



# Mountain Plains Library Association

*Big Horizons Close Community*

# Newsletter

February 2019—March 2019

[www.mpla.us](http://www.mpla.us)

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## ALA President Garcia-Febo visits Colorado

The top official of the world's oldest and largest library association, Loida Garcia-Febo, visited Pikes Peak Library District in October of 2018 to discuss how the library district strengthens the El Paso County community.

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Loida Garcia-Febo, the first Puerto Rican-American president of the American Library Association (ALA), explored four of the 14 libraries in the Pikes Peak region on Friday, Oct. 5 and Saturday, Oct. 6, 2018. First, Garcia-Febo kicked off Culture Mash at Sand Creek Library in the community's Southeast neighborhood by addressing the crowd in Spanish and recording her speech in the library's studio. The event featured food and activities representative of the diversity in the region.



After Culture Mash, Garcia-Febo discussed why libraries create strong communities at a Pikes Peak Women event held at Library 21c on the north side of Colorado Springs. The panel-format discussion played host to conversations about community engagement and the evolution of libraries in the modern age.

*- continued on page 2*

Arizona Colorado Kansas Montana Nebraska Nevada New Mexico  
North Dakota Oklahoma South Dakota Utah Wyoming



On Saturday, Oct. 5, Garcia-Febo visited High Prairie Library, located in Falcon, Colo. in the Eastern region of the library district, to participate in the annual High Prairie Harvest Festival. Pikes Peak Library District Chief Librarian and CEO John Spears joined Garcia-Febo to address the crowd at the event, alongside several regional dignitaries including Carol Smith, President of the Colorado Association of Libraries; Dave Ahrens, President of the Eastern Plains Chamber of Commerce; and Sharon Morris, Interim Assistant Commissioner of the Colorado State Library. Garcia-Febo also helped judge the annual children's costume contest.

Finally, Garcia-Febo rounded out her tour of the Pikes Peak region by stopping by Drag Queen Story Time at Penrose Library in downtown Colorado Springs. The story time, in its second month, was hosted by local business Club Q in one of Penrose Library's public meeting room spaces. Garcia-Febo visited with the readers and participants alike to end her tour.

"We were very proud to host such a prestigious figure of the international library community," said Pikes Peak Library District Chief Librarian John Spears. "Pikes Peak Library District was in esteemed company as a stop on her national tour. We enjoyed showing off the Pikes Peak region to ALA and sharing all of the wonderful things our staff continues to do in our community."

El Paso County was the first of Garcia-Febo's stops on her national tour of six library systems. Other stops include Cambridge, Mass.; Seattle; North Miami; Los Angeles; and Washington, D.C. She noted that she very much enjoyed learning about the library district and was impressed with the options available to patrons in the area.

"As a cornerstone of democracy, Pikes Peak Library District empowers users to make informed decisions by providing free access to information," said Garcia-Febo. "Pikes Peak Library District continues to play an invaluable role in providing resources and expertise to foster community engagement and transform lives through education and lifelong learning."

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## *Can you keep a secret? I hope not.*

*Leslie Langley  
President*



As you scroll through this newsletter you will, once again, learn about the amazing things that are happening in our 12 states and in this great organization. MPLA is a remarkable association but I'm not sure that we are spreading the word as much as we should. I'm going to sound like a broken record (I'm showing my age here) as I come to you once again with news of the importance of strength in numbers, in membership. We are focusing on membership this year and working hard to reach as many librarians as possible in the MPLA region. Can you recall the last time you used a great product or had excellent customer service at a particular business and couldn't wait to tell your friends about it? That's Word of Mouth (WOM) advertising and I'm a great believer in its value. A Nielsen study shows that 92% of people believe suggestions from friends and family more than they do advertising statistics. WOM is powerful because it doesn't stop after telling someone once. That person tells someone, they, in turn, tell someone else, and before you know it, many of those people are enjoying the goods or services that you initially recommended. This method of spreading the good news will work for MPLA too. When was the last time you told a colleague about MPLA and the advantages and value of being a member? As our workplace changes, so do the people with whom we work and interact and some may not be aware that MPLA even exists. Let's let the cat out of the bag and start talking about MPLA. Don't treat your membership and participation in this great organization as a secret to be kept. Spread the word about what a value MPLA is! Talk about the advantages of joining MPLA! I challenge each of you to start telling others about MPLA and let's watch our membership grow together.

*Until next time,  
Leslie*



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# Around the Region



## NASA @ Your Library

The 2019 Arizona Library Association Virtual Conference, "What You Don't Learn in Library School," will be held on April 4, 2019. The goal of the Virtual Conference is to offer engaging, accessible professional development opportunities for front-line library staff. More information about the Virtual Conference is available at [azla.org](http://azla.org).

Thirty library staff from all over the state will attend STAR Net and NASA @ Your Library training in Prescott, February 4-5, 2019. The program is presented by the Arizona State Library, with support from the NASA Science Activation program. The goal is to help library staff build skills and confidence in presenting high quality space science and STEM based programs in their communities.

## The Annex

Bisbee's Copper Queen Library opened a new service location, the San Jose Annex, in early December. The Annex offers library collections for all ages, with a focus on serving children and families. The project is a partnership with the Bisbee Unified School District, which provides the space. It was funded with help from the Arizona State Library, the Freeport McMoRan Foundation, and a variety of community partners.

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### GROCERY CARD PROGRAM

Buying and reloading a grocery gift card purchased through MPLA raises funds for MPLA's professional development, leadership, and educational programs.

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<http://www.mpla.us/forms/grocery-card-program.html>

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**LESLIE J. SAVAGE LIBRARY AT WESTERN COLORADO UNIVERSITY'S MINI-TRANSFORMATIONS**

Paraphrased from an article submitted by Tiffanie Wick and Sam Ferrara

2018 marked a year of changes for the students and staff at the Leslie J. Savage Library.

With an eye towards student engagement and inclusivity, the library introduced some new spaces in addition to serving as the home of several integral campus programs.

In collaboration with Western's Meditation Club, the library's historic West Wing, affectionately referred to as the "Harry Potter Room" now has a meditation room that's fully equipped to facilitate the mindfulness and spiritual practices of students. The West Wing will soon also sport a newly restored exterior thanks to a grant received from the Buell Foundation which was established by Temple Hoyne Buell – the architect who helped build the original library in 1939.

Add renovations to the library's second floor and main circulation area along with housing Career Services, the campus Writing Center, a new Women's Student Lounge, and the Savage Library Makerspace (a collaboration with the ICE Project and the School of Business) and the Library has become a thriving hub for student life.



**Food Shelf**

The Carnegie Public Library in Trinidad, Colorado takes their role as a community connector and resource seriously. The front entry holds what was originally called the "Food Shelf" - a space where people can donate or take food items if needed.

Their patrons are consistently showing their generous spirit -- there's food on the shelf regardless of the season, ranging from canned goods to fresh vegetables. Donation types have grown since the "Food Shelf" was put in place. Recently, the space has been changed to also hold donations of blankets and basic hygiene products.

Library Director Mallory Pillard said, "I think the food shelf has gotten more donations in the past few months than it ever has. It's so uplifting to see people leaving an abundance of food-- it's definitely needed. Some days, I notice people looking for food from the dumpster near the library.

It (The Food Shelf) is one of the most rewarding and easiest things we've done, I think."



## Forsyth Library Launches \$500 Lynn Haggard Undergraduate Library Research

This year, Fort Hays State University's Forsyth Library launches the Lynn Haggard Undergraduate Library Research Award. This new \$500 cash award will recognize a FHSU undergraduate student for research that incorporates the use of Forsyth Library resources and demonstrates exemplary information literacy and research skills by finding, evaluating, and using library resources effectively in their research and creative projects. The winner of this inaugural award will be announced in May 2019.



FORT HAYS STATE UNIVERSITY  
FORSYTH LIBRARY  
*Forward thinking. World ready.*

The Lynn Haggard Undergraduate Library Research Award honors Lynn Haggard, retired Forsyth Librarian, and the 18 years she passionately served Forsyth Library for the FHSU community. As a librarian, Lynn was a constant presence throughout the university and was greatly involved in the community of Hays, KS. Her genuine care and support of students and the community continues in her retirement and her legacy as a librarian and educator will continue through this award.

More information about the award is found at: <https://fhsuguides.fhsu.edu/lhulra>



## Paid Interns in the Library

by April Hernandez, MLS, Director Lincoln Library

The Public Library Association's Inclusive Internship Initiative is a program designed to expose young people, grades eleven to first year college freshmen, to Librarianship in a positive manner. The hope is that giving them this experience during the years when they are deciding on a profession will encourage some to pursue careers in librarianship.

Each intern is mentored by one of the library staff and must complete a connected learning project. As stated on the Connected Learning Alliance website, connected learning combines personal interests, supportive relationships, and opportunities. It is learning in an age of abundant access to information and social connection that embraces the diverse backgrounds and interests of all young people.

The internship involved travel to Washington D. C. for an opening event and Chicago for a closing event, which is one not to be missed. Listening to these teens speak about the projects they implemented in their libraries was inspiring. Some of these kids had never had a job before and some had been bullied most of their young lives. This program gave them a place to belong and a purpose that allowed them to grow. They gained confidence as well as customer service, programming, project management and time management skills. They found a place where they could be themselves.



Teens are wonderful and their talents are often under-utilized in most communities. That libraries are recognizing this and are being given the opportunity to capitalize on these great community resources is just one example of our forward thinking, innovative nature. This program is positively affecting lives and the image that libraries project to teens a win-win proposition all around.

The 50 paid internships are made possible through a grant from the Institute for Museum and Library Services. The summer of 2019 will be the third year of the program.



**11th Children’s Festival of the Book,  
Bozeman Public Library**  
by Cindy Christin, Bozeman Public Library

Over 500 kids and their families—as well as adults who read and write children’s books—attended the 11th Children’s Festival of the Book in Bozeman on Saturday, November 10. Caldecott-winning illustrator Matthew Cordell talked about his life, his books, and his path to winning the prestigious award with his book *Wolf in the Snow*. Matthew worked with the wolf scientists in Yellowstone when researching the book, which tells the story of a young girl who finds a wolf pup in a snowstorm, so the library made it possible for him to spend two days in Yellowstone National Park touring the northern region and looking for wolves. He went with his friend Eddie Hemingway, also a children’s author/illustrator who recently published *Tough Cookie*, a holiday version of the Gingerbread Boy story. They were able to see 11 wolves on an elk carcass!

Also featured was Tracey Baptiste, author of the popular series, *The Jumbies*, and the new *Minecraft* book, *Minecraft: The Crash*, as well as several nonfiction and YA titles. Tracey is a former classroom teacher and is on the faculty at Lesley University’s Creative Writing MFA program. Tracey was born in Trinidad and her middle grade novels are based on the folklore of her island. Both Matthew and Tracey visited local schools on the Friday before the Festival.

Bozeman’s Janet Fox recently published a book about Yellowstone called *Volcano Dreams*, a beautifully-illustrated picture book about the super volcano underneath Yellowstone Park. Janet talked about growing up with a rock collection and a fascination for volcanoes. She is also the author of the popular *The Charmed Children of Rootskill Castle* and several YA novels.

We are already looking at authors and illustrators for next year’s Festival, so stay tuned!

**NASA @ Your Library: Mars Landing**

Wilson Public Library, in Cozad, NE, gave kids a chance to celebrate the Mars landing in their own special way. They hosted a 'post InSight landing' program, full of hands-on experiments and learning more about the red planet itself.

The library participates in "NASA @ your library" which is a grant funded program designed to extend learning about STEM projects. "We celebrated with the kids. We talked about the surface of Mars, some facts about Mars, they got to play with soil sample similar to the Mars soil, it's hydrophobic so it repels water. They thought that was pretty cool, they thought that was really cool," said Wilson Public Library director Laurie Yocom.

**PROFESSIONAL DEVELOPMENT**

**MINI GRANT OPPORTUNITY**  
Funding for projects requiring minimal financial support.  
Member for 2 consecutive years  
(Maximum amount: \$150)

**REGULAR GRANT OPPORTUNITY**  
Funding for projects requiring substantial financial support, and for occasional funding of professional development opportunities requiring travel outside the United States.  
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**QUESTIONS?**  
Robin Newell  
Professional Development, Chair  
with any questions  
at [prof\\_development@mpla.us](mailto:prof_development@mpla.us)



## New Administrator for the Nevada State Library, Archives and Public Records



Patrick Cates, Director of the Department of Administration, is pleased to announce the appointment of Patrick 'Tod' Colegrove, PhD, MSLIS as the new Administrator for the Nevada State Library, Archives and Public Records.

Colegrove comes to the State from the University of Nevada, Reno, where he has served as Director of the DeLaMare Science & Engineering Library since 2010. Colegrove, a fourth generation Nevadan, is a tenured professor with extensive leadership, planning, and management experience. Nationally, he serves on multiple library professional boards and committees across several library associations.

Colegrove earned his doctorate and master's degrees in physics working with researchers at the Hubble Space Telescope Sciences Institute. He worked for over fourteen years as executive-level management in high-tech private industry; coming back to the University, he taught physics, astronomy, and honors courses for over a decade. After earning his master's degree in Library and Information Science, he led the transformation of the DeLaMare Library into a vibrant hub of innovation and has become an internationally recognized leader in library transformation and impact. A product of rural Nevada himself, Colegrove credits libraries for the success he has enjoyed in his own career and is optimistic about their future. "Libraries change lives," Colegrove said. "I look forward to connecting with and supporting that work throughout the state."

Tammy Westergard, interim administrator of the Nevada State Library, Archives and Public Records, said the respect Colegrove has earned from librarians across the state will be key to the continued transformation of the state library. "Tod understands why libraries matter," Westergard said. "He is very authentic and a consummate professional."

## Small Bites Series



Author and MPLA member Terri Farley was featured at the next Nevada in Small Bites Series event to be held on January 8th. In addition to being a best-selling author of the Phantom Stallion series for young adults, Farley is a photojournalist and an advocate

for wild horses.

Her latest book, *Wild at Heart: Mustangs and the Young People Fighting to Save Them*, a nonfiction account of America's wild horses, has received numerous awards. She's a member of the Nevada Writers Hall of Fame. Her books have sold more than 2 million copies in 28 countries. Nevada in Small Bites Series is a monthly book discussion and author talk series hosted by the Nevada State Library.





## New Mexico Libraries Transform

Libraries Transform New Mexico (LTNM) helps communities to learn, to teach, to grow, to succeed and to realize their dreams. Its goal is to share initiatives, to communicate what could happen with improved support, and to encourage community leaders to support a better future for our state knowing that libraries are a core piece of this transformation.

Recently four regional workshops convened featuring presentations on the history of NM Libraries Transform, Story Telling and Collaboration. Examples of the recent successes with E-Broadband, Public Funding were highlighted. Approximately 90 librarians attended representing all types of libraries. Librarians have been populating the NM Libraries Transform website with their stories. Librarians were urged to use stories of advocacy to encourage voters to vote favorably for GO Bonds this past fall. One novel recommendation was to form a NM Weeder's Bureau so librarians could help public libraries weed their collections.

## LIBRARIES TRANSFORM™ NEW MEXICO

LTNM makes a communications plan for its committees:

- Recommend best ways to identify LTNM key stakeholder groups (such as librarians, library supervisors, legislators, city managers, boards, Friends groups, community leaders, academic officers, tribal leaders);
- Identify kinds of information and make recommendations on communications styles best suited to target each stakeholder group;
- Identify and recommend venues for communicating to each stakeholder group to maximize effective communications;
- Make recommendations to maximize effectiveness of website for various stakeholder groups;
- Identify and prioritize the tasks and action items to successful implementation of the communications plan, including an implementation timeline for initial phase.

## Dogs in the Library

Laura Smith and Valerie Nye

Academic libraries in New Mexico serve students by providing opportunities for sessions with therapy dogs throughout the year. Dogs and their caretakers are invited to the libraries, usually during times that are especially stressful for students. Academic libraries in New Mexico with therapy dog programs include: Burrell College of Osteopathic Medicine Health Science Library, Institute of American Indian Arts Library, Santa Fe Community College Library, UNM University Libraries, and St. John's College Meem Library. The Meem Library had a community therapy dog, Seymour. He was a constant member of the college community and lived with Library Director, Jennifer Sprague. In 2018 he celebrated his 10th birthday with, among other things, a live drawing session! The sketches of Seymour were used to create a series of bookmarks.

Seymour the library dog was diagnosed with a rare and aggressive cancer and died at home on October 27. Seymour came to campus by way of Assistance Dogs of the West (ADW) and was trained to work. While assistance dogs' varied personalities and temperaments make them suited to different types of tasks, Seymour was "a very calm dog," according to Meem Library Director Jennifer Sprague.

Seymour was known as a facility dog, meaning he was not tied simply to one person, but to the library environment. While he spent most of his days and all of his nights with Sprague, it was important to her that he be available to the whole community—students, faculty, staff, and visitors. "People would come and ask to see him outside of my office," she says. "Seymour was doing it on his own, and I wanted him to do it on his own."

Library work-study participant Bel Edstrom recalls her own interactions with Seymour. "It was like petting a bear, and I so looked forward to my shifts at the library when I knew the big goofy dog was going to be snoring in the back room," she says. "His presence calmed and brought joy, and he took much longer than needed to leave at the end of his work day. He had to stop and say hello to anyone who so much as looked his way." "Seymour had no idea how wonderful he was," she says. "He was a wise soul who simply and effortlessly enjoyed living and loving."

At SFCC Library, therapy dogs from the Humane Society's Outreach Team are hosted four times each semester, during students' two busiest weeks. These very well attended events drew many new people to the library. Students often open up to dog handlers, sharing stories about their own pets, about how their studies or school projects are going, and about personal problems. It is obvious when students leave that they feel lighter and more relaxed -though they are often covered in dog hair!



## AUTHOR MEMBERSHIP

Published authors, including those who write for children and young adults are eligible. Author membership includes a credit which can be used toward an advertisement or combination of advertisements in the MPLA Newsletter.

## Merry Christmas, Williston

The Williston Community Library received a \$35,000 grant from the Robert E. Herman Family Foundation for children's services. We used some of the funds this year to host a Story Time with Mrs. Claus. The event was a success with around 200 people in attendance. Children received free books, coloring totes and LEGO ornaments. Cookies, cocoa and of course great holiday stories were shared as well.



## Welcome, Hallie Pritchett

Hallie Pritchett is the new Associate Dean of Libraries for Research and Learning at NDSU. Before joining NDSU, Pritchett spent 11 years at the University of Georgia Libraries, most recently working as head of the Map and Government Information Library. At NDSU, she leads the libraries research, learning, and scholarly communication services. Pritchett earned a bachelor's degree from the University of Minnesota, a Master of Library and Information Science from the University of Illinois, a Master of Internet Technology from the University of Georgia's Terry College of Business, and a post-baccalaureate certificate in Geographic Information Systems from the University of West Georgia. Pritchett is currently the chair of ALA's Government Documents Round Table. She is a past chair of ALA's Map and Geospatial Information Round Table and a past chair of the Depository Library Council, which advises the director of the Government Publishing Office and the Superintendent of Documents on matters related to the Federal Depository Library Program.

## Let's Build Together

Bismarck Veterans Memorial Public Library hosted an event during which patrons were provided supplies to make and take home LEGO ornaments. Patrons were able to choose from four different ornament designs and each participant could pick the one they wanted to build. We had enough sets for 300 people and we estimate we had at least 500 people show up. This event brought in people of all ages and was sponsored by the Friends of the Bismarck Public Library.



## Grow with Google Program



More than 100 computers are coming to Oklahoma City Metro libraries as part of the Grow with Google program.

Mayor David Holt spoke at the announcement at Capitol Hill Library. Google is awarding a \$100,000 grant to the metro library system. 120 new Google Chrome laptop computers and hot spot access will be spread across seven libraries. And just like a book, patrons can check out a computer for 21 days.

Taking the grant one step further, this initiative offers access to tech education classes and programs.

“We launched over a year ago which seeks to essentially teach people any where from email 101 to more advanced coding skills. We believe in that today’s job market and this tech economy, that having these digital skills is so critical for the success of one’s career and one’s business,” said Andrew Silvestri, head of Google community relations.



## NASA @ My Library

The South Dakota State Library was chosen as a NASA @ My Library partner. South Dakota was one of 14 states chosen to receive a NASA @ My Library grant. The grant will be used to support libraries with professional development, enriching library experiences, and doing hands-on activities focusing on science education. One of the kits for the hands-on activities includes a Lakota perspective with information on Lakota star gazing.

The Brookings Public Library also recently received grant money for astronomy programming. The grant is from the South Dakota Community Foundation to purchase telescopes and to do programming to increase access to STEAM concepts.

## South Dakota Escape (Rooms)



Escape rooms have been popular at libraries in SD in the last year. The Siouxland Libraries did a “Stranger Things” themed escape room in June and November. The K.O. Lee Aberdeen Public Library did a Harry Potter escape room in December. The Briggs Library at South Dakota State University did an “Escape Room in a Box,” a card game with the theme Mission: Impossible; Operation Briggs. And the Brookings Public Library did four escape rooms throughout the year with the themes of “Zombie Flu,” “Escape the Library,” “Aunt Frieda’s Millions,” and “Santa’s Shop.”



### Collaboration: Wonder Wednesdays

Wonder Wednesdays is a new way to learn and have fun every week in Cedar City, UT. Four Cedar City organizations, Frontier Homestead State Park, Cedar City Library, the Southern Utah Museum of Art and the Frehner Museum of Natural History have banded together to offer activities designed to make kids think, smile or laugh.

The organizations will take turns hosting students for make-and-take activities or self-guided programming on Wednesdays from 2 to 4 p.m. The free program is open to all county elementary students and is held in conjunction with Iron County School District's early-out Wednesdays.

Cedar City Library hosted the second Wednesday of January with the lesson, Get to Know Your Library, which included a seek-and-find activity set to help kids learn about everything the library has to offer and help them get acquainted with the staff.

### Lego Club Zipline



In January, The Lincoln County Library in Kemmerer, Wyoming did something fun and different, by building a container for our lego mini-figures to ride down a zipline! The photos don't do justice to the fun! Checkout the uploaded Facebook video here: [Lego Club Zipline!](#)

### The Path to a Patent

The Wyoming State Library is hosting a free series on intellectual property, "The Path to a Patent," from the Rocky Mountain U.S. Patent and Trademark Office. These three interactive sessions during January and February will be broadcast to the State Library at 2800 Central Ave. in Cheyenne. "The Path to a Patent" will be useful for small business owners, entrepreneurs, inventors — anyone interested in patents and other intellectual property.

The series will cover not just the basics, but also delve deeper into intellectual property topics. Each session can stand alone so participants may sign up for the full series or only the ones that match their interests.

"The Path to a Patent" is valuable for a better understanding of intellectual property and how to protect it. While filing for a patent is a legal process, this series will give participants more information and understanding before they take the step of contacting an attorney.

Learn more\* about "The Path to a Patent" and other training opportunities from the Rocky Mountain USPTO. Contact Kitchens at [karen.kitchens@wyo.gov](mailto:karen.kitchens@wyo.gov) or (307) 777-7281 with any questions.

The Wyoming State Library is a United States Patent and Trademark Office (USPTO) designated Patent and Trademark Resource Center (PTRC).



# How the Edwin A. Bemis Public Library in Littleton, CO used the opportunity of strategic planning to transform the culture of the Library

## The steps to transformation

New ideas are often inspired by new leaders and strategic planning. When a new library leader, Rich Allen, joined the Circulation team at Bemis, he accepted an opportunity to work with a consultant to walk his team through the process of strategic planning. Part of the teambuilding focus of that retreat was to have every member of the Circulation team complete the Clifton StrengthsFinder assessment, a tool developed by the Gallup Corporation. Through ongoing support from their leader to integrate the concept of Strengths into individual and team work, the members became more engaged and were more productive, innovative and worked more collaboratively inside and outside of their team. We acknowledge the courage and commitment demonstrated by the Circulation team as they were pioneers throughout this process.

The Library Director watched this transformation for over a year and, after discussion with the entire leadership team, hired the consultant to do a leadership strategic planning retreat and integrate the Clifton StrengthsFinder for all leaders. A number of strategic initiatives were identified that day but the two that have had the most profound impact on the entire library over the past year were to Increase Employee Engagement by administering the Gallup Q 12 Employee Satisfaction Survey and to offer every library team member the opportunity to take the Clifton StrengthsFinder assessment. The goal for using these highly researched and validated tools was to focus on employee engagement and strengths to transform the library processes and improve patron satisfaction.

Once the Gallup Q 12 survey was completed and the results were analyzed, the consultant met with each team to support the leaders in having a “State of the Team” meeting which resulted in the development of a team Performance Goal. At those meetings, employees were invited to take the Clifton StrengthsFinder Assessment. A Team Strengths Grid was developed for each team and the library as a whole so staff could understand not only their personal talents but those among their co-workers.

Barbara Hughes, CNM, MS,  
MBA, FACNM, NE-BC  
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Denver, CO  
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## Real Results

The goal of this initiative was to move beyond talking about engagement and Strengths and impact performance. A number of processes were impacted including:

- Completion of an inventory of the entire library collection. This work was shared across departments and many people from teams outside of Circulation participated in the process.
- Improved cross-departmental collaboration forged new or stronger relationships.
- When leaders focused on engagement and strengths, many employees found new ways to contribute their strengths to the success of their team or the library as a whole.
- In some departments, the concept of strengths was integrated into regular staff meetings and 1:1 meetings including the annual performance appraisal.
- Regular library-wide meetings were instituted, and library leaders rotated the responsibility for facilitating the meetings. A recording was made so that employees who could not attend could listen to the meeting at a later date.

## How to Measure Success

Instead of just talking about engagement, after 11 months, a second Gallup Q 12 Employee Engagement survey was administered. On the whole, employee engagement increased in many areas. Many of the 12 questions were above the 90th percentile. The hard work had paid off. Leaders are now in the process of reviewing results with staff in another “State of the Team” meeting and are working on their next Team Performance Goals.

In summary, investment in the strategic planning process and administering both the Q 12 Employee Engagement Survey and the Clifton StrengthsFinder triggered a number of changes and successes for the Edwin A. Bemis Public Library. Feel free to reach out to Rich Allen if you want more information on how to make your own transformation.

Sharpening your skills is easy as the Texas Two Step!



The Texas Library Association (TLA) invites you to the  
2019 Annual Conference  
April 15-18  
Austin, Texas

Members of other state library associations are invited to attend TLA Annual Conference at a special rate. The Annual Conference offers more than 500 educational programs, key note presenters, an Exhibit Hall with hundreds of vendors, and a collaborative atmosphere for exchanging ideas and best practices, networking, and learning from colleagues from a diverse range of educational institutions.

If you'll be attending conference and have an interest in presenting, informal presentation opportunities are still available by visiting <https://txla.org/annual-conference/attend/presentation-opportunities/>

ONLINE ADVANCE DISCOUNTED REGISTRATION THRU MARCH 31, 2019	MAIL-IN ADVANCE DISCOUNTED REGISTRATION (Must be postmarked by MARCH 31, 2019)	REGULAR ONLINE/ONSITE REGISTRATION STARTING April 1, 2019
\$37 membership; \$125 conference	\$37 membership; \$135 conference	\$37 membership; \$155 conference

Registration is easy! Just do the Texas Two-Step!

Step One: Join TLA as an Out-Of-State Member: (\$37) [www.txla.org/join](http://www.txla.org/join).  
Step Two: Register for the TLA Annual Conference as an Out-of-State Member at [www.txla.org/annual-conference](http://www.txla.org/annual-conference).



512-328-1518 x153





# Welcome, New Members!



## **Laura England-Biggs**

Librarian II - Youth Services  
Librarian  
Keene Memorial Library  
Fremont NE

## **South Dakota State Library**

Daria Bossman, State Librarian  
South Dakota State Library  
Pierre SD



## Big Horizons, Close Community



# 2019 Conference Calendar

## **Oklahoma Library Association**

March 13-15; Norman, OK

## **Montana Library Association**

April 10-13; Helena, MT

## **Association of College and Research Libraries**

April 10-13, 2019, Cleveland, OH

## **Utah Library Association**

May 15-17; Sandy, UT

## **ALA Annual Conference**

June 20-25; Washington, DC

## **The Association for Rural and Small Libraries**

September 4-7; Burlington, Vermont

## **Colorado Association of Libraries**

September 19 - 21; Loveland, CO

## **South Dakota Library Association**

September 25-27; Spearfish, SD

## **North Dakota Library Association**

September 25-27; West Fargo, ND

## **Wyoming Library Association**

August 8-9; Cheyenne, WY

## **Nebraska Library Association**

October 2-4; La Vista, Nebraska  
(Joint conference with Iowa Library Association)

## **Kansas Library Association**

October 22-25; Overland, KS

## **MPLA /New Mexico Association**

October 30– Nov 1; Albuquerque, NM  
Hotel Albuquerque at Old Town  
<http://www.hotelabq.com/>

## **Nevada Library Association**

November 2-4;

## **Arizona Library Association**

November 6-8; Tucson, AZ



***Conference not listed?  
Share it with us at  
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The Mountain Plains Library Association (MPLA) is a twelve state association of librarians, library paraprofessionals and friends of libraries in Arizona, Colorado, Kansas, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, South Dakota, Utah and Wyoming. Its purpose is to promote the development of librarians and libraries by providing significant educational and networking opportunities.

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Madison Public Library

Copy deadlines for articles, news, and advertisements:

- January 1
- March 1
- May 1
- July 1
- September 1
- November 1

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