

Staff News

Check out the CCTV [holiday greetings video](#) featuring several Library staff.

Recruitment has begun for a librarian position as we say goodbye to Adult Services librarian Janet Baker. The Library welcomes back Garth Fullington in the position of Security Officer. The Library also hired six PTE LA IIIs from the latest recruitment effort who began onboarding December 10th. An Library Aide II intern recruitment was recently completed. The Library will be hiring six new interns to take the place of Library Aide II staff whose internships will be ending January 31 and the three interns who were successful in the PTE Library Assistant III recruitment.

A PIC (Person-In-Charge) staff taskforce is working on implementing a PIC Program. The overall goal of a PIC is to help people use the library while maintaining a safe, secure and welcoming environment.

The Library went live with the new CrewSense centralized scheduling staff software on December 14. The scheduling software has many efficient and convenient functions that the team will be working to implement next year.

Library Spaces

The new scanners from the Foundation project are almost ready for public use. WiFi and Internet issues have been resolved and access has been stable since December 17th. Performance has even been boosted with new equipment.

A new collaborative staff space was created to help break down some of the silos keeping us from communicating effectively about services provided to the community. The shared meeting space is already being used by taskforce committees and impromptu groups of library staff as a way to help boost creativity.

The bond steering committee, including a Library Advisory Board member, selected our design and build team. We will have more details soon, however, the following firms were selected to partner with the City in redesigning the Library and creating a new, safer space for the community.

- Architect: Hacker
- General Contractor: Howard S. Wright
- Structural Engineering (seismic): KPFF

Collections

Library staff received a lot of questions on the current library collection evaluation project. To help answer these questions for the public the Library, working with the City communications staff, [created a webpage](#) and started inviting the community in to show interested folks how collection management works and why it is important. For more information please see the addendum.

Events

[As a reminder, the monthly events calendar is posted online!](#) December was full of fun activities for all ages. Highlights for adults included the Singer/Songwriter Showcase celebrating the best in local original music, and Saturday holiday ornament and last-minute gift craft programs. Teens were treated to a storytelling workshop led by professional storyteller, Will Hornyak on December 8, and teens flocked to the Winter break Wednesday movies and Thursday evening programs including last-minute gifts and RPG and Board games. In January, they gather for Wacky Sports! Preschoolers and their favorite grown-ups enjoyed a special Christmas Party, and the children's area was craft central during the Winter break. Families loved the Friday afternoon movies, and folks of all ages were invited to trade their gently used paperback books for new-to-them paperbacks on January 3.

The Mitten Trees, available during December through January 6, were trees at both library locations decorated with mittens, gloves, hats and scarves by staff and visitors. All "decor" was donated to the Center for Hope and Safety to help keep our vulnerable populations warm during the winter.

Screen Free Challenge - Children (and their grown-ups!) are pledging to stay screen free for 7 days between December and January 13th. This challenge provides loads of fun for those doing other interesting activities (like reading!!) in the time they aren't on their screens, and successful pledgers are invited to the after hours Harry Potter party at the Library the last Friday in January!

Best Books of 2018 - Celebrate a great year of reading from 1-2:30 p.m., Saturday January 26th. Staff will discuss some of the most popular books nationally and locally. You may be lucky enough to walk away with a book to keep!

Snuggle-up Reading Club - Sign up during January to read aloud as a family 15 minutes a day, every day during February and each child earns a free book for their home! Sign up online from the Library website or sign up at the Children's "Ask Here Desk" in the Library for a fun tracking calendar.

Salem Reads events kick off on Tuesday, January 29 with an opening reception that includes an art exhibit and the giveaway of 400 copies of the book, **Good Morning Midnight** by Lily Brooks-Dalton. Look for other Salem Reads events during the month of February.

Discovery Room news - the ever-popular Discovery Room in the Children's area is undergoing an experiment. School-day afternoons between 12:10 and 3 p.m., families can visit the Discovery Room without a volunteer present. Stop by the Children's "Ask Here" desk first. Grown-ups are asked to help their children engage safely with the exhibits and clean up for the next visitors before they leave. If this is successful, expect to see additional open hours, with and without volunteers!

Watch for more information about the January 31st open-house meeting about the OrangeBoy community analysis survey information and seismic project.

Salem Public Library submitted their 2018 Ready to Read grant report to the state library December 1. The State Library provides Ready to Read grant funding each year for early literacy and summer reading program activities. Here are a couple of stories from Salem's 2018 Ready to Read grant project:

Early Literacy:

Although all of the early literacy programs our library provides are well received, sometimes it seems we are only reaching the same families. Our Descubrimientos con Libros (Discovery Kids in Spanish) program this year was especially successful, as attendance was triple our recent storytime attendance and those attending were not our regular Spanish storytime attendees. This program is meant to help teach parents and caregivers about the six early literacy skills and provide a variety of ways they can interact with their child and expand stories into art, math and science exploration. Attendees may have heard about the program from Head Start classes our staff visited or from the Early Learning Hub website. Staff enjoyed the program, as all the parents were engaged and got very involved in making the art with their children and trying the balancing experiments. The fathers were especially good at doing the crafts with their children while many of the moms cared for younger siblings. Parents were grateful for the program, felt they learned something and even helped clean up! Cross promotion and reaching the intended community was key to the success of this program.

Summer Reading:

As part of helping incoming 6th graders transition to the teen version of our Summer Reading Club, our Teen Scene and Teen Advisory Board planned an Outdoor Shenanigans and New Sixth-Grader Welcome on the day after school let out for the summer. This activity, which drew 160 participants and involved many activity stations, requires many adult volunteers to make a success. This led to two highly successful partnerships for the day. To find extra volunteer help, we partnered with our local Kohl's Department Store through their Kohl's Cares program. They sent a team of five store employees who worked for three hours to help with set-up, running outdoor activity stations, and clean-up. This program has an additional, ongoing benefit as the Kohl's Foundation also follows up by making a \$1,000 donation to support youth programming at the library. In addition, we partnered with our local Best Buy Store that hosted a Tech Petting Zoo activity station as part of the event. A team of three employees brought virtual reality equipment, a drone, and other cutting-edge tech toys for visitors to try.

General Library News

Salem Public Library heard from 553 users through the Library Communication survey. Thank you to all who took the time to let us know how to best communicate with you.

Survey Detail:

Most (60%) respondents currently hear about Library events through email. Following were Library website (42%), Facebook (42%), and in-house posters (33%), printed newsletter (21%), and to a lesser degree, printed calendar of events, Texts, Instagram, Statesman Journal, Twitter, other newspapers, online calendars, and word-of-mouth.

Asked how users would like to be notified going forward without a printed newsletter, (74%) of respondents prefer email.

Following were Library website (46%), Facebook (47%), and in-house posters (29%), and to a much lesser degree, printed calendar of events, community calendars, texts, Instagram, Statesman Journal, and Twitter in that order.

70% of respondents indicated they generally find information they are looking for on the library's website.

14% of respondents indicated they generally do not find information they are looking for on the library's website.

16% indicated they don't use the website.

What staff learned:

Staff learned from the survey that our patrons vastly prefer email communication about events and changes at the Library.

What we learned from comments:

- most respondents are linking to the CCRLS library catalog from the library website
- most respondents love the online library catalog and the ability to place holds
- many respondents are frustrated at the difficulty in accessing information from the website, citing too many clicks required to locate event information.
- Respondents love Salem Public Library staff, services, books and events.

Next Steps:

November/ December was the final print issue of the newsletter. A printable monthly calendar of events is available from the website as of January 2019. Staff at "Ask Here" desks will print a copy of the monthly calendar for those who cannot access it online. A staff social media committee is morphing into a marketing/publicity committee to study and make recommendations to the library Leadership team on best steps to make it easy for residents to learn of Library news and events.

A task force comprised of Library and City staff is working to improve access to Library information through the City's Library website in the coming months. Issues mentioned regarding the CCRLS online catalog were forwarded to CCRLS for their review.

Did you hear the wonderful stories on This American Life about libraries? If you haven't yet, [here's the link!](#)

SurveyStance

In February, the Library will be deploying a SurveyStance kiosk to solicit user feedback. Similar to those Happy or Not devices seen in airports, SurveyStance kiosk operates on a tablet device and allows for multiple question surveys. Responses gathered are sent wirelessly to a webportal where statistics and information are categorized. The device can be used throughout the building and during outreach events.

FamilySearch scanning project

The Willamette Valley Genealogical Society (WVGS) signed an agreement with FamilySearch to scan many of their print collection holdings. FamilySearch is a nonprofit family history organization dedicated to connecting families across generations and holds the largest collection of genealogical and historical records in the world. In return for scanning the WVGS holdings, FamilySearch will give back electronic copies of all of the books they scan to the Society. Scanning equipment should arrive shortly and be installed on a table near the WVGS service desk. FamilySearch volunteers will become part of the WVGS volunteer team for the duration of the program. FamilySearch estimated this work to be about one year in duration.