

Rosemary Garfoot Public Library Board Meeting Agenda

Tuesday, December 17, 2024 at 5:15pm
2107 Julius Street, Cross Plains, WI 53528

This meeting will be held via Zoom. To join, use the link or meeting ID/passcode below:

<https://us02web.zoom.us/j/88599250349?pwd=dGRHZW5GeDZ4VG1pS29CdFk4MXdwUT09>

Meeting ID: 885 9925 0349

Passcode: xkx03Pbn

- I. **Call to Order**
- II. **Public Comment:** Members of the public may address the Library Board on items not on the printed agenda. Please note the time limit of 3 minutes.
- III. **Approval of Minutes:** Approval of Minutes from the 11/19/2024 regular board meeting (action item)
- IV. **Treasurer's Report**
- V. **Approval of Bills** (action item)
- VI. **Reports**
 1. Director's
 2. President's
 3. Village Trustee's Update
- VII. **Old Business**
- VIII. **New Business**
 1. Funding request for ice skate check-outs (discussion and action)
 2. Holiday hours for 2025 (discussion and action)
 3. 2025 PT wages (discussion and action)
 4. Draft Program Policy (discussion)
 5. Draft Marketing Plan (discussion)
- IX. **South Central Library System and/or Dane County Library Service Update**
- X. **Future Agenda Items**
- XI. **Adjournment:** The next board meeting will be held on Tuesday, January 21 at 5:15pm

Posting on _____ by _____

Rosemary Garfoot Public Library Board Meeting Minutes
Tuesday, November 19, 2024

Present: Jennifer Wankerl, Sarah Borchardt, Erica Wagoner, Denise Baylis, Amy Kurka, Robin Graves, Nicole Schaefer

Not present:

Also present: Elizabeth Clauss and Daniel Ramirez from New Glarus Public Library - seeking feedback for the town's plans for the new library opening September 2026.

Call to Order: Jenn Wankerl called the meeting to order at 5:15 pm

Public Comment: None

Approval of Minutes from October 2024 meeting (action item):

- Graves made a motion to approve the minutes.
- Borchardt seconded. Motion carried.

Treasurer's Report:

The cash management "money market" account reported at \$72,143.63

The Public "checking" account reported at \$ 24,767.61

MCF Endowment reported: \$144,127.62

Revenues to the Village reported at \$381.46

Approval of Bills (action item):

Wagoner made a motion to approve the bills.

Schaefer seconded. Motion carried.

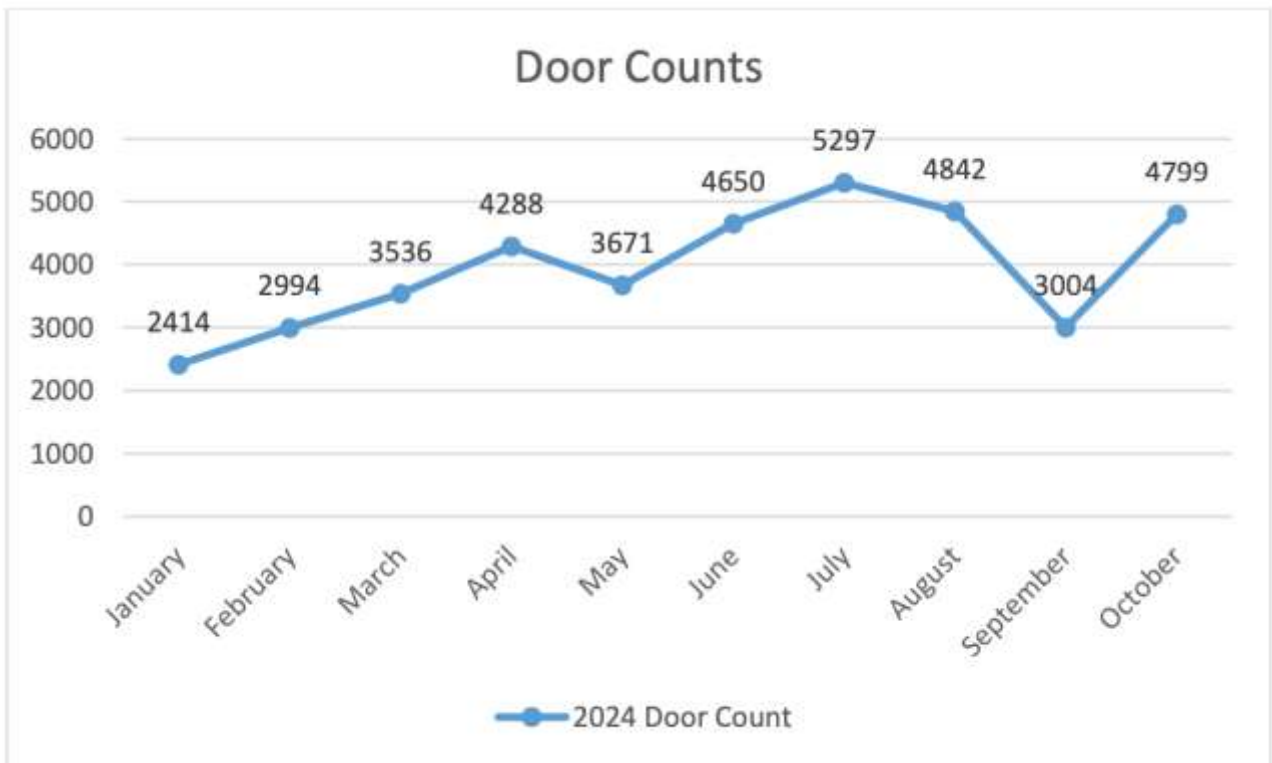
Reports:

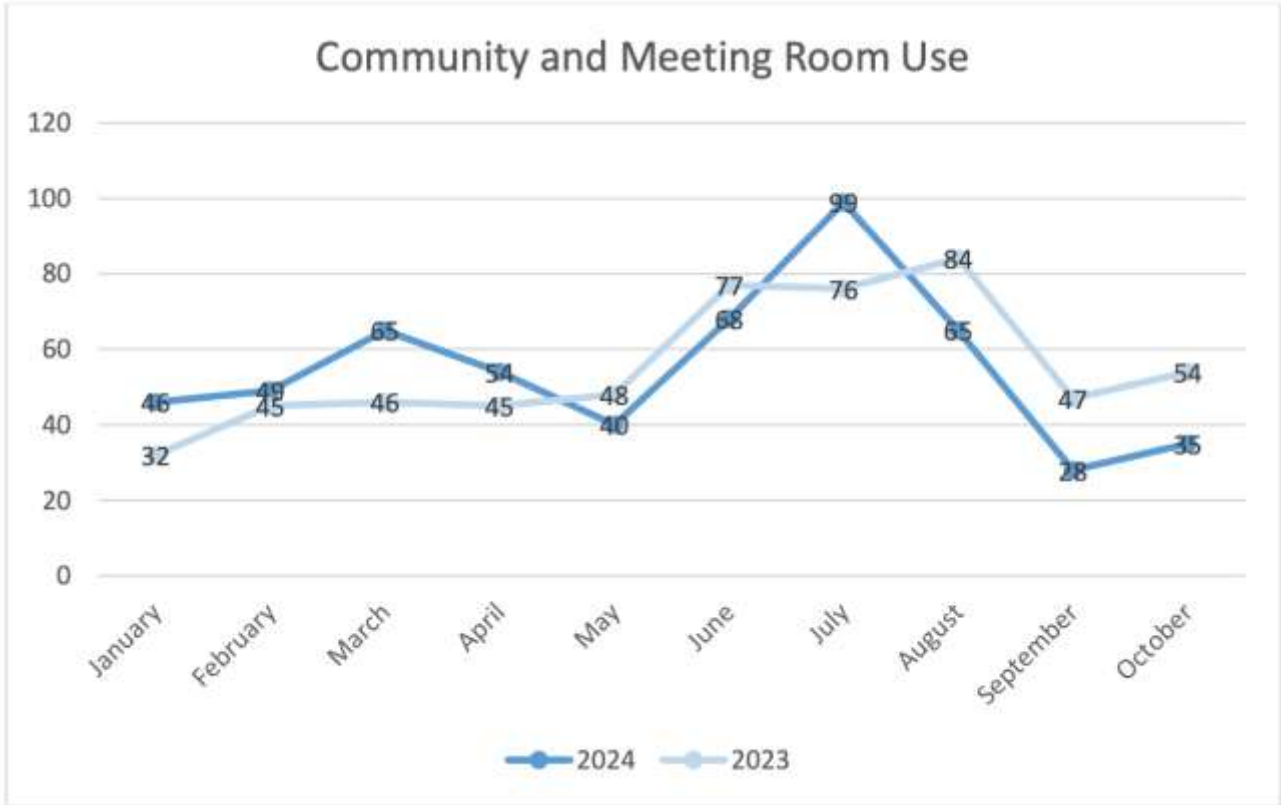
Director's Report:

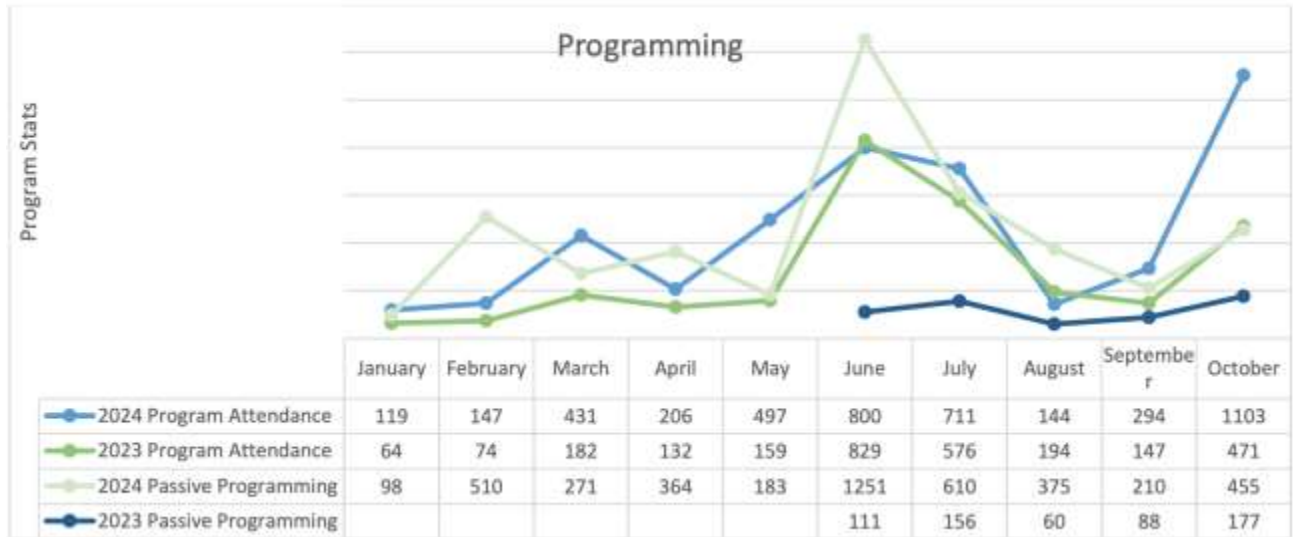
- Busy, fun month, door counts were up and circulation started strong.
- Self-check and open holds rolled out mid-October. We've had really positive feedback from patrons who appreciate both as an option now.
- Very successful month for programming—we had nearly 50 people at our wastewater tour (thank you Jerry and Ted for hosting the tour!), a program for water testing in the creek with BECWA had 35 attendees, almost 150 people came to the fall festival, and 550 trick-or-treaters stopped at the library. Our recurring programs continue to show strong, consistent attendance.
- We're wrapping up our Community Helpers storytime series this week. HUGE thank you to all the village departments and community members that were our guest readers this fall and helped families meet some of the helpers in our community.
- Picture book city continues to grow. Our volunteers from Cardinal Academy have been an amazing partner in helping us label all the books.
- We added lots of new stuff to the library of things this month, too, courtesy of the collection development project - our summer practicum student, Michelle Fisher. Soil Testing Meter,

Gardening tip, international travel adapter, label maker, on-the-go-bike-repair kit, digital camera-some reposed, instant camera, etc. Requesting funding from Friends of the library for passes, like for entry into State Parks.

- Elizabeth attended the ALA CORE conference November 15-16. It focused on management, access and equity, and building and operations. Lots of good things to learn about and think about for our community.
- Library Tee-shirts should be here around Dec 6th.
- Children's area new shelf/seat for board Books just got installed.
- Halloween feedback was mostly positive, some concerned individuals with spooky factor but the side entrance is kept neutral. Garden tenders had some concern with walking through the beds.







Presidents Report (N/a)

Village Trustees Update:

- Budget season - tricky time, any suggestions are welcome. Debate over how close to levee limit. Requests to move money around from different departments. Employee payments primary option for budget cuts. Concerns over proposed Longevity pay - are there funds to cover costs?
- Pool Fundraising Committee - splash pad by library, possibly with corporate funding now that plan is set for the new pool to be relocated to Baer Park.

Old Business:

- DCLS Agreement: Annual agreement that we share resources with the county
 - Baylis made a motion to amend the agenda to include a motion for DCLS agreement. Borchardt seconded. Motion Carried.
 - Wagoner made a motion to approve the DCLS agreement signed by board members. Schaefer seconded. Motion Carried.
- Library Director Evaluation: Kurka researched evaluation methods and created a draft of a self-evaluation and board of director questions lending itself to collaboration on areas of self-improvement. Direct evaluation will coincide with staff evaluations - annually in the Fall. To complete by November 1st. Can also include feedback with staff.
 - Board members will review Kurka's draft of the evaluation this and give feedback at next month's board meeting and adopt a director evaluation to begin use in the Fall of 2025.

New Business:

- Year-end thank you for staff/support staff (discussion and possible action)
 - Last Year: Pablo (cleaner) \$200 and support staff (monetary from checking account) - \$150 for full time staff (3 people) and \$50 for part-time staff (currently 7).
 - Schaefer made a motion to increase Pablo to \$250, full time employees to \$250, and part-time staff to \$100

- Borchardt made an amendment to the motion to increase full time staff to \$250.
Graves Second. Motions passed.
- Book budget amendment to shift some funds from AV to Book Budget
 - Baylis make a motion for the remaining budget funds to purchase more books for the general collection for up to \$2000.
 - Kurka Seconded. Motion Passed.

South Central Library System and/or Dane County Library Service Update:

-N/A

Next meeting is Tuesday, December 17, 2024 at 5:15pm (on Zoom)

Future Agenda Item:

- Library Director Evaluation

Adjournment:

Borchardt made a motion to adjourn at 5:53 pm
Grave seconded. Motion carried.

Respectfully Submitted by
Erica Wagoner

2024 November Invoices for Board Approval

Category	Date	Vendor	Amount
Audiovisual	55110-304-104		
	8/5/2024	Midwest Tape	267.9
	11/5/2024	Midwest Tape	113.26
	11/11/2024	Midwest Tape	419.14
	11/19/2024	Midwest Tape	123.96
	11/19/2024	T-Mobile	31.15
	11/22/2024	Midwest Tape	120.71
Books	55110-304-101		
	11/3/2024	Baker and Taylor	56
	11/12/2024	Baker and Taylor	161.45
	11/12/2024	Baker and Taylor	28.51
	11/12/2024	Baker and Taylor	12.51
	11/12/2024	Baker and Taylor	28.98
	11/18/2024	Baker and Taylor	436.11
	11/18/2024	Baker and Taylor	110.27
	11/18/2024	Baker and Taylor	34.74
	11/21/2024	Amazon	63.71
	11/25/2024	Baker and Taylor	153.3
	11/25/2024	Baker and Taylor	17.88
	11/25/2024	Baker and Taylor	26.44
	11/25/2024	Baker and Taylor	312.31
	11/25/2024	Baker and Taylor	36.17
	11/25/2024	Baker and Taylor	123.56
	11/25/2024	Baker and Taylor	18.78
11/26/2024	Baker and Taylor	62.8	
Building Supplies	51600-304		

2024 November Library Revenues remitted to the Village

46710	General Revenue	27
43570	Dane County Grant	250
45190	Other Law and Ordinance Violations	197.85
48200	Rent	50
Total Donations/Misc. Revenue		274.85
2024 November Revenues for Library		
Copy/Print Donations		41.3
Misc. Donations/Revenue		55.79
Total Donations/Misc. Revenue		97.09

*for bilingual topic tote/kids' books; already remitted directly to village from county

includes 3rd qtr ecommerce

	11/1/2024	Maintenance Services	54.63
Communication	51600-202		
	11/15/2024	TDS	341.43
Equipment	55110-301		
	11/11/2024	Rhyme (Sharp)	76.43
	11/5/2024	Rhyme (Kyocera)	55.83
Maintenance	51600-305		
	11/7/2024	1901 (fan motor replacement; fund balance)	5481.12
	11/6/2024	1901 (Fall PM)	3018.6
Meetings	55110-205		
	10/18/2024	ALA (CORE Conference Registration)--Visa	499
	10/21/2024	UW Continuing Ed (YS workshop)--Visa	148.5
Misc.	55110-399		
	11/18/2024	Nate Glynn	100
Periodicals			
Postage	55110-201		
	10/9/2024	USPS (Visa)	5.11
	10/21/2024	USPS (Visa)	10.22
	10/29/2024	USPS (Visa)	5.11
Programming	55110-306		
	10/16/2024	Crossroads Coffee-Driftless Passport Prize (Visa)	25.00.
Reference	55110-304-102		
Supplies	55110-304-105		
	10/24/2024	Joann Fabrics (cushion for bench)--Visa	61.97
	11/1/2024	Peterson Sanitation	10.5
	11/12/2024	Amazon	61.99

11/15/2024	Amazon	74.8
11/21/2024	Amazon	29.83

Support Services (ILS Fees)

**Support
Services**

51600-207		
11/1/2024	Maintenance Services	649.13

**Technology
Utilities 51600-
203**

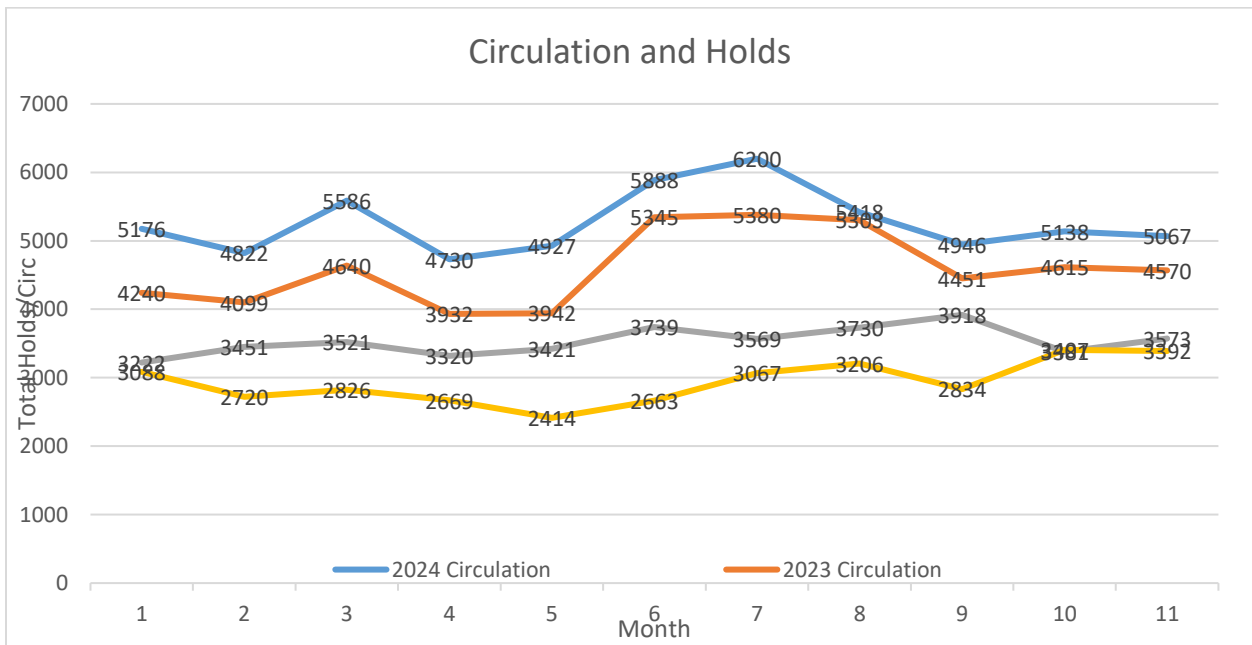
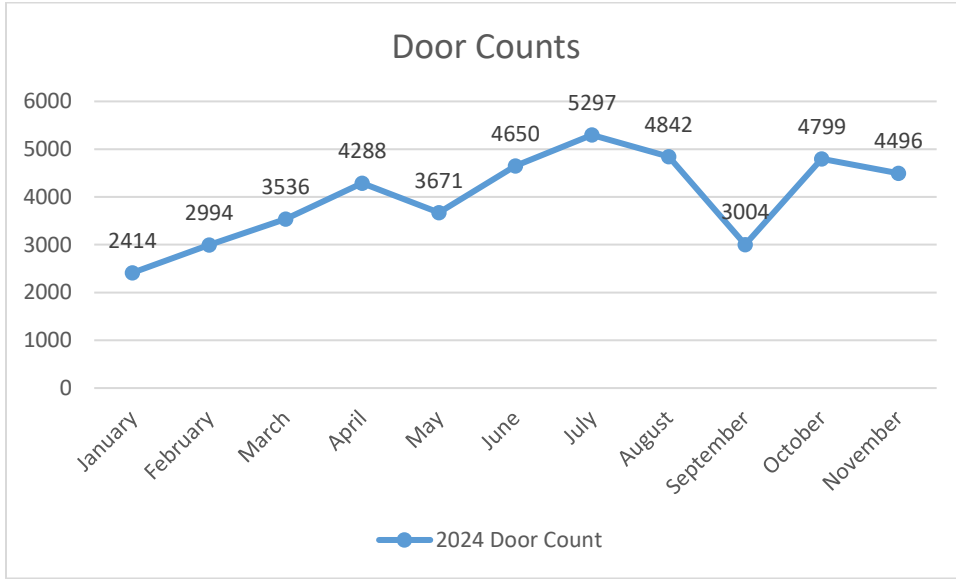
11/15/2024	CP Utilities	202.72
11/15/2024	MGE	1306.65

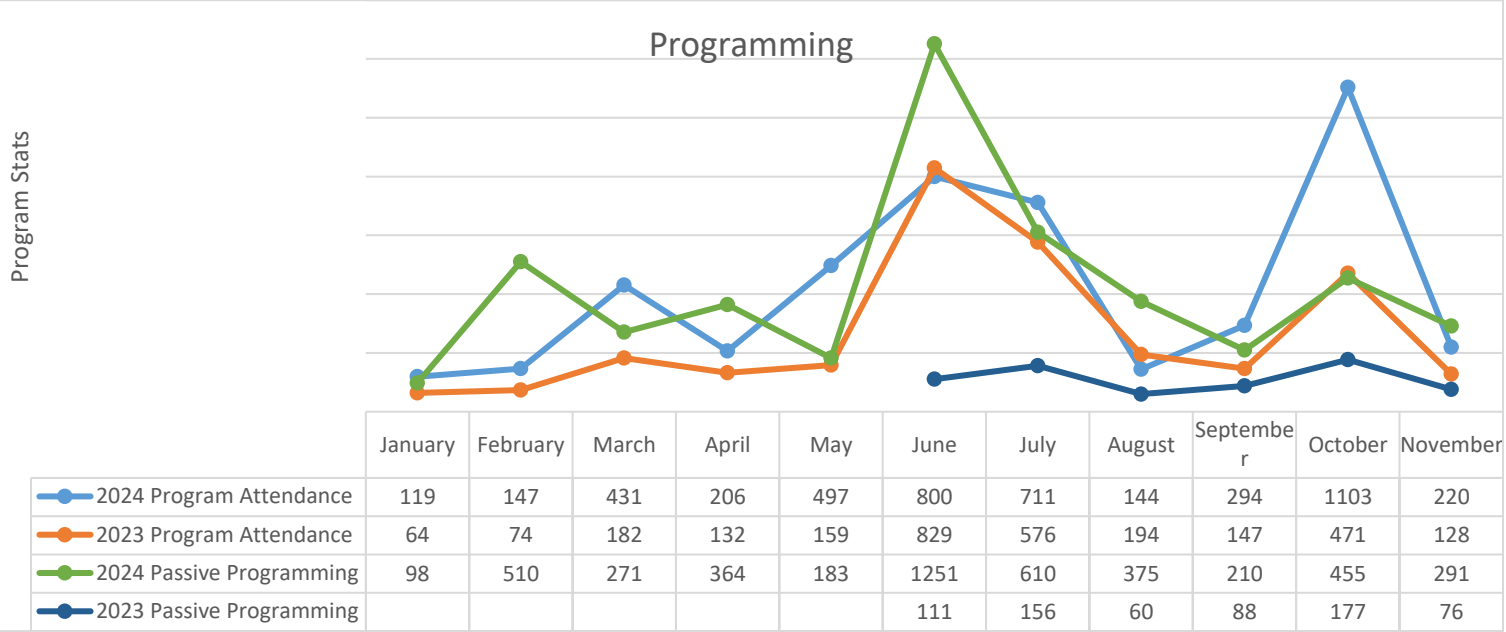
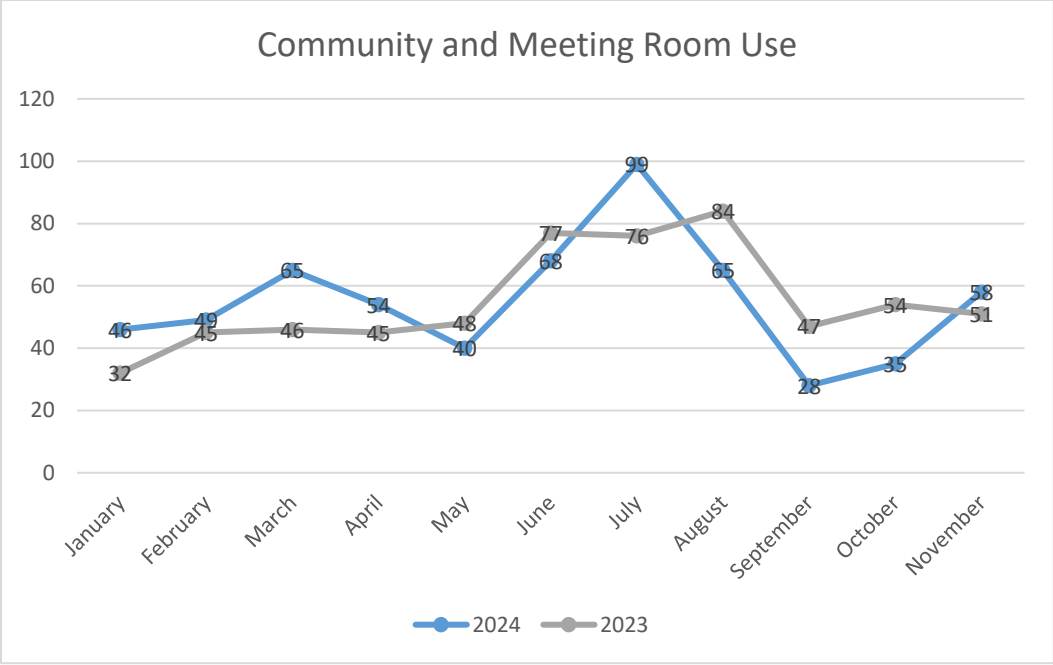
Library Checkbook/Petty Cash

11/20/2024	Enchanted Valley Woodworks	2100
11/20/2024	Agrace Thrift Store (fabric for bench cushion)	21.09

17074.3

December Director's Report





- We wrapped up fall YS programming on November 21; we'll offer a coffee and playdate program on Thursday mornings so our regular program attendees can still gather at the library and keep us on their schedule, but this gives us a chance to prep and plan for winter break programs and our 2025 winter programming series.
- Despite a programming slowdown as the month ended (and closure days with the holiday), we had really great circulation and programming this month.

- Election Day was busy here, despite over 50% of the vote being done as absentee/early voting. We didn't have much foot traffic for our extra early open hours at the desk, but had many families that appreciated having access to the stacks and storytime room. It was also a good opportunity to chat with folks as they came in, even if they weren't necessarily checking items out or getting cards.
- The Friends had a very successful art auction again this year. Thank you to all those who volunteered their time to make it such a great event for our community, and fundraiser for our library.
- We received a \$516 grant from UW's East Asian Studies program. The funds will be used for a cooking class, tea tasting program, and cookbooks/children's books about foods or traditions in specific East Asian countries.

Rosemary Garfoot Public Library Draft Programming Policy

Purpose

The Rosemary Garfoot Public Library offers a variety of programs that aim to support the library's mission to meet the educational, recreational, and informational needs of the citizens that it serves. Programming is an integral part of library services that aims to increase the visibility of the library, promote the library as a community resource, and provide opportunities for entertainment, socialization, and life-long learning within the community.

This policy serves to provide library staff with guidelines to develop programs and events, to inform the public about the principles and criteria by which programs are selected, and to outline rules for outside performers and presenters to follow while working with the library. This policy does not cover privately-sponsored events or meetings that take place within the library (See Meeting Room Policy).

Planning and Implementation

The selection and planning of library programs and events is the responsibility of the professional staff of the Rosemary Garfoot Public Library, as overseen by the library director. Other staff members and library volunteers may assist with the implementation and facilitation of programs as needed. The library director may delegate authority to interpret policy in day-to-day programming decisions to professional staff members. The library director always retains the authority to reject or approve programs or events as they see fit.

Library staff use the following criteria to make decisions about the library programs and events on offer:

- Relevance to the library's mission and service goals
- Relevance to current community needs and interests
- Availability of appropriate programming space
- Budget and staffing considerations
- Presentation quality
- Presenter background/qualifications in content area
- Historical, educational, or local significance
- Connection to and availability of other community programs and events
- Representation of diverse backgrounds, opinions, and viewpoints
- Attendance and feedback received at similar programs in the past

The library always welcomes suggestions from community members and other individuals for programs, events, partnerships, or outreach opportunities. Suggestions may be made by contacting the library director or other appropriate staff members in charge of programming. Community suggestions will be evaluated by the same criteria outlined above.

In addition, the library may develop and co-sponsor programs with outside organizations or institutions whose mission and goals are compatible. Co-sponsorship decisions are made based on shared interest, responsibility and benefits to each organization.

Library sponsorship of a program does not constitute an endorsement of the content of the program. Beliefs and opinions expressed during programs by speakers, presenters, performers, or other participants do not necessarily represent the viewpoint of the Rosemary Garfoot Public Library.

Program Attendance Guidelines

- All library programs shall be free and open to the public, unless the event is a fundraiser for the Friends of the Library.
- Every attempt will be made to accommodate all patrons who wish to attend a program; however, when the safety or success of a program requires it, attendance may be limited. In these cases, attendance will be determined on a first-come, first-served basis either through advance registration or first arrivals at the door. Programs that require registration will be advertised as such.
- Some programs are designed with certain age parameters in mind. When a program has an age limit, exceptions may be made at the discretion of the presenter or program organizer.
- Programs will be held in library facilities when appropriate; meeting room capacities will be observed. Programs may be held at other locations when the library is not equipped to handle an event or when hosting at an alternate venue will encourage increased access or attendance.
- Participants consent to being photographed and/or filmed and give permission for those images to be used for library promotion. Participants who do not wish to be photographed should notify library staff.
- Program participants must comply with all other library behavior policies. Participants who interrupt, interfere, or otherwise impede the enjoyment of the program for other attendees may be asked to leave.
- The library reserves the right to cancel an individual program due to severe weather, lack of attendance, or the absence of a suitable presenter or adequate library staffing. Canceled programs will be rescheduled when possible, but are not guaranteed to be made up. In the case of reoccurring programs (i.e. monthly or weekly events), the library reserves the right to cease offering a program at any time if it no longer aligns with the library's programming goals/criteria or fails to garner regular attendance.
- To request accommodations to attend a program, participants should contact the library at least two weeks in advance.

Presenter/Performer Guidelines

- Presenters/performers agree to conduct themselves in a professional manner and show respect towards all program participants, library staff, and other patrons while working with the library.
- Library programs must be non-commercial in nature. While organizations, businesses, and individuals may offer to present their expertise on topics of interest at no charge, they may not actively promote themselves or their paid services during a program. Presenters are allowed to provide further information about their organization or services to participants if specifically requested by that participant.
- Presenters may not actively solicit participants' contact information, nor may they ask for donations or tips from participants.

- Authors, artists, and musicians may be allowed to sell copies of their works at programs if the works directly relate to the topic of the presentation. Any sales of books, art, music, etc. must be cleared with the library director or program coordinator prior to the start of the program.
- The library will not sponsor a program that supports or opposes any individual political candidate, party, or ballot measure. Election information events, such as candidate forums, may be offered if they include invitations to all recognized candidates.
- Payment will be discussed between presenters/performers and the program coordinator prior to arranging and scheduling the program. This includes the amount the library will pay for the presentation/performance, the method of payment, and the date when payment is due. Programs will only be scheduled once the terms of payment have been agreed upon by both parties.
- Presenters must coordinate with the library on marketing and promotional materials. The library reserves the right to revise and edit any copy or marketing material provided by a program presenter as needed for the library's various promotional outlets.
- Presenters/performers may be asked to sign a contract agreeing to follow these guidelines.

Presenters/performers who wish to have the library sponsor their program should inquire with the Assistant Director (for adult/all-ages programs) or Youth Services Librarian (for teen/children's programs) by contacting the library with a brief description of what they would like to present, any required fees, and their contact information. Librarians will review program proposals on an ongoing basis and reply to inquiries within one month.

Intellectual Freedom Statement

The Rosemary Garfoot Public Library recognizes that at any given time some programs, events, or exhibits may be deemed inappropriate or offensive to some patrons. Selection of programs and events are based on the principles stated in this policy and will not exclude topics solely on the grounds that they may be controversial. The library board believes that censorship is purely an individual matter and declares that while anyone is free to reject for themselves programs or events that they do not approve of, he or she cannot exercise this right of censorship to other persons to attend or view. The Rosemary Garfoot Public Library adheres to and supports the ALA's Library Bill of Rights, Freedom to View Statement, and Freedom to Read Statement.

Rosemary Garfoot Public Library Programming Contract

This contract is arranged between [Presenter Name/Organization] and the Rosemary Garfoot Public Library agreeing to a [Insert program title/topic] program to be held at the library on [Date] at [Time]. A fee of [Insert fee] will be paid on [Insert date] by the library in exchange for the presentation of the program [If no fee will be paid, change to “Presenter/Organization Name has agreed to present this program for free”].

In addition, by signing this contract, the presenter agrees to abide by all rules outlined in the library’s programming policy. A full copy of the programming policy can be found on the library’s website or emailed to the presenter upon request.

The parties agree to meet the following conditions when presenting this program:
[List additional agreements on the presenter OR library’s part here—i.e. local authors allowed to sell books at a reading, library will provide special supplies, etc. Delete this section if none.]

If there are any questions or concerns, please contact the library at 608-798-3881 or email [Librarian’s Name] at [Email].

Librarian Signature	Name Printed	Date

Performer/Presenter Signature	Name Printed	Date

Rosemary Garfoot Public Library

Draft Marketing Plan 2025-2026

Introduction:

Rosemary Garfoot Public Library serves the community of Cross Plains, as well as the Town of Berry, Town of Cross Plains, and other area residents. It was founded in 1964 by a group of dedicated residents who undertook much of the fundraising, organizing, and planning to build the library. Our community has a strong interest in the outdoors, recreation, lifelong learning, and being environmentally friendly, and our library reflects those community values.

Library Mission Statement: The Rosemary Garfoot Public Library serves the community through provision of materials and services designed to create a community of life-long learners. The library provides access to materials in a variety of formats to meet the educational, recreational and information needs of the citizens in a manner reflective of the resource base.

The Rosemary Garfoot Public Library provides free and open access to information and the universe of ideas to a diverse and inclusive community. By connecting people to the transformative power of knowledge, the library advances literacy, guides life-long learning and inspires curiosity and creativity.

The library encourages activities that promote stewardship of our environment through promotion of the facility as a living laboratory, provision of environmental and ecological collections, and development of environmentally inspired practices, programs and workshops.

To fulfill this mission, the library promotes an interest in reading by providing leisure reading and other materials for persons of all ages. The library encourages self-development through provision of access to information resources in a variety of formats and through access to a diverse selection of technologies. The library serves the community by providing answers to their informational needs and serves the citizens by providing exceptional customer service.

Community Input:

As part of a strategic planning process, the library conducted a community survey in April 2024. Two hundred thirty-one community members responded to the survey. Of those:

- 214 of the 231 respondents had library cards
- 72.7% visited the library at least monthly

- 74.6% agreed that the library offered programs that were of interest to them
- 93.1% reported that the library offered a selection of materials that were of interest to them
- The most popular library services, in order of popularity, are borrowing materials, ebooks/digital audiobooks, using the library as a space, and the free children's programming we offer.

Target Audiences:

Based on the community survey, ILS circulation data, and census data, our marketing plan will focus on the following audiences:

- Families with young children
- Families who homeschool
- Adults in our community that do not currently attend library programs

Needs of Target Audiences:

A community survey was conducted in April 2024 as part of our strategic plan process. This survey included questions about programming and what our community wants from their public library. These findings helped us better understand what our community needs from us, and especially what our target audiences are looking for.

In terms of programming, we received the following ideas and suggestions:

- More family programming during non-work hours or on the weekend, such as the annual family fort night we already host
- Adult programming in the evenings that focuses on cooking, crafts, yoga, games, or community speakers
 - Cooking classes were suggested by many respondents, leading us to conclude that this is something strongly desired by our community
- Outreach at community events
- Small groups or other programming for elementary-age kids
- Programs for young children and stay at home parents during the week

We also received some input on the materials or other services our community would like to see us offer, including:

- Museum or park passes
- An expanded library of things, especially tools or other large items

Identify Competitors:

The target audiences for this plan have the following competitors:

- Families with Young Children
 - Parks and Rec programming, children's museum, playgroups in the area/in Madison metro area
- Young Adults
 - School, extracurricular activities, jobs
- Adults
 - Work or childcare, Club sports or other group membership, Northwest Dane Senior Services, other area libraries

Set Measurable Goals: Based on the data, the target audiences, the needs, the services and the competitors, these goals have been identified.

- Goal #1: The library will offer at least one weekend program per month in 2025.
- Goal #2: The library will increase summer reading program completion by 10% in 2025.
- Goal #3: The library will offer homeschool-specific programming by September 2025.
- Goal #4: The library will host at least 10 offsite or outreach programs between January 1, 2025 and December 31, 2025.

Promote Products and Services: The following promotional tools will be used to achieve the goals in this marketing plan.

Promote Products and Services: The following promotional tools will be used to achieve the goals in this marketing plan.

Promotional Tool	Marketing Strategy
Social Media (Facebook posts, Instagram posts and stories)	<p>Social media posts are made on an as-needed basis, with a goal of posting 2-4 times a week (and no more than once a day) so that we are regularly showing up in people’s feeds, while not over-saturating our followers or the algorithms with content.</p> <p>Posts that contain pictures of people tend to get more interaction than graphics or posters, so priority is given to actual photos of library events, whether they are recapping a past event or advertising an upcoming one. Graphics will be posted on occasion. High profile programs/important news will get shared to the local Cross Plains neighborhood group on Facebook as well as posted to our feed. Instagram stories are used to post time-sensitive things (i.e. "program starting in an hour") or to interact with other relevant organizations (WLA, Beyond the Page, etc.) that increase our reach.</p>

	<p>Posts are ideally scheduled 1-2 weeks in advance to ensure content for the week is varied.</p>
<p>Parks and Recreation Activity Guides</p>	<p>Library programs will be included in the Parks and Recreation Activity Guide that is sent out three times per year to help us reach community members that are active through parks and rec, but not regular library users or attendees.</p>
<p>Cross Plains Village Newsletter</p>	<p>The Village newsletter comes out on the 15th of the month, every other month (January, March, etc.). In each edition, we submit write-ups of as many programs as we can fit, with priority given to one-off programs over reoccurring events. We submit a roughly equal amount of youth and adult programs to this newsletter.</p>
<p>Middleton-Times Tribune</p>	<p>We submit a weekly round-up of news to the Middleton Times-Tribune, which is published on Thursdays. Each round-up includes all programs and events happening in the next two to three weeks, along with occasional reminders about year-round passive programs or general library news.</p>
<p>e-Newsletter (email)</p>	<p>The library maintains separate email lists for adult and youth programming. One e-newsletter per month is sent to adult programming subscribers, typically on the first business day of the month. These newsletters highlight all programs happening in the current month, and occasionally a short library news update. One or two e-newsletters are sent to the youth programming subscribers per month, depending on the number of programs happening. The timing of these newsletters is determined based on the timing of programs throughout the month.</p>

Print newsletter available at the library, village hall, and community partner's locations (NWDSS, Piggly Wiggly, Crossroads Coffee, After School Club)	Print newsletters listing all children and adult programs for the month are made available about a week before the month begins. These newsletters are brief and include a short description of each program.
Kid's Newsletter shared with the local schools through Peach Jar and email	The kid's school newsletter is sent out during the school year (September-June). It highlights only programs of interest to school-age children. It highlights both reoccurring programs and one-time events, especially those held on no school days.
Library Website	The library website lists all programs and events on a calendar. Program titles are added to the calendar as soon as they are scheduled, with descriptions of the programs and graphics added 4-8 weeks before they occur.

Budget: The marketing plan does not have a set budget, but can use money set aside for printing (\$375) or programming (\$3,600).

Evaluation / Assessment of Marketing Plan Goals:

The plan will be evaluated monthly to make sure that we are keeping the goals in mind as we plan upcoming programming. There will be a more thorough evaluation held in July 2025 to look at how we're doing and to adjust goals, budgets, or tools as needed, as well as a final evaluation in December 2025.

Date of Evaluation: July 2025

Goal #1: The library will offer at least one weekend program per month in 2025.

Measurement: Verify that one weekend program was held monthly, based on a review of past programs, as well as looking ahead towards the last half of 2025 to make sure there are weekend programs scheduled for the remainder of the year.

Recommended Action: Evaluation will look at program attendance and will take into account the topic or type of program that was offered for each Saturday so that we can adjust accordingly for the last half of 2025 and 2026 program planning.

Date of Evaluation: August 2025

Goal #2: The library will increase summer reading program completion by 10% in 2025.

Measurement: We will compare the number of readers who completed SRP in 2025 to the number that completed it in 2024. We had a large number of kids start the 2024 program, but many dropped out along the way.

Recommended Action: Further action will be decided based off of the how completion percentages change, and which changes we implement for the 2025 program seem to make the largest difference.

Date of Evaluation: July 2025

Goal #3: The library will offer homeschool-specific programming by September 2025.

Measurement: Is the library offering homeschool specific programming?

Recommended Action: Further action will be recommended based off of community response to homeschool programs and feedback from homeschooling families.

Date of Evaluation: July 2025

Goal #4: The library will host at least 10 offsite or outreach programs between January 1, 2025 and December 31, 2025.

Measurement: A mid-year review of offsite and outreach programs will be conducted in July 2025, with an eye towards planning further partnership and outreach programs in the last half of the year.

Recommended Action: Further action will be recommended based on program and outreach attendance and response.