

MEETING MINUTES EVANSTON PUBLIC LIBRARY BOARD OF TRUSTEES Wednesday, July 19, 2017

6:30 P.M.

Evanston Public Library, 1703 Orrington Avenue, Community Meeting Room

Members Present: Socorro Clarke, Tori Foreman, Adam Goodman, Shawn Iles, Margaret Lurie, Vaishali Patel, Benjamin Schapiro, Sandra Smith

Members Absent: Michael Tannen

Staff: Teri Campbell, John Devaney, Kim Kauffman, Karen Danczak Lyons, Wynn

Shawver, Jessica Ticus

Citizens Present: Chris White, Elisa Gall, Alyce Barry

Presiding Member: Benjamin Schapiro, President

CALL TO ORDER/DECLARATION OF QUORUM - A quorum was present and President Schapiro called the meeting to order at 6:32 pm. He thanked the incoming Board for their service and he is looking forward to working with them and focus on the needs of the Library while listening to the voices of the community.

CITIZEN COMMENT- Chris White congratulated the Board on moving forward with an equity study and commented on his family's use of the Robert Crown Community Center as an affordable child care center and a great resource for the community. Elisa Gall also spoke in support of the equity assessment and recommended the Board reach out to the Madison, WI and St. Paul, MN library systems for their work in developing equity plans. Alyce Barry encouraged the Board to seek an independent consultant for the equity assessment that uses criteria relevant to the City's demographics.

CONSENT AGENDA

A. Approval of the June Bills and Payroll –Margaret Lurie motioned to approve the June Bills and Payroll. Socorro Clarke seconded and it was approved on a voice vote.

INFORMATION/COMMUNICATIONS

A. .Introduction of Pat Efiom, Equity and Empowerment Coordinator- Dr. Efiom was introduced to the Board and she offered the City's support in the

- equity assessment and reiterated that this needs to be a city wide process that involves the entire community.
- **B.** Robert Crown Branch Library Update –Karen Danczak Lyons reported that the next public meeting is August 3rd at Robert Crown. The architects will be showing the current plans and seeking community feedback. The library project remains on track for construction to begin in 2018 and opening in the fall of 2019.

LIBRARY DIRECTOR'S REPORT

- A. Director's Report- Director Danczak Lyons reported that the passing of Illinois State budget is good news for the Library. A property tax freeze is not included in the budget. A library "lending machine" that dispenses books and DVDs- along with return drop box were installed at Robert Crown Community Center. The Teen Loft held a Pride Party on June 22 as part of the Gender and Sexual Alliance programing this summer.
- **B.** Evanston Public Library and Equity of Access, Diversity and Inclusion Director Danczak Lyons spoke or met with with seven different consulting groups to discuss an engagement with the Evanston Public Library. The assessment has multiple elements and will include staff, Trustees, the City of Evanston, library patrons and Evanston residents. Her discussions included the following elements:
 - Reviewing the Library's ongoing work and strategic plan
 - Relating work at the Evanston Public Library to the work being done in both the City of Evanston and other public libraries nationally.
 - Pat Efiom's and the City of Evanston's work on equity and empowerment
 - The library profession's historical, ongoing work and new efforts to support equity, diversity and inclusion for patrons and staff.
 - Ways to describe the Library's work in meaningful ways while recognizing that the Library does not collect detailed demographic information about patrons
 - Staff and organization development previous efforts, current plans and future needs including cultural competency and equity, empowerment and inclusion training and discussions.
 - Recruitment and retention attracting new members to the EPL family and coaching and supporting the aspirations of the current team.
 - The Library's work in the areas of equity, diversity and inclusion is ongoing and will include reviewing existing programs and comparing results to desired outcomes.
 - A reallocation of resources and additional resources may be needed
 - Communication of results and plans for future work to inform residents and colleagues of the work and continue to receive input.
 - Strategies for welcoming new voices to the discussion.
 - The need for the consultant and/or consulting team to be both a recognized thought leader and also have the lived experience

She anticipates bringing a recommendation to hire a consultant meeting these criteria to the August Board meeting for review and approval. Costs for this assessment will be reflected in the 2018 budget.

STAFF REPORT

- **A. Administrative Services Report –** The Library is moving forward to fill vacancies. The underground parking lot repairs have been completed and the lot is now open.
- **B. NASA Grant** Kim Kauffman, Children's Librarian, applied for and received a *NASA* @ *My Library* grant. She demonstrated the learning kits provided by the grant to show the science behind the solar eclipse as well as safe ways to view the eclipse. The Library is hosting a series of programs leading up to the 2017 eclipse on August 21st as well as a viewing party on the 21st. This grant a NASA initiative to engage public audiences nationwide in informal and lifelong learning.

BOARD REPORTS

A. Development Committee – Shawn Iles provided an update on recent grant activity: Lighthouse Rotary Grant (\$1000 to the Summer Reading Program); Evanston Community Foundation (\$20,000 to Community Digital Literacy and \$25,000 to the Youth Job Center and EPL for ABC Boosters); National Endowment for the Arts (\$14,000 for the Big Read); and a \$145,000, two year grant from Institute of Museum and Library Science for a collaboration with Loyola University, Northwestern University and the Chicago Children's Museum for STEM programing for children. The 2018 Fund for Excellence committee is in formation, all Board members serve on this committee. A kick-off event is planned at the home of Margaret Lurie for September 7th. Author Jeffrey Gettlemen is giving a book talk at the Library on July 25th followed by a private reception for Library donors.

NEW BUSINESS

- **A. Honoring Alderman Holmes** President Schapiro read a proclamation honoring retiring Alderman Holmes. A meeting room at the new Robert Crown Community Center and Library will be named in her honor.
- **B. Appointment of New Committee Members** –membership for the various standing committee of the Board was reviewed and a new Equity Committee was discussed.
- C. Facilities Committee- Main Library Renovation Update John Devaney provided an overview of options and costs for the Main Library renovation based on designs from Wight & Company. Designs for renovation are based on listening sessions to assess what the Library needs to serve the public and conduct Library business. In preparation for construction, the Library has

- stopped taking book donations and has been culling the collections to create more space.
- **D. Facilities Committee- Library Furniture and Fixture Moving-** Shawn lles moved that the Board approved the bid from Hallett Movers in the amount of \$41,880.00 to pack, remove and store North Branch furniture and library materials in preparation for the upcoming renovation. Adam Goodman seconded the motion and it was approved by roll call vote

ADJOURNMENT – Tori Foreman motioned to adjourn the meeting at 7:53 pm, seconded by Socorro Clarke and approved by voice vote.

Respectfully Submitted,

Vaishali Patel, Secretary

Next Meeting: Wednesday, August 16, 2017 at 6:30 pm Evanston Public Library, Community Meeting Room.

Library Director's Report July 19, 2017

Updates:

- Update from Springfield: The budget that was passed did not include a property tax increase.
- My thanks Tim Longo, John Devaney, Betsy Bird, Kim Hegelund, Connie Heneghan and Joan Naper: our Book Lending machine began operating July 18th at Robert Crown. Stop by and let us know what you think!
- Special thanks to Overdrive for bringing their Digital Bookmobile to the main library and Over the Rainbow. Thanks to the entire EPL team lead by Heather Norborg and Betsy Bird along for organizing this visit.

Outcomes: Work selected from the reports contained herein are offered here as examples of the approaches taken to support the pillars of our Strategic Plan [Access, Engagement, Learning and Literacy and Innovation] and our commitment to Equity, Diversity and Inclusion. These highlights are illustrative. Direct connections to our strategic plan could be provided to each example of the work reported by our team of dedicated, talented and innovative team. Additional examples are included in their reports.

• Day Care Delivery Book Bag Impact:

Resources and quality of the early literacy activities provided by Home providers and centers are significantly increased.

- Monthly books are delivered to Home providers and centers to supplement and augment books in the home/center improving the quality of literacy.
- Volunteer reads monthly to children in some homes and I read monthly to children in IWSE sites.
- Home providers receive certificates every 3 months for 9 hours of reading and early literacy work (3 hours per month).
- Baby Toddler Nursery story time & 2 Book Bags: Total: 74 (60 children and 14 staff); 7 classes- infants, toddlers, preschoolers
- Teen Baby Nursery story time & 2 Book Bags: Total: 18 (13 children and 5 staff); 2 classes infants, toddlers and Book Bag delivery

Outcomes: Home daycare providers and center staff will have additional resources to increase literacy efforts with children in their care.

- Latino Engagement Librarian participated in the Saturday portion of the Custer Street fair with Children's Outreach Librarian.
- o Outcome: Created library cards for entire Spanish speaking family new to Evanston (5 individuals) and spoke with other Spanish speaking residents about library services.

Assessments, metrics and initiative results:

Foot traffic: May, 2017 June, 2017

Main: 40,502 46,245
North: 3,815 4,785
CAMS: 3,638 4,156
Total: 47,955 55,186

Website visits: May: 43,173 June: 43,187

Overall Computer/Internet Use – all locations: May: 4,991 June: 5,292

Wi-Fi usage: May: 26, 957 June: 27, 358

Actual Computer Usage
NEW AND REPEAT CUSTOMERS

Mon	Tues	Weds	Thurs	Fri	
1-May	2-May	3-May	4-May	5-May	TOTALS
9	11	8	3	7	38
8-May	9-May	10- May	11- May	12- May	
10	10	4	5	12	41
15- May	16- May	17- May	18- May	19- May	
14	13	15	7	10	59
22- May	23- May	24- May	25- May	26- May	
9	7	8	10	6	40
29- May	30- May	31- May			
	12	7			19
					197

Partnerships and collaborations:

Please note the many partnerships highlighted in the reports below including work with the City of Evanston, Parks and Recreation, District 65, Y.O.U., Ridgeville Park, Family Focus, the Vet Center and Park School.

Highlights from Children's Services from Jan Bojda and the team include:

Highlights:

Marcus Pfister, author of the popular Rainbow Fish picture books visited us to celebrate the 25th anniversary of its publication with local fans. Mr. Pfister's publicist commented that the children were a great audience. Zinnia Schwartz, one of our summer youth employees gamely volunteered to don the Rainbow Fish costume prior to the program and a teen volunteer donned it post-program for photos. Rainbow Fish even made an appearance at the Teen Pride event that was occurring simultaneously in the Loft.

At the final iteration of our STEMeX Balloon Powered Car design challenge Antolin and Bojda were interviewed by the IMLS independent evaluator. She has been visiting all four of the grant awardees for the STEMeX program. It was interesting to hear about the different interpretations of the grant criteria in the projects.

The first weeks of Summer Reading are always hectic and busy. This year with no carry over data due to our switch to ReadSquared the registration process seemed to take a bit more time. In Children's, and most likely teen services, patrons are still registering in person. In addition, because Children's staff encourages parents to register, too, we are often registering entire families. Staff feedback has been positive overall with this new registration system.

Wilson has been asked by Keary Bramwell of the Mount Prospect Library to host a meeting of area collection management librarians in November. She asked if Wilson, Bird, and Neumeier could present on our Favorite Books of 2017.

Wilson attended Book Expo in NYC on June 1 and 2. His full conference report is pending.

Antolin, Iverson, and Wilson attended ALA. Conference reports are pending.

Training and Professional Development:

Seven children's staff members attended training in incorporating Math Concepts in story times. Participants are now tasked with attempting to put their learning into practice between now and a follow up training session in August.

Outreach and Community Engagement:

Bojda attended the Literacy on Track Solution Design Team.

Patron Outcomes:

From Wilson:

A father donated 100 Korean books to the children's collection. He and his family are leaving for California. He wanted to give us the books because he found the children's room staff to be extremely helpful while living in Evanston. He loved our entire library.

From: Sindelar:

The coolest patron story of the month has to be attributed to Laura Antolin. She helped organize a group from District 65 to come to the library in the evenings as part of D65's Summer Learning. The families targeted by the district's reading specialists are those not enrolled in other summer activities and we are hoping they will connect with the library. I signed up two of the group's Spanish speaking third graders for Jessica's graphic novel book club! The girls were very excited to come back to the library and participate. I was so happy to see such a simple idea take root with these families. I hope they become regular faces around our department!

From Iverson:

One of the highlights of the month was running the discussion of the graphic novel *Bluffton*. I knew some kids would find it slow moving and too "quiet," but I still wanted to challenge them to read other genres within the form. During the discussion one of the most interesting points that came up was the choice of cover art. The child (a boy) who brought this up posed the question, "I think the main character is Henry (a boy from a small Michigan town in the early 1900s), so why is Buster Keaton (Buster as a boy appears in the story over multiple summers) the only one on the cover? And why is he facing away?" I suggested a couple ideas, but I was really impressed with some of the answers the other kids came up with. One child said, "Well, Henry wants to be like Buster, and have his life (being part of an act and making people laugh), so maybe that's why Buster is on the cover. And the cover looks like it's from Henry's perspective. He wouldn't be seeing himself!" Another child added, "And I think that the reason Buster is looking away, is that maybe he's looking to the future, and what he wants his life to be and how he wants to turn away from being in vaudeville." Wow! I really wish I had a recording of that conversation to play when parents think graphic novels aren't real books or that there isn't enough going on in them! The book club gets kids thinking really deeply!

From Meyer:

We are the dinosaurs!

I cannot thank you enough for all you do. This song has become a favorite in our house and it is because you introduced us to it (at The Young and the Restless). Enjoy watching the video of Ruby singing along tonight! (I did receive a video of Ruby singing the song in her PJ's. She's 1.)

Thanks,
Caryn Eldridge

Sex at the Library

On June 23, an older mom asked me for books to help her talk about sex with her 10 year old boy. I led her to the 612's but then shared (after she said that she was a single parent and needed help) how I did the sex talk with my boys. She thanked me afterwards for the books and the extra assistance. I marked that encounter as "In Depth Reference"!

Request from Lake Forest (I told them not on work time, but outside of work): Hi Martha

I was wondering if you had any interest and/or availability this summer to do a story time. During the summer we have a summer camp from 9 to 1 and this year our theme is fairy tales.

Two of my staff members highly recommended I contact you, they saw you at a conference at Oakton.

Please let me know! Thanks,

Kristy Richardson, Children's Drop-In Director Gorton Community Center

Below are some pictures of READ WITH ME, the volunteers read to kids in the summer program I created (with some help from Michelle McGill and Mary Kling).



Highlights from Laura Antolin - Children's Outreach include:

Outreach/In-House Reach - Preschools:

ECF Communityworks Grant:

Impact: All children are supported in their early literacy development and ready for kindergarten through their family's access to books, information, and resources.

Grant provides \$2000 to curate Book Bags.

Day Care Delivery Book Bag Impact:

Resources and quality of the early literacy activities provided by Home providers and centers are significantly increased.

- Monthly books are delivered to Home providers and centers to supplement and augment books in the home/center improving the quality of literacy.
- Volunteer reads monthly to children in some homes and I read monthly to children in IWSE sites.
- Home providers receive certificates every 3 months for 9 hours of reading and early literacy work (3 hours per month).
- Baby Toddler Nursery story time & 2 Book Bags: Total: 74 (60 children and 14 staff); 7 classes- infants, toddlers, preschoolers
- Teen Baby Nursery story time & 2 Book Bags: Total: 18 (13 children and 5 staff); 2 classes infants, toddlers and Book Bag delivery

Outcomes: Home daycare providers and center staff will have additional resources to increase literacy efforts with children in their care.

Total # of Bags delivered: 19 (16 Book Bags delivered to home providers – **1** new provider though **1** will be moving at the end of June; **4** Book Bags delivered to IWSE)

ABC Boosters:

Impact: Rising kindergarteners gain alphabet recognition skills and school readiness to help prepare them for kindergarten in the fall. Teens gain work experience, job readiness and job skills.

I arranged for teacher training (new this year) at JEH and training for the Boosters, and EPL purchased materials for this summer's program. The teacher training proved to be important – we talked about working with teens and issues and concerns. As a result, we implemented a plan to introduce the teens to their teachers the next day at the Boosters' training.

This summer, we are piloting ABC Boosters in a new preschool site 3 days a week (Learning Bridge) and working at Fleetwood-Jourdain 2 days a week. Depending on what we find out, we may use this template for other preschool programs and camp programs going forward.

The training for the Boosters went well and 2 staff from Learning Bridge attended which allowed the Boosters assigned to Learning Bridge and Fleetwood the opportunity to learn about the preschool while the other Boosters met their teachers at JEH.

I provided bags of thematic books and alphabet books weekly to both Frances and Lara to support their curriculum and have had the opportunity to speak at length each week with Frances. I also worked with Frances to put together a short survey for the teachers at the end of the 5 weeks to assess their feelings about the program – this survey will go out the last week of ABC Boosters. I have placed orders for materials for this year's Family Literacy Kits and will provide those to the sites July 10 or 12.

Outcomes: Rising kindergarteners are gaining alphabet skills in preparation for entering kindergarten. Teens will develop work habits and work experience for future employment.

Total # of children served: 87* (47 children at JEH; 30 children at Learning Bridge & Fleetwood)

Total # of Boosters: 20*

*Varying attendance may change these numbers at the end of the 5 week program.

CNE Lending Library:

Impact: Children are supported in early literacy development through their parent's access to books at CNE.

At the YMCA Healthy Kids Resource Fair, Carolyn Myszkowski from CNE approached me and asked if EPL might be able to help CNE start a small lending library for their families. I looked through some of the donations, ARCs and books from Betsy Bird and put together 78 books to support CNE.

Email from CNE Director, Carol Teske:

Hi Laura,

I want to send a big THANK YOU for donating and delivering the library books to CNE! We were all so very thrilled to receive them and it gave us a boost of community energy.

We appreciate it so much,

Carol Teske

Outcome: Families will have access to a small lending library at CNE to support the early literacy development of their children.

Total # of books donated: 78

Outreach/In-House Reach - School-Aged: Summer Reading/Programming

D65 Summer Library Learning Program:

Impact: Disengaged families of rising 3rd grade students with academic need and low SES are identified by D65 and connected to EPL resources, including the Summer Reading Program, to help the children become enthusiastic readers.

We kicked off the D65 Summer Learning pilot on June 6, 7, and 8. Families were introduced to and registered for EPL's Summer Reading program, were taken on a short tour of the Children's room, and kids had a chance to color bookmarks and search and check out books. **36** families participated over these 3 days, **91** registrations for SRP, including siblings and parents, **20** library cards made.

We had an additional 3 nights of light programming on June 27, 28 and 29. There were some SRP checkins, registrations and three stations: a marshmallow engineering challenge; redesigning a book cover for a favorite book; and families paying the game *Spot It* together. **28** families participated over these 3 days, **8** registrations for SRP, including siblings and parents, **3** SRP prizes were distributed, **2** library cards made.

On each of these nights, staff from the participating schools are also in attendance and are responsible for reminding families to come but families are free to choose to come or not.

Though we had anticipated that transportation might be a barrier for families coming to the library, it has turned out that very few families have used the bus service. Additionally, the buses run on Tuesdays, Wednesdays and Thursdays during weeks without programming and there have been a couple of families who have religiously ridden the bus and come to the library. There are also buses on Sundays during the months of June and July which allow families to visit the library for an hour. Each time families come to the library, they are eligible to fill out raffle tickets for prizes specific to this program.

The goal is that families will begin to build a habit of coming to the library and seeing the library as a destination and also become comfortable with library staff in the Children's room as a result of this program. As this is a pilot, we are already looking at ways to make changes next year if the program continues. Thus far, it has brought in several families who are not regular library users.

Outcomes: Families feel more engaged with the Library, participate in the Summer Reading Program and check out materials for their children and themselves.

Total # of families in June: 66
Total # of SRP registrations: 99
Total # of SRP prizes given: 3
Total # of library cards made: 22

EPL Summer Reading Program in the camps/programs:

Impact: Children across Evanston will participate in the Evanston Public Library's Summer Reading program to encourage/build the love of reading and to suffer less summer reading loss.

This program, as a by-product, supports D65 in addressing summer learning loss.

Bringing the Summer Reading Program out of the building to children in specific camps is to include kids who may otherwise not have the opportunity to participate in EPL's program. Visits to summer camps include explanations of the Reading Log and its requirements, check-ins with prize incentives and the final prize of a new book to keep. In some cases, visits also include a short story time. Visits are spaced out in order to provide time for each participant to accomplish reading and activities at camp and at home. Jasmine Abron, intern, is assisting me with many of these groups in order to register kids for SRP and to help distribute prizes. In all camps, I provided Reading Logs ahead of time as well as flyers for parents explaining that their children were participating in the EPL SRP while at camp. Numbers are disaggregated reflecting each site and are all subject to change over the summer as kids move in and out of these camp programs.

• Family Focus: Total # of kids: 38 (3 staff)

I ran a library card drive (6 new cards) and explained the SRP to the kids at Family Focus in JoAnn's room and handed out Reading Logs and bookmarks. I will return in July for check-ins.

• Fleetwood-Jourdain: Summer Diversified: Total # of kids: 58 (15 staff)
I introduced the 58 kids in the Summer Diversified camps at Fleetwood-Jourdain to the SRP and returned with intern Jasmine Abron for a first check-in and pencil prize.

Ridgeville Camps: Total # of kids: 132
5-7 Day Camp: 37 (6 staff)
Pre-K Day Camp: 20 (6 staff)

Pre-K Day Camp: 20 (6 staff)

Creative Arts Camp: 41 (6 staff)
Time Traveler's Camp: 34 (7 staff)

I visited the 5-7 Day Camp and Pre-K Day Camp,3 times (a 4th visit was planned but the staff forgot I was coming and we cancelled one visit. I gave an intro to SRP initially and subsequent visits included a short story time with all the kids and staff together as well as discussion related to SRP missions. The kids in these camps received both incentive prizes and their prize book.

I arranged for the Creative Arts and Time Traveler's Camps (8-12 year olds) to visit once with me and to take a field trip once to CAMS for each of their 2 sessions. SRP was introduced to each group and first

prizes were given – books were read aloud to these campers at each meeting. The 2nd session campers will be visited and go to CAMS in July.

• Robert Crown Camps: Total # of kids: 261

Take Two: 15 Creative Play: 20

Back to Basics Camp: 40
Fun Factory: 89
Kid City: 81
Tween Scene: 16

I introduced SRP to Fun Factory, Kid City and Tween Scene kids at Robert Crown – check-ins will start in July. I read stories to Take Two and Creative Play preschoolers, introduced SRP and gave the first pencil prize. Back to Basics camp is visiting the library every Wednesday from 1:30-3:30pm – the majority of the kids are in the Children's Room and about 4-6 kids go up to the Loft. I introduced SRP to this group and arranged to do activities with them every 2 weeks. I arranged for 2 movie days for them in July and August.

• YMCA: Total # of kids: 209

Y-Readers Foster Reading: 33

Y-Readers Washington: 79
Power Scholars Kingsley: 29
Power Scholars Oakton: 68

I have visited all of these programs and introduced SRP to them. All have received their first prize pencils.

• *Y.O.U.:* Total # of kids: 163

I introduced SRP to all of Y.O.U. kids and will begin check-ins in July. Y.O.U. was also the recipient of our Everybody Reads diverse books this summer - Brian Wilson chose titles based on Y.O.U. themes this summer and we purchased approx. 170 books for youth. These books were labeled with *Everybody Reads* stickers and colored dots for each theme. They will be used during the summer and then go home with the kids.

Outcomes: Children while at camp/summer learning programs actively participated in the Evanston Public Library's Summer Reading program.

Total # of kids participating in SRP at camp: 861

MakerKids in the Parks:

Impact: Engaging families with children in their community settings, EPL increases our community presence, fosters positive connection with the families, and engages the children in STEAM activities that are fun. The library becomes a known and valued resource.

The purpose of MakerKids in the Parks is to offer STEAM and craft programming outside of the library in community parks where free lunch is provided. The activities are repeated Monday-Thursday at four

different parks (Robert Crown, Fleetwood-Jourdain, Mason and James Parks) from 11:30am-1:30pm. These programs afford camp groups and families the opportunity to participate in fun and engaging activities where they are and to view the library in a different way. Several families have come to the parks with their SRP booklet in hand looking for MakerKids and many come back each week.

So far, the activities have been Color Theory spinners, Marshmallow Engineering challenges and Paper Pinwheels. There are 5 more weeks of MakerKids in the Parks scheduled this summer. Additionally, we bring 2 crates of books (withdrawn, donated, from Betsy Bird) for families/kids to read and take home and are always ready to register families for SRP and make library cards.

The biggest challenge is the weather – when it is extremely hot, there are fewer families in the parks and when it is raining hard, there are no families in the parks. We have cancelled only one MakerKids so far due to rain.

Outcomes: Families and children will be enriched/exposed and have the opportunity to participate in STEAM and craft programs outside of the library. Families and campers will have access to free books to borrow and return or keep for their home libraries.

Total # of people participating: 423 (366 kids, 57 adults/camp staff)

Total # of books borrowed: 64
Total # of SRP registrations: 5

Other/Connections:

Evanston Community Speaker Event - Northwestern:

I was invited to and attended the interview with Evanston Mayor Haggerty at the Kellogg Global Hub at NU. It was an interesting event and a good place to network with partners.

IMLS STEMeX Grant program:

Balloon Powered Car Engineering Challenge

Total # of families:

We held our second iteration of the STEMeX program, *Balloon Powered Car Challenge* (Nicolas Prieto Martinez) on Wednesday, June 14, at the library from 6:30-8:00pm. While we had 13 people signed up, it rained hard and we had 4 families show up with 5 children.

We made modifications/discarded some of the materials in order to eliminate some of the frustration and time spent trying to make the materials work and the results were much better – everyone had a functioning car by the end of the evening. Nicolas spoke to the group and talked about axles and wheels which also made a huge difference in the process of building a car.

The final program was also at the library on Saturday morning, June 24, from 9:30-11:00am. We had 6 families in attendance with 13 children participating. Nicolas spoke again in the beginning of the

program as well as individually to families at their tables. Everyone attending successfully made a car and many took home materials to remake their car or work on another one.

The investigator, Sue Allen, was in attendance as well as Steve Pasimeni. We spent time after the program was over speaking with Sue about challenges and successes thus far with the grant. I am in conversation with a couple of experts to plan the next set of programs which I hope will start at the end of August.

EC2C SEED Training:

I attended the third monthly 3-hour training for Seeking Educational Equity & Diversity. In preparation, we read *White Privilege: An Account to Spend* and wrote an I AM Poem. At the training, we watched Alok Vaid-Menon's "The Pain and Empowerment of Choosing Your Own Identity". The trainings involve watching short videos, writing responses and journaling and a lot of talking one on one, in small groups and group impressions. This continues to be a worthwhile endeavor though challenging and often difficult – I am maintaining a file of all of the YouTube videos we've watched, assignments and readings as I think they would be worthwhile to share with others not in participating in this training.

ALA:

I attended ALA on Saturday, June 24 from 2:30-5:00pm which was just enough time to attend one session: *Truth, Racial Healing and Transformation* with speaker, Gail Christopher, Kellogg Foundation. She was a very compelling speaker and provided print materials to support the Foundation's America Healing Initiative which I would be interested in exploring for EPL. TRHT is designed to uproot the myth of a hierarchy of human value based on race.

I returned on Sunday, June 25, was closed out of my first session *Building Bridges: Using Research and Partnerships to Support Early Literacy in Diverse Communities*, because the room was very small and packed, but attended two other sessions and the Exhibit Hall. I went to *OITP- Get Your Library #ReadytoCode*, which was a round robin kind of affair with participants moving from table to table to talk about coding but it didn't provide much information and instead was based on collecting information from the participants.

I also attended *Applying Racial Equity Analysis to Library Policies, Programs and Processes* which provided some good resources to take away to work on equity analysis. The session was a little hurried but worthwhile and gave all of us in attendance the impetus to continue these discussions at our libraries.

Draw Evanston! SRP Kick-off w/artist Julie Cowan:

I arranged for Julie Cowan to hold a drop-in program at EPL for families to kick-off *Reading by Design*. Julie prepared a large canvas map of downtown Evanston. Families were invited to draw and build houses/buildings on the canvas with markers, cardboard boxes, tape, etc.

Total # of participants: 30

Custer Street Fair:

Impact: Community members will see the Evanston Public Library as a community partner and resource.

I manned a table at Custer Street on Saturday and Sunday, June 17 and 18. I recruited staff for short shifts (Miguel, Hilda, Kim Hegelund, and Connie) and Mary Kling provided 2 volunteers over lunch time. Interactions were all very positive — we handed out library resources, gave away approximately 160 books, offered a STEAM activity (Chromatography Butterflies) both days in the afternoon, had bookmarks to color, had SRP information and made library cards.

Outcomes: Community members interacted with library staff and volunteers and had the opportunity to take home library literature and resources as well as donated books.

Total # of interactions: 440 (276 on 6/17; **173** on 6/18)

Total # of STEAM participants: 44
Total # of library cards made: 9
Total # of SRP registrations: 10
Total # of books distributed: 160

Collection:

- Selected and ordered graphic novels for Children's Room collection
- Put out 12 titles for Read It Here Collection

MakerKids in the Parks - Color Theory Spinners: Robert Crown









MakerKids in the Parks - Color Theory Spinners: Fleetwood







MakerKids in the Parks - Color Theory Spinners: Mason Park





MakerKids in the Parks - Marshmallow Engineering: Robert Crown







MakerKids in the Parks - Marshmallow Engineering: Robert Crown







MakerKids in the Parks - Marshmallow Engineering: Robert Crown







MakerKids in the Parks - Marshmallow Engineering: Fleetwood







MakerKids in the Parks - Marshmallow Engineering: Fleetwood







MakerKids in the Parks - Marshmallow Engineering: Fleetwood







MakerKids in the Parks - Marshmallow Engineering: Fleetwood







MakerKids in the Parks - Marshmallow Engineering: Mason Park







MakerKids in the Parks - Marshmallow Engineering: Mason Park



MakerKids in the Parks - Marshmallow Engineering - James Park





MakerKids in the Parks - Pinwheels - Robert Crown







MakerKids in the Parks - Pinwheels - Robert Crown







MakerKids in the Parks - Pinwheels - James Park





Ridgeville Camps – Summer Reading Program Book Prize







Ridgeville Camps – Summer Reading Program Book Prize





Digital Book mobile at Hill Apartments

Draw Evanston! SRP Kick-off w/artist Julie Cowan





STEMeX Engineering Challenge 6-14-17 (2nd program)







STEMeX Engineering Challenge 6-24-17 (3rd program)





Teen Services Highlights from Renee Neumeier include:

Teen Services Highlights:

Summer Reading:

Summer reading kicked off for the entire library system this month! Currently we have 3,552 people registered and already have 318 completions. This year both Children's and Teen services added Y.O.U. as a summer reading outreach site. This has allowed us to reach 350 youth and teens enrolled in Y.O.U.'s programs. Y.O.U. works with all of the Title I schools in Evanston and works youth and families that EPL might not already be reaching with our services. So far the Y.O.U. middle school site has gotten all of their students signed up and they've completed their first check in. Y.O.U. was also the recipient of our annual Everybody Reads collections. Two collections were developed one for their elementary school site and one for their middle school site. The books were delivers to both sites at the beginning of June.

553 teens have signed up summer reading and 62 have completed the program so far.

Programming:

LGBTQai+:

At the end of June EPL hosted our first annual Pride Party for teens. 22 teens attended. Kevin Kelley planned a variety of activities including; button making, poster making and perler bead Pride accessories. The most popular activity was button making. Based on the popularity of the button making another 20 teens came in the last weekend in June to make more buttons. We'll be rolling out more button making programs in the future for sure. There were definitely some new faces at the event so we're hoping that these teens will begin attending our GSA meetings.

Community Engagement and Outreach:



Y.O.U.:

Not only has teen services brought the summer reading program to Y.O.U. we're doing a weekly enrichment program with them at the Loft. There are 13 students in the program in grades 6-8 from Nichols, Chute and King Arts. Each week students complete a new Little Bits challenge like making a cat or super hero gadget.



D65:

Starting the second week of June EPL launched its five week camp in partnership with District 65. This camp targets students at Chute and Nichols who need encouragement in math and science. Over the first few weeks of camps the students have worked with Little Bits, used Ozobots and Sphero robots and made their own robots that draw. There are

12 students total in the camp. It's for 3 hours Monday-Thursday. Students who are unable to make it the Loft are picked up at their neighborhood school and dropped off at EPL.

Park School brought over two to three classes of students for three Fridays. We did a variety of hands on projects like perler beads and origami. We're hoping to continue these visits in the fall.

ETHS:

During the month of June Teen Services staff not only visited ETHS, but also hosted classes at the Loft. At the beginning of June, Renee Neumeier visited a class of incoming freshmen to give book talks and an overview of EPL services. Later that week a class of ESL students came to EPL for a tour and to check out materials - some of the students had only been in the U.S. for a few weeks. Finally, a large Reading and Math in Society class came for another tour and to check out materials. Library cards were made for all three groups. The ESL class will be coming in for a follow up tour in July.

Renee Neumeier/YA Services Supervisor's Personal Report:

Community Engagement/Outreach:

Overdrive:

• Helped to staff the Overdrive RV in the EPL parking lot, to expose patrons to the eBook and eaudiobooks available to them through MyMediaMall and Overdrive

D65:

- Finished up curriculum for D65 summer Inputs and Outputs camp
- Worked on recruiting additional students
- Revised curriculum vastly after first week of camp to better meet students' needs and interests
- Put together supplies, handouts and presentations for each session

Y.O.U.:

- Worked with Teen Advisory Board to get books organized for the Y.O.U. Everybody Reads collections
- Laid out parts of weekly lesson plan for summer Little Bits program
- Laid out goals for summer Little Bits program

EvanSTEM:

Attended Director's Circle meeting. Discussed how to continue effort long term and
options for sharing data. One possibility might a backend similar to the City of
Chicago's. The new head of the Office STEM Education Partnerships, was instrumental
in the creation of that program, so she might provide assistance in creating something
similar for Evanston.

Makerspace Group:

• Discussed goals for our spaces and what we want to get out of the work group. Working on beginning steps and also fundraising options for spaces. Hosting July meeting at EPL.

Summer Reading:

• Have worked with Dave to address issues that have come up with the backend. Everything has been easily fixed.

Restructuring/Renovation:

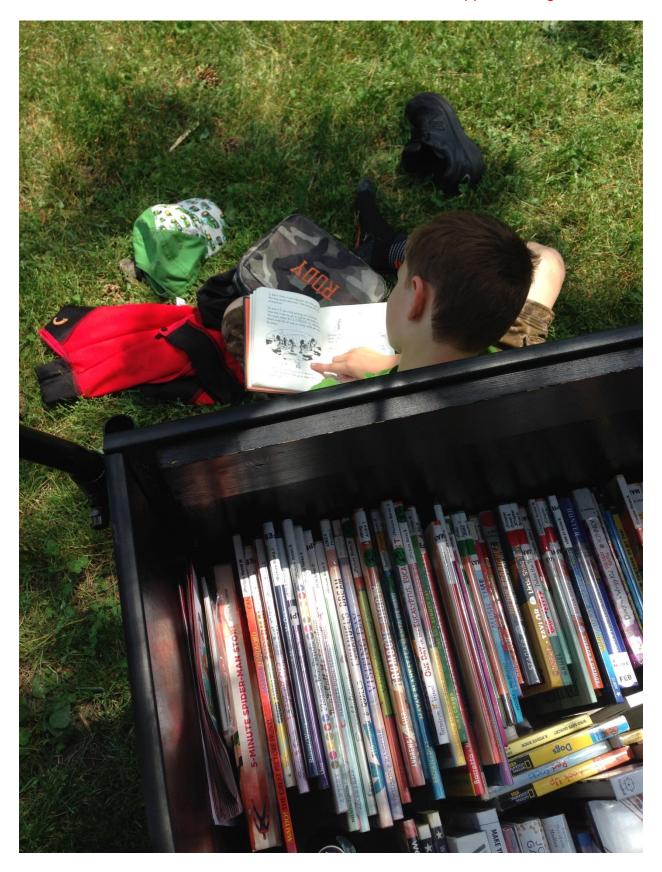
- Working on developing library wide email summarizing findings of the task information form, based on some of the feedback we've found that it will be necessary to create a programming committee or task force. This task force will help shape what programs we offer and how we evaluate them. We will work towards aligning the programming with the Library's mission and strategic plan as well as our forthcoming equity plan.
- Went to Merchandise Mart to look at furniture for second and third floors. Met with architects to go over AV requirements for spaces. Met with Jessica to go over final requests for spaces and plans.

Community Engagement

Notes include May activity that was not included in previous reporting.

- In collaboration with COE General Assistance, EPL hosted the May benefit day. 64 residents visited
 the library to pick up their benefit check, attend a financial literacy workshop presented by YWCA
 staff, and learn about library services and programs.
- Attended the Aging Well Conference at the Levy Center to provide attendees with access to library materials and information. I checked out one mobile hotspot, along with books, books on CD, and movies. Also made 2 library cards.
- Attended the 3 Crowns Wellness Fair on 5/24 and provided access to a full service "mobile branch". As with the Aging Well Conference and site visits to Blake, Primm and Perelman, attendance at such events provides access to seniors who otherwise do not have easy access to library services.
- In collaboration with Alliance Advocacy (a local NFP advocating for children within the foster care system) and in recognition of National Foster Care Awareness Month, EPL hosted a screening of the PVS film, *Tough Love*. The film chronicles the lives of 2 families finding their way through the system. Within Illinois, Evanston has one of the highest needs for foster care families so that children who need a home can stay within their community. About 15 people attended the screening.
- June is the kickoff month for book bike activity. As such, visits to the West End Market (Downtown Market and Ridgeville Market dates were rained out with torrential storms) along with free lunch locations at Fleetwood, Mason, James and Crown are well underway. The bike allows us to penetrate deeply into the community to locations were residents gather naturally and provide on the spot library services including summer reading registration, materials checkout, and issuing library cards. During one lunchtime visit to James Park, I registered 7 people for summer reading and checked out 32 books! See attached photos.
- EPL hosted our fourth blood drive in collaboration with LifeSource. Once again, the event was quite successful with 19 collections. Partnering with LifeSource is one of the many ways we support health literacy at the library. LifeSource will return in January to do another bone and blood marrow drive.
- Miguel and I had the opportunity to visit Giron Books in the Pilsen neighborhood in Chicago. Giron is a distributor of Spanish language books and through Miguel's connection with the manager, we were able to drop in for a visit. We pulled a number of titles from their stock on popular topics including religion and spirituality, health, kid's biographies, a few series titles and some Disney favorites. Visiting Giron allowed us to update and increase our Spanish language collection in the immediate short term. Great work, Miguel!









From Miguel Ruiz, here are highlights from Latino Engagement:

Latino Outreach

June efforts were directed towards continuing building community partnerships

• The Evanston Public Library convened a follow-up to the On the Table conversation at the Evanston

Township High School to discuss community building among Latino Leaders.

o Outcome: The leaders discussed forming a formal group, along with agreed to represent at a

CoE Latinx Town Hall to be scheduled in late July (EPL offered Community Room to host the

event).

• Latino Engagement Librarian participated in the Saturday portion of the Custer Street fair with

Children's Outreach Librarian.

o Outcome: Created library cards for entire Spanish speaking family new to Evanston (5

individuals) and spoke with other Spanish speaking residents about library services.

• Participated in JEH Family Visit day at the Evanston Public Library focused on building awareness of

library services to JEH families, many of which speak Spanish.

o Created library cards for numerous parents and children, as well as a built a network of

communication between families, JEH, and Latino engagement at EPL

Tech Training highlights from Eduardo Gomez:

Housing Visits: Veteran Center, Blake, and Primm

Veteran Center

• **Total Attendance:** 0 patrons

- We began our pilot program in June at the Vet Center. This program will run for 3 months to see if demand for digital literacy programs is sought at the Vet Center. Unfortunately we began the first month to a rough start. No participants attended during the month of June. We will review and better strategize for the month of July in the hopes of ramping up attendance.
- Management has shared how difficult it is even for them to encourage Veterans to visit the center for programs and benefits already available for them.

Blake

- Total Attendance: 4 patrons per week
- Topics: Varies
 - We continue to see the same residents attending the class week after week. They enjoy having the library offer this service and they express enormous gratitude to the library for making this possible for them.
 Nothing new to report for this month. "Workshop" based classes continue to be the best method of learning for patrons.

Primm

- Total Attendance: 8 patrons (2 per week)
- Topics: Varies
 - We saw a decrease in attendance for the month of May because some patrons had left on vacations and others had other commitments scheduled during our time slot. We learned how to create flyers, Google Maps and requesting a cab through their smartphone using "Uber". We managed to schedule a few patrons to attend our one-on-one appointments at the library.

Neighborhood Services highlights from Connie Heneghan include: PROGRAMS

Summer Reading Programming: In addition to registration, record keeping and prize distribution to all ages, we offered programs to support summer reading, including:

Wii Wednesdays (our MSYEP employee demonstrated and monitored play)



Grid Art

Make Your Own Musical Instrument



Squishy Circuits

Franken Figure: Make Your Own Action Figure





Students from Park School visited CAMS for story time and Ridgeville Camp came to check out books for summer reading.

Book Groups included discussions of Don Quixote (North), The Black Count (CAMS) and Lab Girl (North). Both branch book groups had record attendance.



Movies (Lego, Finding Dory)

Branch staff provided tech support to those using the public computers, My Media Mall, Libby and Hoopla.



Community Events

Hosted Art Walk a program of the Central Street Business Association on June 9 and 10



Hosted a breakfast table of coffee and pastries from Hoosier Mama as part of the Main/Dempster Mile Bike to Work Celebration on June 16 (C Heneghan)

Custer Street Fair on June 18 (C Heneghan)

Regional Spelling Bee on June 16 at Levy Center (B Levie & Connie Heneghan) (Barb Levie now prepares the spelling lists for the regional spelling bees as well as providing input to the rules.)

MEETINGS

Strengths Finder 2.0 (C Heneghan)

Attended Robert Crown Stakeholders Meeting (C Heneghan)

AL Live Mindfulness for Librarians (C Heneghan)

ALA Annual Conference (Kerry Littel attended a program on Coding with Google) (CHeneghan attended sessions with Carla Hayden, preconference program on library furniture, equity assessment, and sessions with Carla Hayden and Hillary Clinton as well as the opportunity to explore the many vendors and a visit to Chicago Public Library.

STAFF SUGGESTIONS

Adult

9 1/2 Narrow: My Life in Shoes by Patricia Morrisroe (Barb L)
The Excellent Lombards by Jane Hamilton (Barb L)
We are Called to Rise by Laura McBride (Nancy E)
The Purple Swamp Hen by Penelope Lively (Barb L)
Lotus by Lijia Zhang (Nancy E)
City of Friends by Joanna Trollope (Nancy E)
Cleopatra's Sister by Penelope Lively (Barb L)

The Dry by Jane Harper (Barb L)

Young Adult

The One Memory of Flora Banks by Emily Barr (Nancy E)

Adult Services highlights from Heather Norborg include: Ben Remsen

- Hosted the third installment of the Birdhouse Jazz Series on 6/3, featuring souljazz singer Akenya leading a quartet. Attended by 65 people, despite being the first over-80-degree Saturday of the year.
- Hosted second (now annual) EPL Bike Expo on 6/18 with 50 attendees of all ages, featuring presentations from The Recyclery, the Frances E. Willard House, and the COE's Director of Transportation and Mobility. In addition to the presentations, an amazing amount of networking took place between those groups and the others tabling: COE's Health Department, COE 311 (doing bike registration), Wheel & Sprocket, Everyday Cycles & Motion, Active Transit Alliance, and sustainNU. There was also a rare in-library cameo of the Book Bike, featuring cycling-related EPL titles.
- Established a new Tabletop Game Night connection with Erik Johnson, a
 manager at the downtown Evanston Barnes & Noble. He's getting a game night
 off the ground at B&N. We will be co-promoting our events, he is lending us
 some B&N games for our July night, and he will come to the August night to
 teach a few new games.

Russell Johnson

- Hosted an author event cosponsored with Shorefront on 6/8: Spencer
 Jourdain discussing his new book The Dream Dancers, Volume 1: New England
 Preservers of the Dream. Jourdain is the son of Edwin B. Jourdain Evanston's
 first African American alderman and explores his family's involvement in the civil
 rights struggle. Dino Robinson and I discussed EPL hosting book events for the
 next volumes in the series as well, and this event continued the library's ongoing
 partnership with Shorefront.
- Hosted a seminar on 6/29 by the Independent Writers of Chicago (IWOC) titled
 "Life in the Freelance Fastlane." This was the first event in a planned effort to
 offer additional resources to our large community of Evanston writers and the
 beginning of a promising partnership with IWOC.

Julie Rand

- Set up the first Ask a Master Gardener table in the library. We're trying it once a month for May, June, July and September. May 27 had 14 attendees (12 adults, 2 youth). June 24 had 17 attendees (14 adults, 3 youth)
- Thank-you gifts were distributed to Books on Wheels volunteers, and, for the first time, to staff volunteers.

Kim Hiltwein

- We had 78 people for the **EPL After Hours** presentation of *Get Out* and there were a ton of collective screams and "ah"s coming from the room. The response from attendees afterwards was how much better it was to watch it with a group.
- Connected with Hope Shannon from Loyola's Public History Lab and Peter Alter from the Chicago History Museum at ALA to mentor us/partner on an oral history project in Evanston. Mr. Alter stated that he had equipment similar to StoryCorps that he would lend to us if/when we decide on a project. I also met with Jenny Thompson of the Evanston History Center (who would be our partner for this) to discuss the first stages. Ultimately, we'd love to have our project be the inaugural one displayed in the renovated art space on the 3rd floor.

Kathleen Lanigan

- Purchased online archives for 8 magazines; this will free up approximately 300 feet of shelf space in periodicals stacks.
- Attended ALA Conference.

Jeff Balch

 In consultation with John Devaney, and with staff from Maintenance and Circulation, and with volunteers, initiated transition of Free Book Distribution staging from Floor 3 to designated space on Floor 1.

Technical Services highlights from Tim Longo include: Items Added

Adult at Main=1434 Adult at North=61 Adult at CAMS=50 **Total adult items=1545** Juvenile at Main=1936 Juvenile at North=106 Juvenile at CAMS=196 Total juv items=2238

YA at Main=308 YA at North=44 YA at CAMS=45 Total YA items=397

Total items added to collection in June 2017=4180

June 2017 Carts Ordered:

Evanston RW Adult Fiction: 1957.50 Evanston RW Adult Nonfiction: 6415.59

Evanston PL Fiction- Mystery & Detective: 919.44

Fantasy: 671.90
Parenting (JUV): 36.44
Main AY Fiction: 713.02
Main AY Nonfiction: 91.77
Popular Paperbacks: 28.52

Travel: 484.51

Non-CLS Purchases: 1352.50 Non-CLS Most Wanted: 453.01

Most Wanted: 503.14

North: 997.69

BB ADULT RE-ORDER- MAY(1): 19.03

Misc: 737.20

Robert Crown Purchases - 1282.26 (ADULT) + 410.84 (JUV) + 927.95 (DVDs)

StrengthsFinder 2.0 – 294.40

Amazon: 513.66 Overdrive: 311.96 Audiobooks: 1306.42

Patron Requests:

Received 43 patron book requests for the month of June. Will purchase 34 of the titles suggested. Received 1 patron CD request for the month of June. Will purchase 0 of the titles suggested.

Weeding:

Books Sent to Repair: 22 Most Wanted Titles Weeded: 13

Most Wanted Titles Added to the Circ Collection: 7

Damaged Books Weeded: 159

CDs Weeded: 2 Audiobooks Weeded: 1

Old Editions of New Books on Standing Orders Pulled: 18

Additional Old Travel & Test Books Pulled: 9

Duplicate Bestsellers Weeded: 68

Books Sent to be Relabeled, Cataloged, etc.: 13 Audiobooks Sent to be Relabeled, Cataloged, etc.: 2

CDs Sent to be Relabeled, Cataloged, etc.: 3 DVDs Sent to be Relabeled, Cataloged, etc.: Books from the "Lost" report replaced: 17 Audiobooks from the "Lost" report replaced: 2

Evanston Status Reports

Removed 9 items with 2018 publications from the June Evanston Status Report.

Weeding Plan for Nonfiction (300s)

Missing: 6 Weeded: 231

Weeding Plan for Nonfiction (400s)

Missing: 53 Weeded: 254

Weeding Plan for Nonfiction (500s)

Missing: 74 Weeded: 1182

Weeding Plan for Nonfiction (600s)

Missing: 118 Weeded: 1066

Displays

First Floor – Travel
6/1 – 2nd Floor Front – Twin Peaks Display
6/1 – 2nd Floor Back – First in a Series
6/15 – 2nd Floor Front – Bicycling Program
6/7 – 2nd Floor Back – Audiobooks
6/15 – 2nd Floor Front – Gay Pride Month
Staff: Miguel

Roundtable Pieces:

Equity and the Evanston Public Library Collections: Contemporary Fiction

6/14 - MyMediaMall Annual Meeting

6/16 – Dealing with Diversity at Skokie Public Library

6/23 - 6/26 - American Library Association Conference - Chicago-Tim and Betsy presented at the CollectionHQ ESP User Forum on June 23rd. Betsy had 3 other presentations at ALA as well.

Misc: Digital Bookmobile

Volunteer highlights from Mary Kling include:

- Interviewed six new volunteers
- Checked references of two volunteers
- Received requests for additional volunteers from Staff (Children's, Free Book Distribution (substitute), Community Outreach, Books on Wheels (substitutes), Development, Communications
- Placed new volunteers in Community Service (1), Free Book Distribution (1), Children's
 (2), Development (1), Community Outreach (2)
- Monitored Volunteer Evanston website for referrals and verification of hours logged by volunteers
- Met with and/or communicated with 29 current volunteers

- Updated volunteer information in Raiser's Edge
- Attended Administrators' Meeting
- Attended CCVA webinar "Enhancing the Volunteer Lifecycle, Part 3: Engaging Volunteers for Impact and Success"
- Facilitated background checks for two volunteers

Upcoming events of note:

What is **Your** Vision for Equity in Evanston for the Latinx Community?

The City of Evanston has embarked on a new mission to more intentionally address issues of access, equity and empowerment.

Come hear what that means for our community and share your ideas at a City of Evanston Equity and Empowerment Town Hall meeting. Meetings will be moderated by Patricia A. Efiom, the City of Evanston's Equity and Empowerment Coordinator and Enith M. Sanchez, the ICMA Local Government Management Fellow.

Friday, July 28

6:30–9pm, Youth & Opportunity United (Y.O.U.), 1911 Church St., Evanston Please note that this meeting will be conducted in Spanish and English.





For more information, please visit cityofevanston.org/equity call/text 847-448-4311 or call 311 directly while in Evanston.

Excerpts from patron feedback:

From Laura Antolin:

Comments from Custer Street:

Young boy picking free book:

"I can't believe you have this title – I've been looking for it everywhere! Thank you!

Adult woman:

"I participate in the summer reading program every year – I look forward to picking my own book at the end. Last year I picked a book and it became my favorite author!"

Adult man:

"I love the hotspots!"

Young adult man:

"I love EPL! I use all the online resources."

From Martha Meyer:

Park School thank you note:

Dear Martha,

Thank you for being such a wonderful, patient, and resourceful librarian and reader to our classes. We all learned so much from you! We look forward to next year with Martha! Donna, Katlynn, and Laurie (*Teachers at Park School.*)