HR Vital Signs - Employee Engagement

Employee Engagement Index

- 2011: Citywide 13.1, DPL 23.5
- 2013: Citywide 15.1, DPL 29.8
- 2015: Citywide 17.7, DPL 33.0

#NewSchoolLibrarian
#NewSchoolLibrary
Mission - Children - NE Read Aloud Expansion

38 new classrooms served
Mission - Children - Summer of Reading

Summer of Reading Participants

<table>
<thead>
<tr>
<th>Year</th>
<th>Teens</th>
<th>Kids</th>
<th>Babies</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>9,684</td>
<td>16,327</td>
<td>5,254</td>
</tr>
<tr>
<td>2011</td>
<td>12,964</td>
<td>20,182</td>
<td>6,757</td>
</tr>
<tr>
<td>2012</td>
<td>11,228</td>
<td>18,710</td>
<td>6,071</td>
</tr>
<tr>
<td>2013</td>
<td>13,179</td>
<td>21,470</td>
<td>6,613</td>
</tr>
<tr>
<td>2014</td>
<td>13,522</td>
<td>22,587</td>
<td>6,680</td>
</tr>
<tr>
<td>2015</td>
<td>13,949</td>
<td>23,877</td>
<td>6,286</td>
</tr>
</tbody>
</table>

44,112
2015 SOR Participants
Mission - Children - ideaLAB & DevCamp

DevCamp Participants aged 12-19

- Participants
- Mentors

Year | Participants | Mentors
--- | --- | ---
2014 | 5 | 27
2015 | 54 | 11
2016 (est.) | 80 | 20
Mission - Resources/Skills - Independent Internet

Before: FASTER INTERNET COMING SOON

After: 10,350 IT staff hours saved
Mission - Resources/Skills - COHS

Join us in celebrating our first graduation!
Saturday, January 30, 2016
9:30-11 a.m.
Rodolfo "Corky" Gonzales Branch Library
3608 Irving Street
Denver, CO 80004

"Nothing can stop you now. In this day of great accomplishment, remember, you are the only one who can change your fate.

Congratulations!

58 Actively Enrolled

3 Graduates

COHS Career Certificate Categories

- General Professional Skills: 27%
- Retail Customer Service: 8%
- Certified Transportation Services: 10%
- Child Care & Education: 17%
- Office Management: 19%
- Homeland Security: 10%
- Certified Protection Officer: 6%
- Food & Customer Service: 3%
Mission - Resources/Skills - Social Workers

Community Resource Specialist - 2015 Services/Connections Provided

- Removing Barriers: 270
- Housing: 63
- Mental Health: 51
- Veteran Services: 22
- Public Benefits: 19
- Physical Health: 11
- Legal Support: 8
- Substance Treatment: 7
- Reconnect w/Family: 4
- Homeless Court: 2
- HIV Resources: 1
Mission - Experiences - Engage! Programs

2015

246%

BREW. TASTE. SIP. SAVOR.
A month-long celebration of all things brewed
denverlibrary.org/brewhaa

FICTION BEER COMPANY

DENVER PUBLIC LIBRARY
Mission - Experiences - RMN Image Library

Rocky Mountain News Digital Collection Sessions

<table>
<thead>
<tr>
<th>Month</th>
<th>Sessions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oct-15</td>
<td>3,054</td>
</tr>
<tr>
<td>Nov-15</td>
<td>3,511</td>
</tr>
<tr>
<td>Dec-15</td>
<td>4,190</td>
</tr>
</tbody>
</table>
Mission - Operations - Lean

$432,685+ savings

64 Innovations

9,940 hrs saved

Materials to customers faster

Color printing for all customers
Mission - Operations - Gonzales Branch

- Grand Opening Today!
- Rodolfo “Corky” Gonzales Branch Library

- 16,312 program attendees
- 366,513 Items circulated
- 32,406 PC hrs
- 153,664 Visitors
- 6,071 new cards
- 16,312 program attendees
2016 Innovations - Reorganization

2016 DPL Organizational Chart

Hours Analysis

1. Intentionality: Develop a mindset and ongoing practice of making decisions grounded in 3 foundational concepts.
2. Gather Public Knowledge: Talk to your community members about what they want their community to be; what challenges they face in realizing these aspirations; and what changes are needed to overcome them.
3. Hold Innovation Spaces: Gather your team to share what you are learning and identify implications for your work going forward.
4. Share Public Knowledge: Strategically share this knowledge with conversation participants, partners, and library and community leaders.
5. Develop Your Initial Community Engagement Plan: Drawing on public knowledge you have gathered, decide what actions you will take on your own and with others. Factor in Community Rhythms.
6. Take Action! Act on issues and community conditions.
7. Repeat! With each cycle you will enhance these competencies.

2016 WORK PLAN

Libraries Transforming Communities

1A. Turning Outward: Make the community the main point of reference for your work.
1B. Aspirations: Start with people’s shared aspirations rather than “problems” or “visions.”
1C. The 3Ms of Public Life: Authority, Accountability, Authenticity: Build these touchstones into your daily work.
2016 Innovations - RiNo

Master’s Plaza
The Public Service Building was originally constructed in 3 phases. The central phase is partially removed to create an open plaza, utilizing overhead roof structures for hanging art, shade structures, and play elements. The other two phases are kept for conditioned space.

250 Studios
state-certified creative district
2016 Innovations - Central Library

850,000+ visitors/year

Symbols:
- Check out
- Elevator
- Computer
- Print Station
- Conference Room
- Reference

Color Palette:
- Blue
- Green
- Gray
- Yellow
- Orange