgarten was nominated by Anita Thomas and seconded by Colleen Nederlof. Sam Vroon was nominated by Tanya Handley and seconded by Mark Waters. Christina asked three times if there were any other nominations, no other nominations were made. Since there were two nominees a vote was taken via written ballot. Christina counted the ballots in a separate room and the results were 6 votes for Lionel Lustgarten and 4 for Sam Vroon. Lionel accepted the position of Library Board Vice-Chair.

Nominations from the floor were requested for the position of Chair of Personnel and Administration Committee. Anita Thomas was nominated by Jim Taylor and seconded by Lionel Lustgarten. Christina asked three times if there were any other nominations, no other nominations were made. Anita accepted the position of Chair of Personnel and Administration Committee.

Nominations from the floor were requested for the position of Chair of Planning and Finance Committee. Vanessa Gilbertson was nominated by Margaret MacLean and seconded by Mark Waters. Christina asked three times if there were any other nominations, no other

nominations were made. Vanessa accepted the position of Chair of Planning and Finance Committee.

Nominations from the floor were requested for the position of Library Board Liaison to the Friends of the Red Deer Public Library. Before nominations were made, Tanya asked Anita Thomas (prior position holder) to explain the role of the Library Board Liaison to the Friends of the Red Deer Public Library (Friends) to the new Board members. Anita explained what the Friends do and that the Liaison is not only expected to communicate with the Board and Friends but is also expected to assist with the Friends fundraising initiatives. Anita also requested not to be nominated as Liaison again because she is also the Vice President of the Friends and it is a potential conflict of interest for her to hold both titles. Sam Vroon was nominated by Tanya Handley and seconded by Mark Waters. Christina asked three times if there were any other nominations, no other nominations were made. Sam accepted the position of Library Board Liaison to the Friends of the Red Deer Public Library.

After all nominations were made and seconded and the nominees accepted their positions, Christina presented the complete slate of officers:

Nomination for Chair of the Library Board – Jim Taylor
Nomination for Vice-chair of the Library Board – Lionel Lustgarten
Nomination for Chair of Personnel and Administration – Anita Thomas
Nomination for Chair of Planning and Finance – Vanessa Gilbertson
Nomination for Liaison to the Friends of the Red Deer Public Library – Samuel Vroon

Christina repeated all names and positions three times asking “Are there any further nominations from the floor?” each time.

Mark made a motion for nominations to cease and having heard no other nominations Christina asked for a motion to accept the slate of officers as presented.

MOTION: To accept the slate of officers as presented.
WATERS / HANDLEY / CARRIED

Having been elected to the position of Chair, Jim Taylor assumed the chair.

2. Determination of Cheque Signers.

Jim asked Christina to provide the Board with a brief description of what being a cheque signer involves. Christina explained that the role of the cheque signer is to come in, review attached documentation and then sign the cheques after they have been approved by the CEO or Deputy CEO. In addition, Christina explained that a flexible schedule is essential because a cheque signer must be able to come in during the day so that the Finance Officer can answer any questions that may arise. Red Deer Library Board requires three Board members to act as cheque signers, Jim Taylor and Lionel Lustgarten are already cheque signers, and Vanessa Gilbertson offered to become the third cheque signer.

MOTION: To accept Vanessa Gilbertson as cheque signer.
MACLEAN / WATERS / CARRIED

Discussion ensued regarding scheduled Board meeting dates and times.

MOTION: To continue scheduling monthly Board meetings on the last Wednesday of each month from 6:30 p.m. to 8:30 p.m.
THOMAS / GILBERTSON / CARRIED

Christina explained to the Board what each committee does so they could make an informed decision as to what committee they would like to serve on.

The standing committees will be as follows:

Planning and Finance Committee

Vanessa Gilbertson – Chair
Mark Waters
Judy Clark
Margaret MacLean
Colleen Nederlof

Personnel and Administration Committee

Anita Thomas – Chair
Lionel Lustgarten
Samuel Vroon
Tanya Handley
Jim Taylor

Discussion ensued regarding scheduled standing committee meeting dates and times

MOTION: To continue scheduling Planning and Finance Committee meetings on the Wednesday the week before the Board Meeting from 5:30 p.m. to 7:30 p.m.
MACLEAN / NEDERLOF / CARRIED

MOTION: To continue scheduling Personnel and Administration Committee meetings on the Thursday the week before the Board Meeting from 12:00 p.m. to 1:30 p.m.
THOMAS / HANDLEY / CARRIED

Adjournment

MOTION: To adjourn the Organizational Meeting at 7:15 p.m.
LUSTGARTEN / VROON / CARRIED



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RED DEER LIBRARY BOARD
6:30 p.m. Wednesday, November 30, 2016
Waskasoo-Kiwanis Meeting Room

MINUTES

Present: Judy Clark, Vanessa Gilbertson, Councillor Tanya Handley, Lionel Lustgarten, Maggie MacLean, Colleen Nederlof, Jim Taylor, Anita Thomas, Samuel Vroon, Mark Waters, and Christina Wilson (CEO)

Welcome & Chair's Remarks

Jim called the meeting to order at 7:15 p.m.

Conflict of Interest Declaration

There were no conflicts of interest to declare.

MOTION: To accept the consent agenda.
NEDERLOF / GILBERTSON / CARRIED

Approval of Consent Agenda

48. Approval of Agenda
49. Approval of Minutes of the Previous Meeting
50. Report from the Planning & Finance Committee
 - a. Approval of Financial Statements of October 31, 2016
51. Report from the Personnel & Administration Committee
52. Friends of the Library report
53. Acceptance of the Managers' reports & Library statistics

Items for Decision

50. Planning and Finance Committee
51. Personnel and Administration Committee

The current practice of listing and approving the Report from the Planning & Finance Committee and the Report from the Personnel & Administration Committee under the Consent Agenda, as well as under Items for Decision was discussed. Instead of approving the Report from the Planning & Finance Committee and Report from the Personnel & Administration Committee twice which is confusing and counterintuitive, it would be more appropriate to remove the Report from Planning & Finance and Report from Personnel & Administration from the consent agenda so that any items for decision from the committees is approved separately. With these changes the consent agenda and items for decision will appear as follows:

Approval of Consent Agenda

- 48. Approval of Agenda
- 49. Approval of Minutes of the Previous Meeting
- 50. Friends of the Library report
- 51. Acceptance of the Managers' reports & Library statistics

Items for Decision

- 52. Planning and Finance Committee
 - a. Approval of Financial Statements of October 31, 2016
- 53. Personnel and Administration Committee

MOTION: To accept the consent agenda as amended.
HANDLEY / GILBERTSON / CARRIED

Items for Decision

- 50. Planning and Finance Committee

Question was raised regarding the revenue from Public School Board and Separate School Board as they are the same. Christina explained that Red Deer Library Board charges both school districts the same as it was agreed this would be the best option as it mirrors what is done in other areas of the country that have combined public library and schools.

Christina informed the Board that this year we had three applicants for the McNeil bursary and those applicants each received \$620.00 which was equal to the amount of interest the fund earned divided equally. It was also suggested that the Planning and Finance Committee should review the way in which the bursary amounts are calculated as currently, interest earned is awarded to the bursary winners in its entirety. This means that the amount of the fund remains the same and never has the opportunity to grow or be adjusted for inflation and increasing costs of managing the fund. If some of the earned interest was put back into the fund then that additional monies would also earn interest, increasing the amount of the fund and increasing the amount of interest the fund is capable of earning. This would ensure the stability and longevity of the fund for future staff. The Planning and Finance Committee agreed to review the McNeil bursary directive to see if such a change would be possible.

Question was raised regarding the slight decrease in rental revenue. Christina explained that this is due to the Level 2 renovations in which the Waskasoo-Kiwanis Board Room is being used as a staff room and the Snell is only available for Library programs. Also noted is that this trend will continue into 2017 as the renovations will not be completed until March or April.

MOTION: To approve the October 31, 2016 financial statements.
WATERS / GILBERTSON / CARRIED

51. Personnel and Administration Committee

The Personnel and Administration Committee (P&A Committee) commended Christina for completing the By-Laws and Policies of Red Deer Library Board in the requested time frame. Christina thanked the Board for their commendation and pointed out that Kim deserved the praise for her excellent work on this task. The P&A Committee also confirmed that going forward, all policies will have a Creation Date, Last Revision Date and Last Review Date and that the Creation Date will be the date the policy was created, Last Revision Date will be the last time the policy was changed (and if the policy has never been changed this will remain blank) and Last Review Date will be the last time the policy was reviewed (and if the policy has never been reviewed after its creation, this will remain blank).

P&A Committee brought forward new policy 2.11 CEO Performance Evaluation for review and approval by the Board. After reviewing, the following changes were agreed upon:

- All references of Appendix A will be changed to Appendix F.
- It was found that 2.11.4.6 contradicted 2.11.4.6 and so the sentence “The report shall outline the evaluation process in terms of what evidence was reviewed and who was interviewed” in 2.11.4.6 will be changed to “The report shall outline the evaluation process in terms of what evidence was reviewed.”
- The statement “The evaluation will be carried out by a committee of the Board focusing on the criteria below and who shall receive” in 2.11.2 will be changed to “The evaluation will be carried out by a committee of the Board focusing on the criteria below and shall receive”.
- The sentence “Examples of instruments that have been used in the past are included in the Appendix” will be removed from 2.11.4.3.

MOTION: To approve Policy 2.11 CEO Performance Evaluation with amendments indicated above.
THOMAS / WATERS / CARRIED

It was decided that the preface should include a statement about Board developed procedures. Number 1 of the preface will be changed to “Policies guide decision making and are set by the Library Board, while procedures drive actions and are developed by library management in line with policies; procedures identified as Board procedures will be developed exclusively by the Board in consultation with the CEO”

MOTION: That the preface be amended as described above.
LUSTGARTEN / VROON / CARRIED

With the creation and approval of policy 2.11 CEO Performance Evaluation, mention of the CEO within Policy 9.7 Employee Performance Review is unnecessary and should be removed. Thus, Policy 9.7 Employee Performance Review will be changed so that 9.7.1.2 becomes 9.7.1.1, replacing CEO with Employees.

MOTION: To eliminate references to CEO Performance Evaluation from Policy 9.7.

Strategic Discussion and Board Development

The P&A Committee is considering discussing the exit interviews of the Board members that retired this year, inviting Ken Allen to give a mini board basics presentation and inviting someone to do a workshop on policy writing for the 2017 Board Retreat, but are inviting other suggestions. Anita will send out an email to all Board members requesting their input on Board Retreat topics.

Christina updated the Board on the Level 2 renovations. All bids have been submitted (the deadline was November 30) and all five bids received were very close. Group 2 will be reviewing the bids and the lowest bid will be awarded the contract.

The City of Red Deer has also advised Christina that funds earmarked for the renovation but not spent may be used for other projects that have already been approved but were pushed back to 2018 (such as the flooring project). This will provide Red Deer Library Board with the flexibility to continue moving forward with some of the previously approved projects.

Christina explained that RDPL has applied for two grants to support our initiatives, we were not successful in our application for the Canada 150 grant, but we still have a \$155,000 grant request to the Province for facilities enhancement. We will not know if we are successful until January 2017. It is useful to note, that if we are successful, the provincial grant can be used for 2016 projects.

There was discussion regarding the date of the December 2016 Board and Committee meetings. Original date of Board Meeting was December 28, 2016, Planning and Finance Committee December 21, 2016 and Personnel and Administration December 22, 2016. The Board decided to move the December Board meeting to December 21, with the Planning and Finance committee meeting moving to December 14 and the Personnel and Administration meeting moving to December 15.

Adjournment

Mark motioned to adjourn at 8:38 p.m.

Approved: _____
Jim Taylor (Chair)

CEO's Report: November 2016

Visit a Comfortable Space

Two Downtown facility projects were undertaken in November. Locking book drops were installed at the front doors to allow secure control during times when the library is closed for multiple days, such as Christmas and Easter. Further improvements are planned to this area to give Member Services staff better access to the book drops for daily use.

Downtown Branch, Level 2 renovation plans began in November. Group2 Architects, hired as project managers, worked with the Library team of Cory Stier, Deputy CEO and Project Lead, Briana Ehnes, Manager, Adult Services, Kim Lennie, Executive Assistant and I to prepare and issue the tenders for the work, with a deadline of November 30. In addition, various teams of Adult Services staff worked to clear out the Level 2 area and move workstations, furniture, supplies and collections to Level 4, the Bridge and storage areas throughout the Library. In addition, extra storage space was cleared out in the Firehall basement to allow room for Café Noir and other storage uses. A communication plan was developed and issued through a variety of channels to keep staff, stakeholders and the public informed of the changes and the plans.

Member Services staff devised a contest to encourage mass borrowing of materials from Level 2 by members of the public before November 30th. This was both a fun, publicly engaging and effective way to involve the public in the changes and also remove collections from Level 2 shelves. All staff fielded many questions regarding the impact of closing Level 2 for the extent of the project. Customers were relieved to learn that much of the AV and Audiobook and selected fiction book collections will be available on Level 4 for browsing. Extra shelving was set up on Level 4 to house these collections, necessitating moving furniture into storage to create space. The Staff Room and staff lockers were moved to the Waskasoo Board Room which means that this space is not available for meetings, programs or use by the public until the Spring of 2017. The Snell will be Downtown's only multi-use program area and will be used chiefly for library use during the renovation period. While preparations have seemed daunting at times, the renovation is important to keeping the Centennial wing welcoming and functional. The Library Board was fortunate to receive 2016 funding for both projects from the City of Red Deer.

Staff Development Day, 2016

On Friday, November 4, all branches were closed for Staff Development Day, held at the Dawe Branch. The full day's theme of Safety and Security attracted over 55 staff and featured a practical session on virtual security given by Rob Bastell and a keynote session on non-violent intervention approaches, given by Coaching For Solutions, a Red Deer consulting group. The afternoon featured three streams of small group, interactive breakout sessions on the topics of stress management, dealing with difficult people and a team-building game, with a virtual theme, borrowed from the morning session. The breakout session on dealing with difficult people built on the non-violent intervention techniques learned at the keynote session.

A highlight of the day was acknowledgement of staff for their long term service. The awards are provided by the Library Board, with tributes given to staff by their supervisors. The 2016 recipients of Red Deer Library Board long term service awards are as follows:

36 years:

Priscilla McLaughlin, Adult Services Library Assistant

20 years:

Alexis Olinek, Member Services Assistant

Deb Isbister, Youth Services Coordinator

10 years:

Tatiana Tilly, Manager, Dawe Branch

Kim Whiting, Adult Services Library Assistant

Community

Red Deer Public Library was acknowledged by the Red Deer Hospital Foundation, organizers of Red Deer's Festival of Trees, as a "Gold Sponsor" for our involvement in the success of the hospital's major fund raising event. Over the course of the three-day Festival, from Friday, November 25 to Sunday, November 27, library staff from all departments and branches, read Christmas tales and conducted puppet shows to entertain over 2,000 people of all ages at the SugarPlum Storybook in Candy Cane Lane. The Library's Gold Sponsor status is largely due to the tireless work of Jill Griffith, Manager, Youth Services, who has been coordinating the Library's Festival of Trees support for several years, recruiting staff, providing props, puppets, books, AV support, and supplies and coaching many of us to become more expert puppeteers. Pictured below is the sponsorship banner and Jill entertaining some eager puppet show fans.



The Library's 2016 United Way Committee, Kareena Fulton, Tatiana Tilly and Christina Wilson, organized a soup lunch for Staff Development Day. It provided lots of variety, with the chance for staff to share hearty soup recipes and raise funds for the Library's United Way campaign.

On November 19, 2016, I represented Red Deer Public Library at The Alberta Library (TAL) Board meeting, held in Edmonton. In my role as TAL Treasurer, I presented TAL's 2017 budget, which was approved without any amendments. A key agenda item was an in-depth review of TAL's governance as a path towards creating a new postsecondary seat on the Executive Committee. This would improve sector representation and use the government's definitions of postsecondary institutions to ensure future representation institutions change their status. Highlights of the meeting included an extension to TAL's strategic plan (from 3 to 5 years), news of the Lois Hole Digital Library partnership, an update on the CEO recruitment and the return of Netspeed, TAL's library technology conference. With its move to a new location, a partnership with Telus to provide content via their low cost broadband program and an expanded licensing program that now encompasses all library sectors, TAL is an important library consortia for Alberta's libraries and provides an essential service to Red Deer Public Library.

On November 18, I attended the fall gathering of the Alberta Public Library Administrator's Council (APLAC), held at Yellowhead Regional Library Services (YRLS) offices in Spruce Grove. In addition to a business meeting, participants were able to tour YRLS and Spruce Grove Public Library. As the below pictures show, I was most impressed with the library's makerspaces, which catered to digital (computer lab equipped for individual or group use, with mobile furniture for increased flexible use of space) and creative, non-digital making (electric typewriters, various sewing machines) and used the library's very limited space in a creative, flexible, sharing way.



RDPL's CUPE Local 4810 held their Annual General meeting on Friday November 18, 2016 at the Downtown Branch. Former Treasurer, Deb Isbister, was elected to the position of President, replacing Alexis Olinek in this role. The meeting also provided the opportunity for

Library staff to meet CUPE regional representative, Lisa Mason, who replaced Bruce McLeod, upon his retirement from this role.

RDPL by the Numbers

As we head towards the end of 2016, results are positive overall with circulation, program attendance, reference questions, and visits (physical and virtual) all up over November 2015. Bear in mind that all locations were closed for two days in November, 2016 (Staff Development Day and Remembrance Day), compared to November, 2015, affecting library use in all three branches. The Downtown Branch's figures reflect preparations to close Level 2, affecting Adult materials circulation and reference questions. Downtown Teen and Childrens' materials circulation is positive in comparison to last year, though. Both the Dawe and Timberlands' circulation is up over last year. Both Childrens and Adult EBooks use are higher this month over last year. Overall Library memberships are positive for the month as is computer use in all locations and program attendance with Timberlands expanding its range of Adult programming.

Library Statistics - November, 2016

	Nov 2016	Nov 2015	% Difference	2016 YTD	2015 YTD	% Difference
CIRCULATION						
Total Circulation	73,913	73,147	1.0%	852,155	799,648	6.6%
Adult Materials	35,560	37,458	-5.1%	431,366	400,298	7.8%
Paperback	1,551	1,757	-11.7%	18,844	22,278	-15.4%
Fiction	4,238	4,945	-14.3%	58,184	61,257	-5.0%
Non-Fiction	3,902	3,435	13.6%	45,617	37,188	22.7%
Large Print	1,668	1,652	1.0%	15,436	13,708	12.6%
Teen	2,802	2,747	2.0%	33,416	31,547	5.9%
Audio-visual	15,518	17,751	-12.6%	203,774	186,820	9.1%
Magazines	1,099	1,475	-25.5%	10,598	10,582	0.2%
Other Languages	347	11	3054.5%	740	224	230.4%
Daisy CDs	23	29	-20.7%	939	658	42.7%
eBooks	4,224	3,656	15.5%	43,209	36,036	19.9%
Children's Materials	18,036	17,292	4.3%	204,913	209,037	-2.9%
Paperback	1,767	1,268	39.4%	18,982	18,508	2.6%
Non-Fiction	1,348	1,717	-21.5%	16,912	17,963	-5.9%
Other Languages	344	280	22.9%	3,749	3,534	6.1%
Fiction	1,067	1,198	-10.9%	15,871	16,826	-5.7%
Easy	7,267	6,692	8.6%	76,305	79,000	-3.4%
Audio-visual	5,491	5,469	0.4%	61,719	61,377	0.6%
Magazines + Comics	306	398	-23.1%	5,314	5,209	2.0%
eBooks	446	270	65.2%	6,061	6,620	-8.4%
Timberlands Circ	7,912	6,349	24.6%	74,950	56,561	32.5%
Dawe Circulation	12,405	12,048	3.0%	140,926	133,752	5.4%
Visits-Timberlands	4,771	4,770	0.0%	52,502	45,443	15.5%
Downtown	22,040	26,580	-17.1%	286,857	248,867	15.3%
Dawe	13,726	11,155	23.0%	146,778	138,243	6.2%
Website Visits	60,109	57,698	4.2%	774,607	532,699	45.4%
Total Visits	95,875	95,433	0.5%	1,208,242	940,685	61.6%
Interlibrary Loans						
ILL In	421	315	33.7%	4,746	3,562	33.2%
ILL Out	188	193	-2.6%	2,516	2,309	9.0%
Total	609	508	19.9%	7,262	5,871	14.7%
New Memberships	564	565	-0.2%	8,937	9,601	-6.9%
Renewals	166	130	27.7%	1,871	2,059	-9.1%
Total	730	695	5.0%	10,808	11,660	-11.7%
	Nov 2016	Nov 2015	% Difference	2016 YTD	2015 YTD	% Difference

REFERENCE

Adult Total	6,023	6,456	-6.7%	73,969	68,560	7.9%
Juv Total	1,537	1,856	-17.2%	19,323	19,504	-0.9%
Timberlands Total	676	525	28.8%	7,102	5,995	18.5%
Dawe Total	1,365	1,242	9.9%	12,670	13,724	-7.7%
Total Ref Questions	9,601	10,079	-4.7%	113,064	107,783	4.9%
Database Queries	1,729	1,207	43.2%	20,925	18,790	11.4%
Total Questions	11,330	11,286	0.4%	133,689	126,573	9.3%

PROGRAMS

Adult Programs	21	12		185	173	
Attendance	242	220		2,477	2,450	
Youth Programs	50	39		508	485	
Attendance	4,456	2,367		18,231	14,134	
TL Programs	182	93	0	964	757	
Dawe Programs *	97	92		894	723	
Attendance	1,849	1,611		18,217	14,976	
TL Attendance	2,921	2,026		18,806	15,577	
Library Programs	350	236	48.3%	2,551	2,138	19.3%
Attendance	9,468	6,224	52.1%	57,731	47,137	22.5%

VOLUNTEER HOURS

Friends	32	42		496	591	
Library *	894	658		8,968	7,142	
Library Board	48	53		489	552	
Total	974	753	29.3%	9,953	8,285	20.1%

PUBLIC INTERNET

Timberlands	314	322		3,457	3,443	
Adult Sessions	2,658	2,621		30,772	30,020	
Youth Sessions	554	567		5,268	3,884	
Dawe Sessions	1,144	1,119		12,542	13,061	
Total Sessions	4,670	4,629	0.9%	52,039	50,408	3.2%

* Includes

Adult Literacy Stats

Tutors	159	97	63.9%			
Hours	824	604	36.4%	7,743	6,396	21.1%
Students	286	128	123.4%			
Hours	991	561	76.6%	8,149	5,971	36.5%

Red Deer Public Library Managers Reports - November 2016

I. Create Young Readers: Early Literacy

RDPL Activity / Outcome for this period:

- We programmed to around 2000 people (children, parents, grandparents) at the 2016 Festival of Trees. Christmas stories, rhymes and puppet shows were performed continuously over 3 days, sharing literacy and our RDPL brand widely.



- Anna Wolkowski, Dawe Branch Assistant, introduced a new interactive format to the Toddler Fun program at Dawe. The Dawe Programming room's floor had a do-over with some electric tape, turning the floor into literacy stations that are being incorporated into the program while keeping the tots active and moving. Also, the craft was exchanged with interactive literacy games and activities for both a toddler and a parent. Now, after the storytime is over, parents and their toddler pick out a box of interactive reusable literacy activities and play together. The parents and their tots love the new program format.

2. Express Creativity: Create and Share Content

RDPL Activity / Outcome for this period:

- The Timberlands Branch had a very popular P.S. I Made That program in November, with 17 participants making Tree of Life pendants. So far this program series, run by Claire Brown, Timberlands Branch Assistant, has been very popular, as adult participants can spend a Saturday afternoon creating a craft project and connecting with others who have similar interests. Several participants shared photos of their completed projects on our social media pages (pictured below).



- The Timberlands Branch offered a program to kick off NaNoWriMo (National Novel Writing Month) where attendees spent an evening writing with other aspiring writers. Although the program turnout was small, it provides an opportunity for the library to reach out to Red Deer's writing community; as one participant noted, the library offers a number of comfortable spaces to write across the three branches.
- Tell-a-Story program participants at Dawe Branch had a lot of fun making string stories of their own (pictured right). String Stories is one of many different fun stations that kids can choose from.



3. Satisfy Curiosity: Lifelong Learning

RDPL Activity / Outcome for this period:

- Adult Literacy held a Tutor Training session on Successful Strategies for Learning which was attended by 24 tutors and 13 learners. These numbers demonstrate that the program offered a topic that was interesting and needed. It answered many questions the participants had, increased personal knowledge, and provided practical tips on how to be more successful at teaching/learning and retaining information.



- In the month of November, the Adult Literacy Program registered 16 new learners and 6 new tutors. The program matched 10 pairs. Our tutors are continuing to take multiple learners to help reduce the waitlist.
- 60 Grade 1 students from Father Henri Voisin School visited the Timberlands branch in November for a storytime and to learn about how to build awesome classroom and school libraries. The students had many thoughtful and interesting questions about collection development and discussed some of their favourite titles.
- The Dawe Branch planned the North Red Deer legal education program series in partnership with Central Alberta Legal Clinic. Most programs will run in January and February but the first one “Wills / Personal Directives / Power of Attorney” brought 18 people to the branch on the evening of December 5.

4. Stimulate Imagination: Reading, Viewing, and Listening for Pleasure

RDPL Activity / Outcome for this period:

- A collage of ways in which the staff continue to engage with Red Deerians through library services.

Red Deer Public Library
November 19 at 8:05am · 🌐

We'll be starting renovations soon at the Downtown branch! Stock up ahead of time and spread the word!

We're renovating to serve you better.

Level 2 of the Downtown Branch will be closed for renovations from December 2016 until Spring 2017.

You can help!
Borrow as many items from Level 2 (Fiction, Audiobooks, DVDs, CDs, and Art Lending) as possible. If no one places a hold, you may renew items up to 2 times.

Red Deer Public Library
November 14 at 1:00pm · 🌐

A little note to warm your heart!

Red Deer Public Library
November 11 · 🌐

RIP Leonard Cohen
<http://ow.ly/2SEK3065BhQ>

A Broken Hallelujah - Red Deer Public Library
A Broken Hallelujah Rock and Roll, Redemption, and the Life of Leonard Cohen (Book) : Leibovitz, Liel : A meditation on the life of the Canadian...

Red Deer Public Library
November 15 at 8:02am · 🌐

We are so excited! Fireside Readers will be having a Skype conversation with author Elizabeth Hay tomorrow night DTI! <http://ow.ly/7v9m306c8PT>

Fireside Readers Book Club (Downtown Branch) | Red Deer Public Library
Meet the third Wednesday of every month 6:30 p.m. - 8 p.m. Waskasoo Kiwanis Meeting Room. Join us for great discussions around the table or online at...
RDPL.ORG

Red Deer Public Library
November 15 at 6:01pm · 🌐

Join RDPL Children's Services staff next week at the Red Deer Festival of Trees! We're already packing our sleigh full of stories and puppet shows to bring with us--stop by and visit our story corner for some holiday favourites!

Red Deer Public Library
November 11 · 🌐

Alexander's Mustache is a classic.

Red Deer Public Library
November 18 at 5:01pm · 🌐

Richard, we mustache you a question for Bookface Fridays!

Red Deer Public Library
November 14 at 5:01pm · 🌐

Check these out for November!

IF YOU LOVE

THEN TRY

BECAUSE WHY?

See how these great characters get in and out of hairy situations.

RED DEER PUBLIC LIBRARY RDPL

5. Visit a Comfortable Space

RDPL Activity / Outcome for this period:

- The annual Red Deer Lights the Night put on by the City of Red Deer and the Downtown Business Association once again partnered with Red Deer Public Library, bringing approximately 1500 people through the Children's Department (pictured right), and more into and through the Downtown Branch on November 19. The Children's Department did puppet shows, stories and letters to Santa, while City Culture Services did family crafts in the Snell. All reports were positive about our space and our staff that evening.
- As the weather gets colder, the Dawe Branch becomes busier as many people enjoy sitting and reading by the fireplace.



6. Other

- Alla Mysko-Henke, Adult Literacy Manager, attended Community Conversation on Adult Learning organized by Lifelong Learning Council of Red Deer. The different agencies had a discussion on what Red Deer looks like as a vibrant learning community, what challenges we are seeing now or anticipating for foundational learners, as well as what new opportunities in adult learning and literacy we have to look forward to in the next three years.
- D'Lane Reiswig joined the I.T. Services team on Monday, October 24 in the full-time IT Specialist 3 position. D'Lane brings over 10 years of experience in the IT industry to the position. We are very glad to have him on board
- This year's Out of Print fundraising campaign was a success, and raised nearly \$600 for children's initiatives in the library. We partnered with U.S. company Out of Print Clothing for the third year, encouraging customers, staff, friends and family to order literary themed items and the library received 30% of the profits. This is the last year Out of Print is offering this option but will sell items to the library at a discounted price if we would like to sell items in bulk - may be an option for the Friends of the Library in the future.