

DOUGLAS COUNTY LIBRARIES BOARD BUSINESS MEETING

Wednesday, March 25, 2026, 5:30 p.m., Lone Tree Library, Lone Tree, CO

Call meeting to Order

Attendance

Guests

Castle Rock Economic Development: Frank Gray, President/CEO

City of Lone Tree: Marissa Harmon, Mayor and Austin Good, Assistant City Manager and Town of

Parker: Bryce Matthews, Assistant Director - Planning

Public Comment

Consent Agenda Recommendation(s) Memo [page 3](#)

1. Minutes 022526 Business Meeting [page 4](#)
2. Budgeted Capital Expenditures
 - a. AV Upgrades [page 8](#)
 - b. Castle Pines Library Carpeting [page 10](#)

Presentations:

- Castle Rock EDC, Frank Gray, President/CEO
- City of Lone Tree, Development
- Town of Parker, Development

Library Business

Do any board members have a conflict of interest to disclose regarding any of the matters below? If so, please recuse yourself, and return to the meeting after the discussion has ended.

- Action & Discussion Item(s)
 - Strategic Planning Task Force Update [page 11](#)
 - Strategic Plan Phase 1 – Customers, pages 18-19 [page14](#)
 - Executive Director Midcycle Review survey dates
- Executive Library Director Update
 - Written Report [page 16](#)

Partner Reports

- Douglas County Youth Initiative
- Partnership of Douglas County Governments
- Douglas County Libraries Foundation

Trustee Comments and Questions

Upcoming Board Meetings

- March – April 18, Strategic Planning Task Force, Zoom
 - Mondays as needed, 4 PM
- April 18, 2026, Annual Retreat, Castle Pines Library, Castle Pines, 9:00 a.m. – 3:00 p.m.
- April 16, 2026, Executive Committee Meeting, Castle Pines Library, Castle Pines, 8:00 a.m.

- April 29, 2026, Lone Tree Library, Lone Tree, Colorado
 - Board Study Session, 4:00 p.m. (Dinner at 5:00 p.m.)
 - Board Business Meeting, 5:30 p.m.

Other Meetings

- May 20, 2026, Partnership of Douglas County Governments, TBD

Adjourn

MEMO

To: Douglas County Libraries Board of Trustees

Date: March 2026

From: Patti Owen-DeLay

Subject: Consent Agenda

Issue: Review and approve Consent Agenda item(s).

Discussion:

The Consent Agenda follows the process outlined below:

- Items will be added as norm or appropriate for the Consent Agenda
- Consent Agenda items are not discussed.
- It takes a motion and unanimous vote to add items to the Consent Agenda
- Any one board member can request to pull consent items for discussion, that item will be moved for discussion and action under Library Business
- Motion recommendation will be accepted as proposed; if an amended motion is needed, the item will be pulled from the Consent Agenda to accomplish this.
- To pull an item from the Consent Agenda, tell the meeting chair that you would like to pull __, stating the item number.
- Item(s) moved will be handled first as under Library Business unless the Board takes a motion to do something different with the item.

Consent Agenda Items for this meeting are:

1. Minutes 02/25/2026 Business Annual Meeting
2. Budgeted Capital Expenditures
 - a. AV Upgrades
 - b. Castle Pines Library Carpeting

Recommendation: Move to approve the Consent Agenda items as presented (or as amended if an item or items were pulled).

The motion in the board meeting minutes will name all items approved as part of the Consent Agenda.

DOUGLAS COUNTY LIBRARIES
Board of Trustees Business Meeting
February 25, 2026
Lone Tree Library, Lone Tree, CO

President Nolan called the business meeting to order at 5:30 p.m.

This meeting was held and was noticed in compliance with both Colorado Open Meeting Law and the Douglas County Libraries (DCL) Bylaws.

The following were present:

TRUSTEES: Pam Hampton, John Kennedy, Terry Nolan, Zach McKinney, Taylor Watson, Amy Windju, and Ted Vail

STAFF: Bob Pasicznyuk, Casie Cook, Jill Corrente, Amy Fischer, Paul Baxter, Laura Kennedy, Chris Morrelli, Sterling Sylvester, and Patti Owen-DeLay

OFFICER: Lone Tree Commander Deland

GUESTS: Chris Blackwood, Chandler Investments, and Mason Hults, Gallup

PUBLIC: Gerald Anderson, Laureen Boll, Adelita Campbell, Kathy Dannemiller, Jo Ann Fannon, Kristin Hayek, Candace Head Dylla, Betsy Holweger, Ellen L, Gilad Shwartz, Nancy Student, Gary Watcher, Lynne Watcher, Linda White, Amy Wicks

PUBLIC COMMENTS:

Gerald Anderson – Douglas County resident. Concern with “You Are the Color” – level of cognition needed to discuss the concepts in this book – not appropriate to the 4-7 age level where it is positioned. Donated two copies of “Yaffa and Fatima - Shalom, Salaam.”

Linda White – Douglas County resident. Founder of Grandparents for Kids. Concerned that the book “You Are the Color” is offensive to Jews, and not appropriate for the 4-7 age level where it is positioned.

Candace Head-Dylla – Douglas County resident. Concerned with the book “You Are the Color,” calling attention to the index and definitions that are antisemitic and inappropriate for 4-7 age level.

Gilad Shwartz – Douglas County resident. Concerned with the book “You Are the Color.” Troubling that the book erases a sovereign nation, and the topics are not appropriate for kids.

Adelita Campbell – Douglas County resident. Regarding her recent Citizen Review Request and the response received, concerned with the response that nationally established celebrations aren’t recognized at Douglas County Libraries. This is a governance issue for the board to consider.

CONSENT AGENDA

1. Minutes January 28, 2026, Annual Business Meeting

MOTION 26-02-01: McKinney moved and the motion carried unanimously to approve January 28, 2026, minutes with the correction of Watson's recusal from the Task Force being a removal. Hampton seconded the motion.

PRESENTATIONS:

- Chandler Investments, Chris Blackwood

Blackwood is the investment adviser to the district and reviewed both the economic environment affecting the portfolio and the portfolio growth of the two portfolios: Capital Construction Fund and Reserve Fund.

- Gallup Survey Results, Mason Hults

The Gallup Q12 Survey is an Employee Engagement Survey, in its third year. The bottom six of the 12 have a greater impact on engagement and effect on the top scores.

Five highlights shared:

1. Engagement increased for the second straight year, rising to 97%.
2. Staff report stronger management basics (Q1-Q3 elements).
3. Silence can hide risks of all kinds. Low Q7 (my opinion counts) – This has increased but continues to be an important element.
4. Workplace satisfaction rose, 25% increase year over year. True advocacy lags at only 50%, still hesitant to recommend DCL to a friend.
5. A clear focus for the year ahead (Q4, Q6, Q11) – keep supporting recognition and development efforts.

Recommendations:

- Celebrate success
- Continue to support efforts around manager development
 - Development, recognition
 - Opinions count – safe to speak up
 - Treat advocacy as a retention signal
 - Keep the high trust – through opinions-count work
 - Cite quick wins – you said, we did
 - Mentorship – leverage 20+ year engagement

LIBRARY BUSINESS

No one declared a conflict of interest on any of the action matters below.

Action Items

- **Fiduciary Update to the Bylaws**
Nolan prefaced the work to update the bylaws based on an original discussion from Watson with the board directing staff to collaborate with legal counsel and back recommended updates.

MOTION 26-02-02: McKinney moved, and the motion carried unanimously to update the bylaws as presented to reflect trustee and board fiduciary responsibilities. Watson seconded the motion.

- **Strategic Planning Task Force Update**

Vail reported that current members are Windju and Kennedy. Watson is a former member. The task force has been working on the customer analysis report. This will be circulated tomorrow for trustees to review.

Vail shared that he has been working on targeted outcomes for the April 18, 2026, retreat with Pasicznyuk. The anticipated outcome is that the board will have a clear, aligned purpose, core value propositions, and primary lines of service. This is the work in process.

Vail asked for clarification on the task force work and input into the retreat.

The Board informally agreed that the Task Force would continue its work according to its purpose and that it will report progress at the March 25 meeting.

Executive Library Director Update

Pasicznyuk shared:

- Design documents for new library are about complete, and the project is moving ahead with approval, looking at a potential July 2026 groundbreaking.
- Pasicznyuk talked about metrics, making the point that we need context with metrics, and to use them at our retreat to understand what they tell us about what our citizens want, answering the question: “What does success look like?”

Items in the Executive Director’s written report not discussed:

- Citizen Review Requests – “You Are the Color”
- Citizen Review Request – Black History Month
- Organizational Resilience Upcoming Work
- Annual Volunteer Report
- Third and Fourth Quarter KPI Reports

Gallup Q12 Survey results – addressed earlier

PARTNER REPORTS

Partnership of Douglas County Governments

Vail had no report.

Douglas County Youth Initiative (DCYI)

Windju reported:

- Upcoming dates to note
 - March 5, 5-6:30 p.m., Leadership/Youth Commission Meet-n-Greet at the Miller Meeting
- Planning for the 2026 Youth Congress is in progress

- Next meeting on March 9: In-depth partner update from DCSD

Douglas County Libraries Foundation

Watson shared:

- Sponsorships are being sought for the Sleeping Beauty gala
- Watson will attend his first meeting as board representative in April

TRUSTEE COMMENTS AND QUESTIONS

None

UPCOMING BOARD MEETINGS

- March-April 11, Strategic Planning Task Force, Zoom, Mondays as needed, 4:00 p.m.
- March 12, 2026, Executive Committee Meeting, Castle Pines Library, Castle Pines, 8:00 a.m.
- March 25, 2026, Lone Tree Library, Lone Tree
 - Board Study Session, 4:00 p.m. (Dinner at 5:00 p.m.)
 - Board Business Meeting, 5:30 p.m.
- April 11, 2026, Annual Board Retreat, Castle Pines Library, Castle Pines 9:00 a.m.-3:00 p.m. **NOTE:** Due to two trustees being unable to attend on the April 11 retreat date, the board found that April 18 works for all and moved the retreat to April 18, 2026.

OTHER MEETINGS

- March 18, 2026, Partnership of Douglas County Governments, 7:30-9:30 a.m. with breakfast at 7:00 a.m., location TBD.

ADJOURN

Nolan adjourned the meeting at 7:17 p.m.

Respectfully submitted,

Ted Vail, Board Secretary
Minutes prepared by Patti Owen-DeLay
Approved

MEMO

To: Douglas County Libraries Board of Trustees

Date: March 25, 2026

From: Jill Corrente

Subject: Budgeted Capital Expense – 2026 A/V Upgrades

Issue:

Audio/visual (A/V) equipment across all DCL branches is aging, resulting in reliability challenges, limited functionality, and reduced ability to support modern hybrid meetings, programs, and accessibility needs. Planned upgrades are necessary to maintain consistent, high-quality technology for staff operations and public services.

Discussion:

A/V systems at DCL branches include displays, microphones, speakers, cameras, control systems, and associated hardware used to support public programs, community meetings, and internal staff collaboration. As these systems age, equipment failures become more frequent, and compatibility with modern communication and collaboration platforms decreases. Without planned upgrades, the district may experience:

- **Reduced Program Quality:** Outdated or unreliable A/V equipment negatively impacts in-person and virtual program delivery.
- **Operational Inefficiencies:** Staff spend additional time troubleshooting or working around failing systems.
- **Accessibility Limitations:** Older systems may not adequately support assistive listening, captioning, or virtual participation.

The 2026 Capital Maintenance Budget includes \$120,000 for A/V upgrades across library branches, which will be implemented on a rotating lifecycle basis to maintain reliable technology systems. Locations will be prioritized based on equipment condition, operational needs, and the lifecycle of existing systems.

The IT department identified the equipment needs and worked with two vendors currently used by the district for A/V systems to develop upgrade solutions and pricing. IT will coordinate system specifications, scheduling, and installation to minimize disruption to branch operations.

Financial Impact:

The total estimated cost for the 2026 A/V upgraded is \$120,000, which is included in the approved 2026 Capital Maintenance Budget.

Funds will be used for equipment purchases, installation, and related implementation costs across multiple branch locations. Actual expenditures will occur as upgrades are scheduled throughout the year.

This investment supports lifecycle replacement of technology infrastructure and helps prevent larger unplanned repair or replacement costs associated with aging systems.

Recommendations:

Staff recommends the Board approve the \$120,000 capital expenditure for branch A/V upgrades as included in the 2026 Capital Maintenance Budget.

MEMO

To: Douglas County Libraries Board of Trustees

Date: Mar 25, 2026

From: Jill Corrente

Subject: Budgeted Capital Expense – Castle Pines Library carpet replacement

ISSUE:

The carpet at the Castle Pines Library has reached the end of its useful life due to age and wear and needs to be replaced to maintain a safe and functional facility for staff and patrons.

DISCUSSION:

The carpet at the Castle Pines Library has reached the end of its useful life due to age and normal wear from public use. Replacement of the flooring has been identified as planned capital work and was included in the approved 2026 capital budget.

Staff obtained a proposal from PBG Facility Services, a vendor that has successfully completed similar flooring projects at other Douglas County Libraries locations and is familiar with DCL facility standards. The proposal includes removal of the existing carpet, preparation of the flooring surface, installation of new carpet, and associated labor and materials. The total proposed cost for this work is \$104,905.86.

Staff are currently coordinating with Facilities to determine the most efficient installation schedule, including evaluating whether the work can occur overnight or if a temporary branch closure will be required to minimize disruption to library services.

FINANCIAL IMPACT:

The total cost of the project is \$104,905.86. Funding is available within the 2026 Capital Budget, which includes \$125,000 allocated for carpet replacement at the Castle Pines Library.

RECOMMENDATION:

Staff recommends that the Board approve the capital expenditure for the replacement of carpet at the Castle Pines Library in the amount of \$104,905.86, with a total project authorization not to exceed \$125,000, consistent with the approved 2026 capital budget.

Strategic Planning Task Force Report

(For the Board Packet – March 25, 2026, Douglas County Libraries Board Meeting)

Overview

The Strategic Planning Task Force has continued its work to prepare for the April 18 Board Retreat. The focus of this effort is to support the Board of Trustees in establishing a clear strategic framework that will guide the next phase of strategic planning for Douglas County Libraries.

Consistent with the Board's direction, the Task Force is working to ensure that the retreat enables productive discussion, alignment, and clarity regarding the library's long-term direction.

Purpose of Current Work

The Task Force's work is centered on preparing a **board-level strategic framework** for discussion and refinement at the retreat.

This framework is not the strategic plan itself, but rather the foundation that will guide its development. The intent is that, by the conclusion of the retreat, the Board will have:

- Clarified and affirmed the core elements of the library's strategic framework
- Established shared understanding of key strategic considerations
- Provided direction that will guide development of the next strategic plan

Framework Under Development

The Task Force is refining draft language across five core areas that will form the basis of Board discussion at the retreat:

1. **Purpose**
2. **Distinctive Value Proposition**
3. **Primary Lines of Service**
4. **Strategic Tensions / Trade-offs**
5. **Strategic Direction for the Next 3–5 Years**

These areas reflect the structure developed through Task Force work in collaboration with the Library Executive Director and represent the key dimensions of the library's role, priorities, and future direction.

Approach to Retreat Preparation

The Task Force is following a structured approach to ensure the Board arrives at the retreat with well-developed materials to support meaningful discussion.

This approach reflects widely used strategic planning practices in both public and private sector organizations, where:

- Draft language is prepared in advance
- The Board engages with complete ideas rather than starting from a blank page
- Discussion is focused on refinement, alignment, and decision-making

This enables the retreat to serve as a working session where the Board can thoughtfully review, refine, and align the strategic framework.

Current Status

The Task Force has:

- Developed and reviewed multiple draft options for each of the five framework areas
- Begun consolidating these options into stronger, unified statements
- Continued refining language to ensure clarity, coherence, and alignment with the library's role and future direction

The Task Force is currently working to finalize a recommended version of the framework to be shared with the Board in advance of the retreat.

Work Between Now and the Retreat

Over the coming weeks, the Task Force will:

- Finalize recommended draft language for each of the five framework areas
- Refine the structure and flow of the retreat discussion

- Coordinate with the Library Executive Director and the facilitator to ensure a productive and well-structured session
- Provide advance materials to the Board to support preparation for the retreat

This work is aligned with the previously established roadmap leading up to the April 18 retreat.

Role of the Board and Next Phase

The April 18 retreat is intended to be the point at which the Board:

- Reviews and refines the proposed strategic framework
- Establishes alignment on the library's strategic direction
- Provides clear guidance for the next phase of planning

Following the retreat, the framework affirmed by the Board will guide the development of the detailed strategic plan, including priorities, initiatives, and implementation considerations.

Closing

The Task Force appreciates the Board's continued engagement in this important work and looks forward to supporting a productive and forward-looking discussion at the April retreat.

DCL CURRENT CUSTOMERS

Based on Phase One findings, DCL's current customers are primarily Douglas County residents and households who hold library cards and actively engage with DCL's materials, programs, and spaces. Engagement patterns indicate:

- Strong participation from families with children.
- High representation among educated and economically stable households.
- Continued use of physical materials alongside growing digital engagement.
- Significant use of library spaces for study, work, events, and community gathering.
- A meaningful number of long-term residents who remain non-users or limited users, often due to low awareness rather than dissatisfaction.

These patterns suggest both strong loyalty among engaged users and opportunity for broader awareness and engagement.

DCL'S CUSTOMER EXPECTATIONS

Customer expectations, as reflected in the Envirosell study and subsequent data, include:

- Access to high-quality physical and digital collections.
- Welcoming and well-designed facilities.
- Engaging children's programming and family-centered activities.
- Comfortable spaces for focused work, study, and collaboration.
- Easy access to information and materials.
- Continued responsiveness to evolving formats and technologies.

Customers report high satisfaction levels, particularly among active users, while non-users frequently cite lack of awareness rather than negative experience.

DCL'S STRATEGIC VISION

DCL's 2021 Strategic Plan Summary defined four main strategies that guided DCL's work and impact in Douglas County in 2022 through 2025. These strategies are:

- ❖ **Vibrant Libraries:** This strategy focused on bringing customers back to DCL for experiences with DCL's services, collections, spaces, events, and exhibits.
- ❖ **Beyond Our Walls:** This strategy focused on creating opportunities for DCL customers to experience DCL services outside of DCL's libraries.
- ❖ **Community Service:** This strategy supported initiatives to help grow community connections with a focus on services for special populations in our county.

- ❖ Fortify Infrastructure: This strategy focused on improving practices and guidelines for IT storage, flexible work environments, data-driven decision making, and building safety.

Surface Strategic Tensions and Trade Offs – SPTF discussion on FEB 17

During SPTF discussion, several strategic tensions were identified for further exploration:

- Balancing physical collection investment with continued digital growth.
- Allocating space between youth-focused activity areas and quiet study/work needs.
- Serving highly engaged core users while increasing awareness among non-users.
- Managing facilities expansion and maintenance within long-term financial sustainability.
- Maintaining high service standards while adapting to changing community expectations.

These tensions do not represent deficiencies, but natural trade-offs requiring thoughtful prioritization in Phase Two.

Strategic Questions - SPTF discussion on FEB 17

The following strategic questions will guide Phase Two:

1. How should DCL define its most distinctive value within an evolving information and community landscape?
2. How can DCL increase awareness and engagement among non-user households?
3. What balance of physical, digital, and in-person experiences best serves future demographic shifts?
4. How should facilities planning align with projected population growth and aging trends?
5. What capabilities and infrastructure will best support long-term community impact?

These questions are intended to focus Board discussion during the upcoming retreat.

MEMO

To: Douglas County Libraries Foundation Board of Directors

Date: March 2026

From: Bob Pasicznyuk

Subject: Executive Director's Report

Customer demand has been the basis of Board policies around library books, activities, and public spaces throughout Douglas County Libraries' 36-year history. It's also the framework for public library service over the past century. The concept of demand-based service is simple. The library provides what our customers seek and adjusts our offerings to demonstrate value through use. Customer demand is tied to the long-standing, conservative values of citizen freedom and self-determination.

Board policy directives around customer demand:

Access Policy. *The Library has historically utilized and commits to continuing the philosophy of a market-based approach to curating the Library's collections and activities, based on the demographic interests and demands of the Douglas County population as a whole, relying on the expertise of and professional standards set for Library staff...*

Censorship. *The Library affirms every customer's right to make choices and interact with the Library in a way that aligns with their values and beliefs...*

Curating Library Collections and Content. *Customer demand is our priority and guide in selecting and retaining items for the inventory...*

Why has the library profession and governance relied on customer demand?

1. **Customer demand is a statement of self-awareness that the library is government.** Obviously, the library is a tax-supported agency of the State of Colorado. By aligning content with customer demand, the library is steering clear of the government proscribing citizen choices for reading and association.

Customers are decision-makers. The library supports customers with information and consultation – more information about titles and choices than ever before. For any title, the library informs customers with descriptions, cover images, book summaries, author biographies, and reviews. Our staff regularly advise customers about book content so that they have agency in their selection.

The library's view has been consistent over time - good government serves others and controls itself rather than serves itself and controls others.

2. **Customer demand sustains the library as impartial in a competitive world of ideas.** Library staff and leadership are not political, ideological, moral, or faith advocates on the job. We recruit, train, and hold staff accountable to professionally

discipline their personal views about titles and organizations on the job. Few organizations, institutions, companies, and firms today even try to be impartial. Next to everyone has an agenda – any number of causes, positions, and coalitions furthering their beliefs and passions in a free society. The public library’s advocacy is focused on freedom, reading, and citizens’ right to assembly. The library does not endorse titles, authors, or positions for any book or organization within our physical or virtual walls. Customer demand is a library’s North Star keeping us focused on access and away from advocacy.

Note: Following this report, please see information on Douglas County Libraries Selection Process and specific selection information for the recent citizen review request of “You are the Color” by Rifk Ebeid.

The Power of Partnership. The library’s core services are augmented with many partners serving our community with expertise beyond our mission. One timely, apt example: This month, AARP has leveraged library spaces, technology, and customer support to prepare taxes for thousands of Douglas County seniors at our libraries.

Documentation for Citizen Review Requests. Board policy requires the Executive Director to report Citizen Review Requests to the Board of Trustees. To achieve record retention consistency, review request documents and responses will be posted to the Board via SharePoint. Board packets will provide an executive summary of both.

Legislative Update. Colorado District 58 Representative Suckla proposed HB26-1209 – Temporary Decrease Statutory Property Tax Revenue Limits. The proposed bill would have reduced the upper limit for property taxes in any two-year period between 2027 through 2023 from 5.25% to 4%. The Bill died in committee.

BOARD TALKING POINTS:

Library Facilities. Douglas County Libraries has intentionally invested in sustainability and modern architectural design across all seven of its current locations—Castle Pines, Castle Rock, Highlands Ranch, Lone Tree, Louviers, Parker, and Roxborough. This approach ensures that each building is welcoming, adaptable, and comfortable for visitors of all ages. These libraries are positioned as true community hubs: places where people can gather informally, find respite, learn new skills, and engage with neighbors, far beyond traditional perceptions of a library as simply a place to check out books.

Looking ahead, DCL plans to break ground on the new standalone Sterling Ranch Library this summer. This expansion extends the full suite of library services to the western part of the county, ensuring equitable access to programs, resources, and gathering spaces across the entire district.

Ageless. DCL also emphasizes strong support for older adults, offering a broad network of services that include social opportunities, materials delivery to senior living

communities, targeted events, and volunteer roles. In 2025, the library system saw a 10% increase in overall volunteers from the previous year—a reflection of growing community engagement. Additional offerings such as Care Kits, book clubs, and continuing education programs further enrich the experience for this audience. Weekly Coffee Chats at every library serve as a welcoming space for adults and retirees to connect, often featuring community experts who share insights and resources.

Families. While services for older adults continue to grow, families and children remain the largest user group in the district. In 2025, DCL’s programs for families and kids reached nearly 196,000 attendees—up 16% from 2024—across nearly 5,000 events. Storytime alone increased by 7%, underscoring demand for early literacy and family engagement opportunities.

Teens play a significant role in supporting library operations: 765 teen volunteers contributed more than 10,000 hours in 2025, making up a third of all volunteer hours and demonstrating strong youth investment in the library’s mission.

DIVISION UPDATES:

Community Engagement

Working on:

- Selecting new trees for the 2026 Forest of Stories event. The team has currently picked thirty-five new trees and retired a few, creating a total of 190 trees for the 2026 event. Decor, miscellaneous supplies, and signage, purchasing and production begin this month.
- Supporting our heavily requested Birthday Party services. To date, since early 2025, 36 volunteers and forty-seven staff have been trained to deliver Birthday Party Storytimes by our literacy experts.
- Finalizing a major event for September featuring NYT bestselling author Liane Moriarty. She has authored several novels that have global success. Many have been adapted into television series. These include Big Little Lies and Nibe perfect Strangers.

Completed:

- In February, we had 1,123 total meeting space reservations and twenty-nine total DCL themed packages, including twenty-seven birthday parties and two baby showers.
- We submitted photos and an article about the power of Summer Reading to a new county-wide publication from the Commissioners’ office. This vehicle will expand our reach and promote our brand in the second quarter, engaging our community, reaching a broad audience, encouraging Summer Reading participation, and positioning the library as a trusted educational and community resource. We also provided timely details, quotes, and photos of our Bark for

Books program to secure feature coverage with Colorado Community Media. An article ran in their newspapers on January 15 and was included in their eNewsletter, providing DCL with media exposure and brand amplification, and increasing awareness of DCL's YFS programming at no direct advertising cost.

- For a third year in a row, we hosted NYT bestselling author, CJ Box, with approximately five hundred people in attendance.

Customer Experience

Working on:

- Sessions for Reading Buddies and Math Buddies getting underway
- Reassessing staffing model for Louviers to be consistent with other branches
- Working on records retention action items in March and April
- Preparing for telecommunications change to Customer Call Center

Completed:

- Storytime attendance in January and February grew by double digits year-over-year for Highlands Ranch, Roxborough, and Castle Pines. Attendance for all branches grew by nine percent year-over-year for Jan. and Feb.
- Completed a successful Battle of the Books season.
- Launched "Play and Connect" service for adults to engage with the library around board games.
- Fine-tuning signage for displays across the district to more clearly indicate items on a display and make them easier for customers to find
- Branch leadership teams refined onsite PIC-training tours in branches to ensure onsite training is approached consistently across DCL with the goal of creating safe spaces and confident PICs

Finance

Working on:

- Finalizing the Annual Report
- Reviewing bids for General Counsel
- Updating finance processes for OneDCL manual
- Record retention – recurring annual project

Completed:

- Financial Audit
- Controller onboarding

Infrastructure Services

Working on:

Vibrant Collections:

- Maintaining a 22-day average wait time for digital materials
- Weeding adult print items with zero circulation in the past 12 months
- Utilizing State Grants to Libraries funds, focusing on junior non-fiction, large type, nontraditionals, Spanish, eContent, and our Demand Driven Acquisitions model (arts, self-help, diet/exercise, computer, and gardening).

Engaged Employees:

- Launching CliftonStrengths assessments and 1:1 coaching sessions for Infrastructure Services Division.
- Launching Midcycle Performance Reviews for new hires and Midcycle Conversations for all staff.

Safe & Secure Buildings and Infrastructure:

- Launching monthly cybersecurity training and quarterly phishing campaigns for all staff.
- Continuing work on the public elevator modernization at Highlands Ranch Library.
- Configuring Incident Reporting software.

Completed:

Vibrant Collections:

- Planned shelving and display furniture order for new library.
- Moved all movies to consistent shelving.

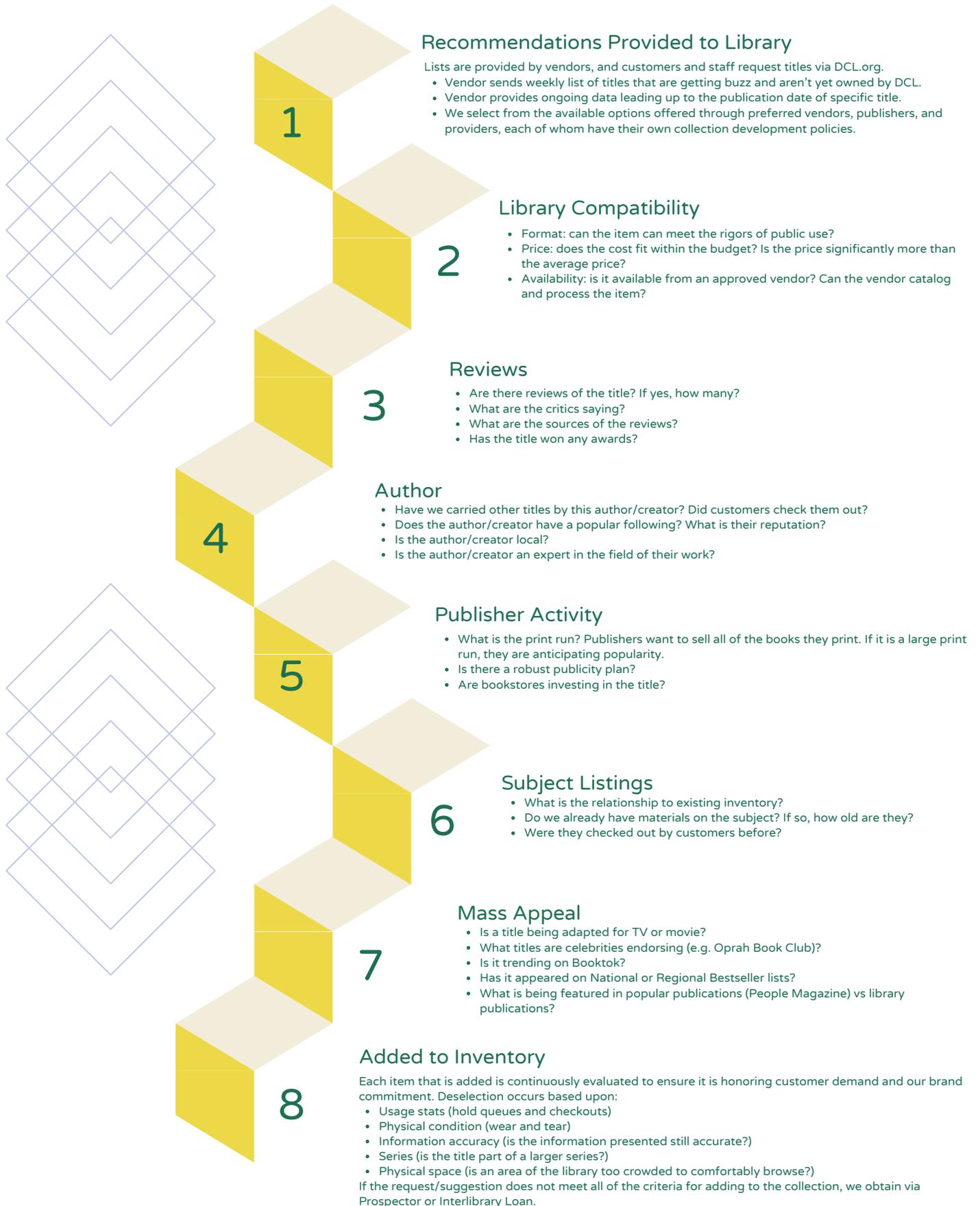
Engaged Employees:

- Concluded all CliftonStrengths assessments and 1:1 coaching sessions for all library leaders.
- Executed first L.E.A.D (Leverage, Empower, Adapt, and Develop) session for library leaders re: CliftonStrengths: Leading with Your Strengths.
- Concluded 2026 Wellness Go Gold physical challenge for staff with 160+ participants and total steps: 39,434,741— nearly 19,717 miles.

Safe & Secure Buildings and Infrastructure:

- Completed Subject Matter Expert interviews on functional specifications for the Integrated Library System RFP.

DCL'S CONTENT CURATION CRITERIA & PROCESS



DCL's Board of Trustees adopt and oversee budget and policies → Leadership defines aligned Selection Criteria → Supervisors build supporting procedures. The Access, Citizen Review and Content Curation Policies guide our work; data drives decisions within that framework.

Physical print collections in languages other than English or Spanish start to be evaluated once at least 5% of Douglas County's population speaks that language. Collection Services reviews that data annually. eContent continues to provide materials in a variety of languages beyond English & Spanish.

You are the Color by Rifk Ebeid

Executive Summary

- *You are the Color* by Rifk Ebeid was suggested by a DCL staff member in 2024. The Collection Services staff evaluated it against the included DCL's Content Curation Criteria & Process and decided to purchase a copy.
- *You are the Color* is self-published. It is not unusual for DCL to purchase self-published books. They are evaluated against the same criteria as all other recommendations. It was available through our preferred vendor, Ingram, and had a number of reviews.

Review Quotes:

- "Another brilliant book to be read by children of all ages. Those of us who think of ourselves as grown-ups, it reconnects us with our child's heart and rekindles hope." - *Mazin Qumsiyeh, Professor, Bethlehem University*
- "In *You Are the Color*, readers journey with young Thaer through devastating loss before capturing bright hope with the help of a kind teacher. Accompanied by Noor Alshalabi's gorgeous illustrations, Rifk Ebeid illuminates the effects of the Palestinian Nakba and its displacement on childhood, as well as the powerful resilience of young children." - *Sahar Mustafah, author of The Beauty of Your Face, a 2020 Notable Book by the New York Times Book Review*
- "Rifk Ebeid's latest children book, *You Are the Color*, is heartbreaking and yet heartwarming. It is the story of innocence, struggle and hope. It is the story of all Palestinian refugees and their descendants in the last 75 years. It is a profound representation of the larger struggle of generations of Palestinians insisting to remember where they come from, and to remain committed to their mission in life, that of freedom and justice. Noor Alshalabi's drawings are stunning and convey the innocence and purity of the story in a powerful and effective way. *You Are the Color* is another great addition to the Palestinian children literature genre." - *Ramzy Baroud, Palestinian Author and Journalist*
- "This children's book speaks straight into my heart! I wish I had this book when I was a little kid. It is such an important and also positive narrative for children to learn about the history of Palestine. I also love the illustrations and how the color theme changes along side the script and it's emotion." - *Malak Mattar, Artist*

- *You are the Color* has circulated 38 times since acquired in 2024 (12 in 2024, 21 in 2025, 5 in 2026). Published in 2022. The picture book format is expected to circulate 11 times per year.
- In addition to several Colorado libraries, Worldcat says there are 90 libraries in the United States that own this book.
 - [You are the color | WorldCat.org](#)



You are the color ★★★★★ [10 reviews](#)

Authors: [Rifk Ebeid](#) (Author), [Noor Alshalabi](#) (Illustrator)

Summary: After a frightening expulsion from his homeland, Thaer's world is suddenly filled with a lot of darkness. You Are The Color is an evocative story about the Palestinian refug...

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