Onondaga County Public

*Libraries

Learn * Explore * Create

Executive Director's Report
February 2024
(Covering time period of January 18, 2024 through February 20, 2024)

Personnel

- Library Clerk I at Beauchamp – Interviews completed.
- Administrative Aide at Central – Advertising.
- Librarian Assistant at Paine – Hired.
- Part-time Page at Paine – Hired.

Networking

- NYS Library/Public Library System Directors Zoom Meeting
- Benjamin Dotger,PhD, Professor & Director Center For Experiential Pedagogy & Practice, SU School of Education
- Franklin Fry, Executive Director Redhouse Arts Center

Meetings

- Brian Donnelly, Deputy County Executive
- Archie Wixson, Commissioner
- Monica Williams, Chief Diversity Officer, Onondaga County Office of Diversity and Inclusion
- Sam Edelstein, President OCPL BOT
- Ed Kochian, OCPL BOT
- Jill Hurst-Wahl, OCPL BOT
- Kim Schellinger, FOCL Executive Director
- Donna Briscoe, Director of Employee Relations, OC Department of Personnel
- Ann Debejian, Director of Civil Service Administration, OC Department of Personnel
- Nick Murphy, Employee Relations Officer, OC Department of Personnel
- Tor Loney, Library Development Specialist, DLD, NYS Library
- FOCL
- PULISDO
- Administration Meeting – Mark Carter, Rebecca Maguire, Dane Dell, Rene Battelle
- Rene Battelle, Administrator for Public Services and Special Initiatives
- Dane Dell, Director of Library and Information Systems
- Mark Carter, Administrative Director
- Rebecca Maguire, Administrator for Library Operations
- Katie Hayduke, Acquisitions Manager
- Amanda Perrine, Coordinator for Member Services
- Tom Walters, Communications
- Saptarshi Lahiri, Makerspace Librarian

- Val Massulik, President, CSEA Onondaga County Library Unit
- Sharon Rorer, Administrative Assistant
- Aimee Newton, Administrative Assistant
- Yona Williams, Public Information Assistant
- Literacy Coalition of Onondaga County
- OCPL Communications & Outreach Teams
- Virtual Court Access Meeting
- Strategic Planning Meeting
- Stillwork Consulting Group
- Susan Reckhow, Director, Liverpool Public Library
- Charles Diede, Executive Director Community Library of Dewitt & Jamesville
- Cassidy Miller, Assistant Director for Technology, CLD&J
- Alyssa Ali, ,Library Director, Manlius Library
- Heather Matzel, Executive Director, Fayetteville Free Library
- Leah Kraus, Assistant Director, Fayetteville Free Library
- Mike Cimino, STEAM Educator & Makerspace Manager, Fayetteville Free Library
- Laurie Rachetta, Director, East Syracuse Free Library
- Laura Ravera, Director, Minoa Library

Priority Items

Long Term:

➢ Increase collaborative partnerships within the community which will aid in developing innovative opportunities to promote literacy and reading.
  - Collaboration with Redhouse

➢ OCPL is increasing its focus on materials, services and programming for older adults
  - Memory Café – site visit to existing program
  - Greater emphasis on communicating and promoting programs designed for and of special interest to seniors. Discussion with Outreach and Communications on how these programs can be highlighted and more visible on the calendar and website.

➢ Develop recruitment strategy to attract qualified, impactful candidates.
  Beginning in 2024, the County will provide new and enhanced benefits, including:
  - A partnership with SU on a new education benefit that includes a discount on tuition rates.
  - Reduction in waiting period for receiving health benefits after hire.

➢ Discussion with member libraries on strategies to ensure a robust pool of candidates available for hire (including part-time positions).

➢ Explore and develop succession planning that involves training and leadership opportunities for current employees.
  - Will begin tracking all continuing education in 2024, in an effort to discover areas where more training needs to be offered and to ensure equitable opportunities to staff.
  - Include training opportunities for Admin Team as part of weekly Administrative meetings.

- ➤ Increase readership, circulation, and meeting space use
  - Central and city branches will continue serving as voting sites in 2024; addition of small group meeting space at Hazard Branch.
  - Offer more shared programs across the branches in 2024 and continue to offer annual, signature events that patrons look forward to each year (Quilt Show, Halloween Costume Swap, Fall Festivals, Strawberry Social, etc.)

Short Term:

- ➤ Prioritize adequate training opportunities for all staff – both new hires and longtime employees.
  - Training Tuesdays at Central 2024 planned; training sessions are available to system staff.
  - Submission of a grant to fund training that will provide professional development for librarians to help them be able to use their Early Reader collections more effectively to develop story times based on principles in the Science of Reading.
  - Preliminary discussions to participate in an IMLS grant funded project – Practicing Access. Pilot test a series of simulations designed to provide practice in assisting librarians in resisting censorship attempts.
  - Cultural sensitivity training for all staff is planned at Staff Development Day in May.
  - Training for staff on new copy/scanning/fax machines.

- ➤ Assess staffing levels to ensure customer service.
  - Exploring creative options for filling temporary vacancies created by reassignments, or temporary absences, including part-time librarians and substitute librarians.

- ➤ Create branch assessments which include meaningful demographic information
  - Branch assessments have been completed and are posted on the Branch Manager's Team page. As we begin the strategic planning process, the branch assessments will be especially useful.

- ➤ Explore new ways to connect with the post-pandemic community.
  - Build more entry points to the library through outreach; acknowledge that some community members still find it difficult to come to our libraries and find ways meet their needs. (books by mail, pop up libraries, curated digital shelves on other websites that lead to the library, encourage digital interaction)

- ➤ Critical look at OCPL website
  - Scheduling software selected – Springshare will be used by Central and the branches, and will be available to all member libraries.

Respectfully submitted,

Dawn Marmor
Executive Director   February 12, 2024