

**OSSINING PUBLIC LIBRARY**  
**Director's Report**  
April 19, 2021

**Karen LaRocca-Fels, Library Director**

March into April was, and continues to be, a busy time for us at the Ossining Public Library. The department heads and I are challenged by many meetings, many projects, many deadlines, and the never-ending march of our day-to-day obligations that surround managing our busy library. It is all good work, but sometimes we need to remind ourselves to stand back and take a breath. I am thankful for the help and insights of our highly capable department heads, Business Office team, and library staff.

**Building and Grounds**

The repair work on AC 5 has been completed.

We continue to address wrap-up questions regarding the boiler project. Clean Air, OLA, and John Tortoso have been in contact with each other regarding open concerns.

Molly Robbins has been working with Clean Air to get proposals for needed HVAC modifications to accommodate the modular spaces that we are planning for. We will be moving ahead with proposals for these spaces as soon as we have firm numbers.

Molly Robbins, John Tortoso, and I are reviewing the OLA proposals for both Phase Two of our supplemental HVAC planning and for the possibility of investigating VRF units to help heat and cool the office spaces. We plan to ask the Building Committee to come together to consider these sometime soon.

Our Security Camera/Door Access/Intercom/Panic Button Project is scheduled to start installation on April 26<sup>th</sup>. I have submitted a revised budget to the Division of Library Development, as the panic buttons came in under budget, which allows us to install additional cameras through the grant.

**Budget**

The Board approved the 2021/2022 Budget Proposal at the March 22<sup>nd</sup> meeting and we have been working on putting together information for the website, the eblasts and social media, and the postcard.

**Technology**

Allison Robbins continues to work on plans for upgrading our technology and reducing our reliance on WLS for tech support and equipment.

I submitted the E-Rate Grant Application for this fiscal year for the broadband and also for cabling work and the installation of an additional outdoor Wi-Fi access point.

## **Services during COVID**

We are moving ahead with adding more Grab and Go hours, as well as reinstituting Sunday hours. As long as all goes according to plan, starting on April 25<sup>th</sup>, we will open on Sundays for Grab and Go, Library by Appointment, and Curbside Service. We will also be extending Grab and Go hours on Thursdays until 9 p.m. (we currently close for Grab and Go at 3 p.m.), Fridays until 6 p.m. (we currently close for Grab and Go at 4 p.m.), and Saturdays until 5 p.m. (we currently close for Grab and Go at 3 p.m.). The department heads have been working hard to schedule these hours and Mallory Marinaro is working on putting together the informational pieces that need to go out and be posted. We plan to put this out to the public mid-to-end of the week of April 19<sup>th</sup>.

In addition, we are talking about reducing the time that we quarantine library materials that are returned in the Book Drop and that come in through the delivery. We are currently moving toward quarantining items from the Book Drop for 72 hours and items that come in through delivery for 24 hours (previously we quarantined everything for 72 hours). We plan to eliminate quarantine for all items sometime in May. The science is not supporting quarantining items as a good method to stop transmission and it creates long wait times for patrons. This issue will be brought up at the PLDA (Public Library Directors Association) meeting on April 15<sup>th</sup>.

Our Re-Entry Committee has started meeting again as we move ahead with service changes. Our topic for discussion at our next meeting: in-person, indoor programming. We are moving slowly on this one but moving all the same. We have been having limited programming in our café area. We're more hesitant about using our program rooms but will discuss this. Once we no longer need the theater for quarantining materials, we can consider this space, as well. We are currently not allowing outside groups use of our program and meeting spaces and will continue to hold off on this for now as long as the Board is comfortable with our approach. Our Meeting Room Policy currently states that public use of these spaces is not allowed.

## **Personnel**

I'm happy to share that Mallory Marinaro is back with us full time after a few years of being part time. In addition, Allison Robbins is back to her full schedule.

Diana Lennon and I are moving forward to fill the Librarian II position left open by Bonnie Katz's passing. We will be posting the position in numerous venues in order to cast a wide net.

As you know, we are participating in the Public Library Association's Inclusive Internship Initiative this year. Ignayra Lopez has started the preparatory work as part of this project. More to come as we move along.

For National Library Workers' Day, each staff person received a new OPL tote bag and a boxed lunch or dinner of their choice. The department heads also gave their staff beautiful OPL water bottles. We are very lucky to have such a great team – especially this year. A big thank you to all who helped put this together. It was certainly a team effort.

For staff who wished to attend, I set up a trauma response group counseling session focusing on the loss of our colleague. Those who attended said that it was helpful.

Union contract negotiations will be starting soon.

### **Long Range Strategic Plan**

We move steadily along on our Long Range Strategic Planning process. The committee has been very busy, working together and in subgroups. Michael Holmes has been crafting the elements of the plan as we work and, as a result, once we are finished with the process, we will have a written plan. We held a Special Board Meeting to allow Michael and the committee members to inform the rest of the Trustees about our progress and to gather input. In addition, on April 16<sup>th</sup>, we will begin having regular “Deep Dive Friday” sessions every other Friday for Trustees who would like to go deeper into the planning process and the discussion.

I will be sending out the draft plan to the staff shortly, as they will be re-engaged for the next portion of the work.

### **Projects and Partnerships**

James Trapasso is working with Brigitte Sims to plan for the piano repair work that has been approved. Brigitte is currently ordering the parts and strings and expects that she will begin work near the end of May. The work, including multiple tunings that are needed due to the replacement of the strings, will run through August. We are thrilled to be starting on this project. A big “thank you” to the Foundation and the Friends for fundraising and for funding this work and another big “thank you” to James for coordinating this project.

In my role as ALA Key Contact, I met, along with the New York State Librarian Lauren Moore and ALA Council member Sara Dallas, with Congressman Mondaire Jones's aides in regard to libraries and federal funding for libraries. We discussed the work that public libraries have been doing during the pandemic. This year, the IMLS (Institute of Museum and Library Services) received a large influx of federal funding to support libraries.

Diana Lennon and Mallory Marinaro will be working on putting together a suitable memorial for Bonnie Katz. One idea that we've discussed with her family – and which they liked – was an annual film festival. Bonnie was an avid film buff and was working on a film festival when she became ill this winter. More on this to come.

### **News from the PLDA and WLS**

I attended the Westchester Library System Board of Directors meeting in March.

We continue to discuss the technology plans going forward with WLS. WLS has put forward a finance model proposal that breaks out the ILS (Integrated Library System, aka, the library catalog and circulation system) costs from the other IT costs, and charges libraries accordingly. There are questions about the proposal that are being discussed in the Finance Committee of PLDA and PLDA itself.

Some meetings and trainings that I attended (Department Heads Meetings have been held every Monday and Wednesday):

March 17: Long Range Strategic Planning Committee  
March 17: Foundation Committee  
March 18: PLDA Meeting  
March 19: Policy Committee Meeting  
March 22: ALA Key Contacts Meeting  
March 22: Board of Trustees Meeting  
March 23: PLDA Executive Committee Meeting  
March 24: Special Board Meeting (Security Proposals)  
March 24: Long Range Strategic Planning Committee Meeting  
March 25: Meeting with Bonnie Katz's Family  
March 26: WLS IT Finance Model Proposal Presentation  
March 30: Long Range Strategic Planning Work Group Meeting  
March 30: Children's Department Meeting  
March 30: WLS Board Meeting  
March 31: EAP Trauma Response Meeting for Staff  
March 31: Long Range Strategic Planning Committee Meeting  
April 1: PLDA Chat  
April 5: Re-Entry Committee Meeting  
April 6: Meeting with Molly Robbins and John Tortoso re: Modular Spaces HVAC Concerns  
April 6: Meeting with Molly Robbins and CAQS re: Maintenance Proposal and Modular Spaces HVAC Concerns  
April 7: Long Range Strategic Planning Committee  
April 8: Special Board Meeting (Long Range Strategic Plan)  
April 9: Meeting with Molly Robbins and Michael Holmes  
April 9: Policy Committee Meeting  
April 14: Long Range Strategic Planning Committee

Attached please find our Department Reports.

Respectfully submitted,

*Karen LaRocca-Fels*

### **Diana Lennon, Adult Services**

March was a difficult month at the Library, and particularly in Adult Services, as we said our farewells to our colleague and friend Bonnie Katz. We will miss her spirit of collaboration and her dedication to both the library and the community. Staff from various departments shared fond memories of Bonnie at a group EAP session and were counseled about the grieving process and how to better understand our emotions surrounding this personal and professional loss. I know she would urge us to move forward with our work and make her proud!

We hosted two art exhibits in March: the Bronx Photographic Society and the Ossining Girlscouts Annual show. Library Assistant James Trapasso had some new and interesting programs, including "The Science of Astro-Meteorology" with local meteorologist Joe Rao; the timely "Typhoid Mary" with actress Prudence Wright-Holmes; and "The Beatles: From Liverpool to Abbey Road" presented by Beatles scholar Vinnie Bruno. Vinnie will present another program on May 5th about the Rolling Stones.

Our Virtual Potluck cookbook discussion and live cooking class with Ashley Covelli focused on plant-based meals, and we presented a webinar on "Energy Smart Homes" in collaboration with Sustainable Westchester and the Briarcliff Manor Public Library. The Sunday Afternoon Virtual Concert Series continued with electric violinist Deni Bonet on March 21st, and renowned fiddle player Brian Conway & Friends celebrated with Irish music on March 28th.

Karen and I met with Linda Smith, Coordinator of [Project Hope](#) for WLS, to discuss the resources and services available through this county-wide program. They offer trained crisis counselors to find resources that can help address the challenges brought by COVID-19 and to connect with emotional support. We are planning some programs with them for Mental Health Awareness Month in May. Also, James and I participated in the Mental Health First Aid training provided through [Mental Health First Aid](#). It was an excellent course and will assist us in recognizing and assisting people facing mental health challenges. I think it was a critical training experience, and will be useful with patrons, staff, and in our own self-care.

I also am setting up a more "formal" training plan for Adult Services staff, as we have found we need more resources for handling the myriad of topics and issues we are presented with on a daily basis. This is a long-term project and will include required, suggested and self-directed instruction and education.

Our intense weeding of various collections continued in March, and I feel we are finally seeing the proverbial light at the end of the tunnel! The Audiobooks/Playaways, CDs, DVDs, and Spanish collection are in various stages of review on the first floor. Staff has started assessing the biographies and the 600s. The 900s are weeded and shifted and Building and Grounds staff removed some shelving to open up the corner near the small study room and the emergency exit on the second floor. We have shifted the 100--300s to make space for the Spanish collection; and the paperbacks are on reconfigured shelving in the Mezzanine. Adult Services staff has done a tremendous job in evaluating our collections, recommending what to keep or delete, what to purchase, where locations could move to, and many other aspects of collection development. While there is still plenty to do, there is visible progress.

### **Ignayra Lopez, Children's Services**

March has been a busy month for the children's room. This month we have answered approximately 280 reference questions including in person questions and telephone calls. We had 624 visits to the children's room, the most we've had this fiscal year. The children's room staff make it a point to track every day the number of reference questions we receive and the number of visitors entering. If you like to see our numbers for the prior months, you can look at this [document](#). We are so happy and grateful to be providing these services and more to our community.

The team provided our regularly scheduled programs with ease and enjoyment this month. We also came together to curate our Spring programming. Many of the same programs will continue such as Tricia's early literacy storytimes, Debbie's art programs, Kevin's trivia and gaming programs, my Spanish club and the Kits for Kids. We are adding some new programs and changing some aspects of our regular programs. Tricia's Thursday storytime will head outdoors for the Spring, following all safety procedures. I know she is very excited to see some kiddos in person. Debbie and Tricia will be starting back up OPLbery Club. Reading to Lexie is also back, virtually of course. This is a time when kids can read to a certified therapy dog. I am excited about that. Joy will be hosting a new OPL Kids Theater Club on Zoom. She had so much fun doing it in February with the school district so she decided to offer it at OPL. In addition to all of these programming options for our children and families, we'll also be doing a lot of celebrating. We will have programs this Spring to celebrate National Poetry Month, National Library Week, Earth Day, Día de los Niños/Children's Day, and Star Wars Day. For a full rundown of our Spring programs visit our children's program page [here](#).

Some collection changes are currently underway. As a team, we decided to integrate the audiobook kits into the overall collection of the room. We first began this by getting rid of the bags the kits were stored in. We added a CD holder to the back of the books to hold the CD. Thanks to Tricia and Chrissy, our Page, who did the bulk of the work. Now all children's audiobook kits can be found shelved with their original book. This opened up some much-needed shelving space. Our plan is to move the graphic novels to the back wall of the library. The back wall is not a popular location in the children's room. Moving the graphic novels to the back wall will definitely change that. This will give us room to grow this collection as well. We also plan to grow our staff picks, Newbery and OPLbery sections.

Back in Spring of last year we were awarded a PLA III (Inclusive Internship Initiative) grant. This grant would fund a summer intern of a diverse background to promote the library profession. It was put on hold due to the pandemic. I am happy to say we are implementing the grant this summer. As the mentor of this grant, I attended the first meeting on March 9th. In the next few months I will be recruiting for the position and attending other various workshops to gear up for this summer. On March 25 I attended the Westchester Arts Alive grant information session. This is a grant that OPL receives each year. This year we are hoping to apply and receive the grant for an intergenerational program.

I met with the school district regarding the Raise the Reader program. This program would target young men of color to help their families practice and maintain literacy skills to achieve

success. The library would be a partner in this program to facilitate the development of skills for families, to practice these skills and help maintain them. I'll be taking a series of training in April to further my understanding of the program. On March 24th I participated in Mystery Reader Day at Park School. I read one of my favorite Spanish picture books, *Dragones y Tacos* by Adam Rubin, to a dual language class. If you'd like to hear me read it check it out [here](#). I was able to partner with the Ossining Parks and Rec. Department on March 30th. I visited their Spring Break Camp at the community center to read to the children and tinker with them. We read *Everything You Need for a Treehouse* by Carter Higgins. Then we tinkered to build our own treehouses with various materials. I'll be partnering with Parks and Rec. more this Summer during their camp program.

I participated in the OPL strategic planning sub-committee weekly meetings. I set up and attended additional weekly meetings to work with some committee members on creating measurable goals and objectives for the plan. It has been difficult work but I think it is worthwhile in the long run. It's good to have various viewpoints and input on what OPL should accomplish in the next 3 years.

Here are some other workshops either I, or someone on the team, has attended during the month of March.

- Middle Grade Magic 2021
- Cultivating Antiracist/Anti Biased Workplaces and Hiring Practices
- Picture Perfect: Spring Picture Books for Young Readers
- A Teachable Moment: Ensuring Education Equity During the Pandemic and Beyond
- Summer Reading Resources for Younger Readers with Print Disabilities

### **Mallory Marinaro, Marketing and Communications**

Not to get all philosophical, but how can March seem like it was both months ago and minutes ago? Going back through my notes to compile this report has been filled with many "Oh, right, *that* happened!" moments, which says a lot about how packed the month was with activity (and a lot about my memory, but let's go with the more charitable reading, if you wouldn't mind).

My biggest news of this month is that I am back full-time! I'm very excited to have a bit more time to work on my various projects and, fingers crossed, the opportunity to do a bit more proactive planning than I've been able to this year. Karen and I have met to discuss a plan going forward in this position, and I'm excited to be able to take on new work and give some more focus to certain elements of my job that didn't always get my full attention. It's been a week as of this writing, but I'm feeling exceptionally good about it and optimistic about our next fiscal year. Speaking of...

### **Budget**

It's that time again! At our weekly meetings, Karen and I have been focusing a lot on publicizing our May budget vote and explaining some of our changes and plans to the public. I'm currently working on a trifold brochure for the community, as well as our regular PR for the vote, and anticipate budget messaging being an ongoing project through May.

## **Graphics**

Beginning in March, I started to create the flyers for Adult Services programs, in addition to the web graphics, social media images, and posters that I create for programs for all ages. I think the Adult Services staff and I have come up with a good system for pushing out our program publicity in a timely manner.

## **The Foundation**

Our Foundation fundraiser wrapped up as a success and now we move forward with two big projects: a new fundraiser for the Budarz Theater and finding members to serve on our board of directors. I'm excited for the plans we've been discussing to raise money for the theater and awareness for the Foundation, and I am hoping that the momentum of successful and engaging fundraisers will appeal to potential board members.

## **Email Newsletter**

The email newsletter continues to be my moment of Zen! One of my favorite things to do is compile our Friday Five, because little brings me more joy than the combination of delicious recipes and arcane trivia. It's sort of me in a nutshell. It's always gratifying to see so many patrons clicking on my recipes and recommended links.

In February, I sent out 7 email newsletters: weekly Children's Room/Teen Room roundups (2), Friday Five (4), and a special email about Bonnie Katz. That last email resonated with our patrons, many of whom reached out to express their condolences to staff and to share a story or memory they have of Bonnie; it's a true testament to her presence and her dedication that her loss moved so many (and it's making me tear up a little typing it).

*New Subscribers in February: 21*

## **Grant**

Diana, Ignayra, Suzy and I are collaborating on this year's Arts Alive grant application with ArtsWestchester. I'm excited about the program we're planning and it's always a delight working with these three.

I'm very much looking forward to utilizing my extra hours in a week to be more aggressive with seeking out and applying for grants. Please feel free to remind me of this statement should I express stress or worry about grant applications in the future.

## **Statistics**

### **Facebook**

**2,507** likes

**53,134** people reached

**3,812** post engagements



**Most popular posts:** A tribute to Bonnie Katz; Debbie's I Heart Art videos; an announcement of our Brian Conway concert.

### **Instagram**

**1,558 followers**--16 new followers

**Most popular posts:** A sweet letter from a patron in the Children's Room; toddlers walking up the steps together; Teen Room book displays for Women's History Month.

### **Website**

**4.3 K users**

**7 K sessions**

**People visited the website by...:**

Desktop (60%)

Mobile (36%)

Tablet (4%)

### **Allison Robbins, Technology and Training**

March 1st was my first day back at work after going on maternity leave in early December 2020. Just like most things, I can tell the library did not stop "moving" while I was away! I came back during March "part-time" and eased into my schedule. On my return I spent time catching up with what I missed and getting ready to run with the various projects waiting for me. I was also able to attend the virtual Computers in Libraries Conference, for which I am thankful, as last year's conference was cancelled.

### **Collections**

- Audiobooks: In my absence, Marie Pierre took over ordering for the audiobook collection and will continue. Many thanks to Marie!
- Nonfiction related to Information and Technology: Coincidentally, these books fall right in the area of the nonfiction collection that is being shifted on the second floor, which makes it a great time to weed and develop it. I'll be doing a good weeding and ordering push over the next month or so.

### **Staff Tech and OPL Tech Infrastructure**

- Site Visit from NSC: Adam, from TNSC, came on site and switched two more of our printers off of WLS's network and got into more of the details of our next steps to establishing our technology infrastructure outside of WLS. Some of the projects and tasks that are in progress and will be developing in the next couple of months include:
  - Establishment of remote access to the staff side of the ILS via a Virtual Private Network (VPN) connection with Equinix
  - Migration of email and content from WLS's G-Suite (now Google Workspace) to Microsoft 365
  - Replacement of patron-use computers and printing services
  - Replacement of staff-use computers and devices
  - Staff training on all equipment and systems involved

## **Website**

- Media: We are increasingly photo and video reliant on our website, which has created a challenge in managing our storage demand. I installed a new plugin, which should help me weed out old content without disrupting desired content, which can be a challenge on our WordPress platform. The plugin is working well and we should be able to avoid paying for an upgrade in storage.

## **Misc.**

- WLA: I have continued to attend regular meetings and act as treasurer during my maternity leave, as well as work with other board members on other projects and decisions. I am helping to slowly bring back some of WLA's social media presence and assisting with WLA's annual conference, which will be held virtually this year over Zoom.
- Computers in Libraries Virtual Conference: The topics covered were quite varied during this conference, however a few main themes stood out to me and will provide the foundation for some research and projects here at OPL in the future.

A key topic was patron data privacy. As we increasingly rely on digital tools and virtual platforms to provide services to our patrons, we will likewise be dealing with an increasing amount of patron data, collected by us both actively and passively. Examples include personal information we gather for program registration (actively collected) or data gathered by plugins on our website (passive on our part). It is my goal to ultimately begin and continue evaluating our data collections practices, those of our vendors, e-resource, and service providers, and build healthy staff practices for data stewardship.

Another helpful topic that was covered in a couple of sessions was instruction--both for patrons and for staff. Tips and strategies for instruction were covered, including some open discussion of what has "worked" for library staff. One session, in particular, has stuck with me for the potential applications here at OPL. This session covered the concepts of Instructional Design and microlearning in public libraries. Instructional Design includes systematic thinking about and design of instructional or educational products and services. Using Instructional Design can help standardize education and instruction development and production, leading to a predictable experience for learners as well as a clear path for actualizing instruction regardless of the topic or subject matter expert providing the information. Microlearning, like the tutorials in Niche Academy, provide bite-size pieces of instruction for learners, which can be highly effective, particularly in self-guided learning.

Finally, I attended sessions that covered helpful topics such as how to tell when to spend energy (and money!) on a tech trend, some helpful information and lessons learned about mobilizing workforces in a remote environment, and the importance of diversity, inclusion, equity, and information literacy in our fields. One sentence from a session (I wish I could remember which one...) sticks with me in particular: "Truth sits behind a paywall," spoken in reference to the ease with which poor quality information is accessible and proliferates and the difficulty with which good quality information is often found. Needless to say, I have plenty to focus on and I'm very thankful for the opportunity to learn!

### **Marie Trapasso, Circulation and Technical Services**

The famous saying, "March comes in like a lion and out like a lamb" feels appropriate for this year. I feel like there were many things going on in the beginning of the month and then things calmed down.

I completed the Equity in Action: Fostering an Anti-Racist Library Culture Workshop through Library Journal. I look forward to applying the techniques I learned to our Overdrive collection. Our Overdrive collection experienced a massive circulation increase this past year and we need to make sure our collection is reflective of our community's diverse needs. I intend to make this a priority.

Molly, Diana and I also decided to start meeting monthly regarding our periodicals collection. We are updating their look and shifting them to make room in the Cheever Room for the Large Print collection. Many of our periodicals have ceased publication and the Cheever Room looks great with a little facelift. We also decided that we are going to let the current issue of our magazines circulate. I am hoping this will drum up circulation a little bit more and keep all of the circulation policies for our magazine collections consistent.

Wilson Arana from WLS came to the library on Thursday, March 11. I showed him the computers that Ossining is dropping from the WLS network and asked him a few questions.

I had a few meetings with the Circulation department to go over a few changes and updates. I find these meetings to be invaluable. They really keep everyone on the same page. They also help me get suggestions and ideas of improvements from everyone. For instance, we decided that the 72 hour quarantine time for the ILL bins is too long. It has now been shortened to 24 hours which will greatly benefit our patrons.

On March 22, I attended the Mental Health First Aid training that was given through WLS. It was a long time to be on Zoom but I found the information to be extremely helpful. In fact, I found myself using some of the training the very next day. In this day and age, it is so important to be tuned into mental health and to be a caring presence in people's lives. You never know what someone may be struggling with.

Diana Lennon and I also met about shifting many of our collections. The paperbacks have become kind of confusing on the rounders and the newer paperbacks are bigger in size and do not fit comfortably in the rounders anymore. So we need to shift them to the shelves on Mezzanine. This will take a little while. We also need to shift the CDs as they are being weeded and the Fiction and Non-fiction sections also need shifting. Lots of exciting changes are coming.

Molly, Sheena Glanville and I also met in the Budarz Theater to take a look at all of the supplies the Circulation and Tech Services departments have down there. Sheena is our media cataloger and she is an absolute whiz, so I wanted her to make sure we weren't moving supplies that she needed. Thankfully, the supplies we did have down there are extras that can be moved to the 5,000.

On March 27, I pulled the items that were on the Holds Request list and sent them to the requesting libraries. I used to do the holds years ago when I was a part-time Circulation clerk and it felt good to get to do it again.

**Circ Statistics:**

Patrons Added:	100
Interlibrary Loans: (to Ossining):	2,257
(to other libraries):	2,202
Total Circulation (including eBooks):	13,525

There were 3,777 total checkouts from Overdrive.

There were 803 checkouts on just Ossining Advantage titles.

Our museum passes circulated 6 times.

**UniqueChat Curbside Communicator Stats (Number of patrons the staff chatted with about their curbside pickups):**

March 1-6: 157 chats

March 8-13: 140 chats

March 15-20: 104 chats

March 22-27: 139 chats

March 29-31: 64 chats

**Total Chats: 604**

**Tech Statistics:**

Items Added: 901

Items Deleted: 3,525

**Suzy Zavarella, Teen Services**

Louis and I met with the Teen Advisory Board and the teens offered insight on future programming. The idea of doing an in-person TAB meeting in the summer was discussed and was well-received.

Louis, Marie and I met to begin planning our Summer Reading program. We are hoping to do most of our programming in person and outdoors. We are also trying to figure out how we can fit in a few movies. It is a little challenging because it does not get completely dark until after 9pm. We tossed around the idea of showing them in the cafe area with socially distanced seating. Ideas for the Summer Reading Kickoff event were discussed as we realize that we are most successful getting participants when we see them in person.

Marie's Reads highlighted some of the many mystery books that can be found in the Teen Room. Her Take & Make kits explored symbols found in various cultures throughout the ancient world (Solomon's Celtic Knot), made a delicious snack (Leprechaun's Lucky Treat), explored our connection to our earth (Homegrown Microgreens), and traveled through time to explore dream imagery in art (Chagall Inspired Dreamscapes).

Louis' book displays this month included the "Lucky Books" to highlight Saint Patrick's Day and "Girl Power" spotlighted fiction and nonfiction titles in honor of Women's History Month. Two new bulletin boards went up in the month of March for Women's History Month. The first bulletin board displayed "Fearless Female Leads", showcasing strong female characters in popular movies, and the second bulletin board displayed "Women Who Rock", showcasing popular female music artists.

Susan is still covering the reference desk during her weekly shift on Wednesdays. Fortunately, she is able to keep up with the Teen Services Libguides. Neera continues to help with collection development and thankfully has been filling in on Greeter shifts when one someone is out. Sirreke, James and Julian continue to be our welcoming team and ensure that all the patrons are wearing their masks properly when they enter the building.

Some of the webinars that Marie and I attended:

*Arts Alive Info Session*

*Strategies for Talking About Race with Students and Families*

*Dive into Spring at the HC Books Spring 21 Preview*

*Not Just 4 Kids: How to Use Picture Books for Tweens and Teens*

*Edelweiss: Other Voices, New Perspectives*

*Spring Authors & Arcs*

*Rethinking How We Measure the Impact of Libraries*

*YA Book Buzz*

Marie's report from the NYLA Developing Leaders Program:

NYLA Developing Leaders Program: We created a webpage for our project (<https://www.nyla.org/lightingtheway/>) and are now reaching out to library schools throughout the state (8 library graduate programs throughout NY).

NYLA Alternative Pathways Taskforce: We only met once this month and shared our individual pathways through the library field. Despite our different specialty areas, some of our common experiences ranged from insufficient understanding of the Civil Service application process, unrealistic expectations concerning the library culture, and addressing the gap between didactic learning and practical work experiences.