

James Kennedy Public Library 2024 – 2026 Fall 2025 update

This update includes information about objectives that had deadlines of August 2025 or earlier. Objectives that are in the future are not included in this update unless staff had something to share on that topic. Text in blue is the update / information provided by staff in January; Text in red is information from September 2025.

Be Informed (Blending Information focused LSRs):

Know Your Community: Community Resources and Services

Residents will have a central source for information about the wide variety of programs, services, and activities provided by community agencies and organizations.

Make Informed Decisions: Information Fluency, Job and Career Development, Be an Informed Citizen

Residents will have the resources they need to identify and analyze risks, benefits, and alternatives before making decisions that affect their lives.

Goal #1: Residents are knowledgeable about the services and resources available at the library.

Objective: The Librarian in charge of social media will research current, new, and popular social media options to determine if there is a need for the JKPL to modify resources used to provide information to the community by July 2025. *Paul is exploring BlueSky as a new social media thread to utilize. Paul was exploring BlueSky as a new social media thread to utilize. Bluesky has turned into a politics discussion platform so Paul questions using it for a JKPL social media resource. Paul will continue to explore different social media platforms.*

Objective: The Library Director will investigate offering free passes or otherwise supporting or providing access to local attractions, including but not limited to museums and parks by September 2024. *No action has been taken on this objective. Shirley plans to reach out to local organizations this spring to see what arrangements might be made so is suggesting a new date of September 2025. As a first step, Shirley has spoken with the Dyersville Area Historical Society about this opportunity for passes to the Dyer-Botsford Doll Museum. They are interested but suggest this be something we start in 2026 as they are closed between November and April. Other potential partners are the Farm Toy Museum and the Field of Dreams Exhibit (in The Baseball Building). Developing a plan and MOU will be a priority for later this fall with the hope of implementing a program to start in 2026.*

Objective: The Assistant Director will research and revise the staff and board biographical information which is posted on the JKPL webpage by December 2024. *Dawn looked at the websites of 6 libraries of varying size. One had no information on its staff. Five listed staff by name, title, and work contact info (phone or email). Four of those libraries also included a photo*

of each staff member. All six libraries had varying degrees of information about its trustees. All six listed at least their names. Two included photos. Two included personal contact information (street address, email, or phone number). One included a generic email address. One included a paragraph long biography on each trustee. Dawn also reached out to the State Library to inquire about what is considered best practice and they confirmed that there is no best practice and that every library handles it differently. It was mentioned that including personal contact information (address, phone number, or email) about trustees or staff would be considered a privacy violation. Otherwise, the State Library recommended following what the City does for their staff as the model for what the library does for its staff and board pages. Dawn would like guidance from the Marketing Committee or Board as a whole regarding what information they would like included on the library website about staff and board. Once she has that response, she should be able to update the pages and complete this objective. After research by Dawn, this objective was discussed at the February 2025 board meeting. The information we have posted is similar to what the City has posted on their employees. Since there is no specific set of information required by the State Library, we are free to include the information we feel is necessary (without violating privacy). Nothing was determined to need to be changed. Dawn considers this objective met as of May 13, 2025.

Goal #2: Residents will find information and resources about community organizations, services and businesses at the library.

Objective: The Assistant Director will identify community resources and services (food pantry, churches, health care, etc.) and create or locate avenues (webpages, lists, fliers, etc.) to provide residents of the community with access to this information by July 2025. See below.

Objective: The Assistant Director will work with other city organizations to provide information about community services and resources to new residents by September 2025.

Dawn confirmed with Lisa Burkle at the Dyersville Chamber of Commerce that they have all of this information on community resources and services including food pantry, churches, and health care, in our area. She said that this information is free to anyone who wants it. Also, the Chamber confirmed that this information is included in all of their welcome packets for new residents. The information is also covered in greater detail for any new residents who attend the Dyersville U networking classes the Chamber offers. Information on these topics can also be found on the Chamber's website. Plus, they have lists of available housing, a job board, and info on how to get utilities set up and other things a newbie in town might need/want to know. The library provides a flyer containing info about us to the Chamber, that they include in both their welcome bags and that is out in their literature rack for anyone to take. Dawn considers these two objectives to be met as of July 31, 2025.

Objective: The Library Director will investigate offering free passes or otherwise supporting or providing access to local attractions, including but not limited to recreational businesses that are fee based or businesses that provide tours of their facilities by July 2025. This objective is very

similar to that in Goal 1. Shirley will work on these two objectives concurrently and include them both in the same plan.

Goal #3: Those exploring careers are able to access information regarding businesses hiring locally.

Objective: The Librarians in charge of programming for teens and adults will investigate creation of programs, events, or activities featuring local businesses by December 2025. Paul is reviewing program ideas and might include featuring businesses as part of revitalizing / restarting the Adulting classes. Paul has been reviewing program ideas and might include featuring businesses as part of revitalizing / restarting Adulting classes. He has talked to a few local professionals about being involved in this program, but none have committed. His new plan is to hold/start this program series in Jan 2026.

Objective: The Librarians in charge of programming for teens and adults will work with Workforce Development and local businesses to provide access to information about job openings by July 2025. We continue to post Workforce Development posters about job fairs, etc. Paul has been talking with the Young Professionals group and Iowa Workforce to see what options might be available. No specific actions have been determined. Dawn emailed Workforce Development in June. She agreed to continue to post flyers for hiring fairs on their behalf. She also expressed interest in working with them to host a job fair at the library. The ball is in their court, so to speak. From her perspective, Dawn considers this objective met as of July 1, 2025. Paul has been talking with the Young Professionals group and Iowa Workforce to see what options might be available for teens. Paul did not work on this during summer of 2025 due to activity levels but is hoping to start exploring again in Sept 2025.

Goal #4: Job seekers have the skills they need to gain employment or advance their career.

Objective: The Librarians in charge of programming will provide training on Brainfuse and other job skills and career related services available through the JKPL by January 2025. Brainfuse was replaced by Mometrix in July 2025. Staff will review this new service to see if it can be utilized for this objective. Suggest adjusting this deadline to January 2026.

Objective: The Assistant Director will investigate opportunities to provide job seekers with volunteer or internship style opportunities that will increase their skills and employability (look good on a resume) by July 2025. Since this objective is vague enough to mean volunteer/intern opportunities either at the library or at other community businesses, Dawn would like some guidance on which way the board would like this objective to be pursued. Dawn would also like to push this goal back to December 2025. See comments below on this goal from Dawn.

If this goal is about volunteer and internships at businesses in town, then I think that is out of our control. Only individual businesses can determine if they want volunteers/interns as they would have to create those positions and how that works for them. I asked the Chamber if they post for internships on their job board and they said they do not at this time. However, they are working

on adding a section to their website specifically to list internships in the area. They hope to have that done by early 2026. Also, the Dyersville Economic Development Corp. organized the first-ever city-wide summer intern program this past summer and they had a good amount of interns, according to the Chamber, and they placed interns at five businesses in town. They plan to have another summer intern program in 2026.

If this goal is about volunteer and internships at our library then I think we need to give this some serious thought. We already accept volunteers and many of those volunteers come weekly to help with something in particular (i.e. processing new items, assisting at the circulation desk, assisting with book repairs etc.) and some are in charge of specific tasks at the library (i.e. managing donations). Paul has high school kids in TACKL that help with events, help fundraise, and also make purchasing suggestions for the young adult collection. Both Paul and I have had to teach some of our volunteers new skills, new software programs, or new tasks in order to complete their volunteer duties with us. However, the help we need from a volunteer doesn't always coincide with ways for them to increase their skills for the general job market unless we create something specific to do that. Also, Paul and I both have written letters of recommendation, or given them verbally, to other agencies or employers on behalf of our volunteers looking for employment. We currently don't have a partnership with the high schools for volunteers but I do know that Xavier and Beckman send their students to us if they just need a few hours volunteering.

This goal mentions creating an intern position and I do wonder if it would be applicable if the person doesn't want to work in the library field as a career? We were approached many years ago about a teen girl at WD that was interested in an internship with us for work study because she was interested in the library field. However, before we could get too far down that path her parents vetoed the idea because they thought it would take up too much of her time along with her other commitments. I am open to the idea of an internship, but I again question what good would it do if the person doesn't want to work in the library field? It seems then it would be better for them to just volunteer.

Objective: The Young and Emerging Adult Services Librarian will investigate opportunities to partner with the schools and other education agencies to provide information about and / or access to job seeking skills by January 2026. Paul has attempted to contact the different school systems in the area but has received very little or no information from them. He has contacted individuals affiliated with the school districts and other education-based organizations such as Jessica Pape (Western Dubuque School District, Dyersville), Iowa Work Force, AEA and University of Iowa Extension office to see about potential partnering situations. He is hoping to start making progress with this objective in Fall of 2025.

Goal #5: Community members of all ages will find programming and other resources for life events.

Objective: The Librarians in charge of programming will develop events, activities and programs focused on current issues and life events of interest or concern to the Dyersville Community by

June 2025. The JKPL has been offering relevant programming on an ongoing basis. KEYS to Dementia Prevention has been offered several times and will continue to be offered as long as there is participation. The Strength Training classes are offered twice on Mondays and Thursdays. NEI3A is bringing a Health and Wellness program to the library every month. The JKPL offered a CPR class. Shirley will be attending health reference training at ARSL and will likely bring back more ideas for programs and activities. The librarians are proactive and responsive to patron requests and suggestions for programs. Due to the current level of programing and the expectation that this will continue, the library staff consider this objective completed.

Objective: The Librarians in charge of collection development will evaluate physical materials and online resources focused on life events and consider expanding and / or updating the library's collections in those areas by September 2025. Dawn started this in 2024 by adding more current books on big life events (topics such as birth, death, and weddings) to the non-fiction print collection. She is continually reviewing newly released books to find other topics to expand on. As Christa is weeding and evaluating the children's fiction collection, materials on these topics are being reviewed with some being moved to the new Gr 6 to 8 section and new titles being added as part of collection development. The children's nonfiction collection will be evaluated by 12/31/2026. Christa has added many books that address life events for kids of all ages.

Goal #6: Teens and adults will develop critical thinking skills for analyzing informational resources of all kinds.

Objective: The Librarians in charge of programming for teens and adults will identify and present programs to assist with developing critical thinking skills by January 2025. Teen Quiz bowl and Game Changer programs fulfill this objective because participants must demonstrate knowledge on subjects and test on-your-feet thinking. Similar programs for adults may be offered in 2025. Dawn has scheduled a presentation about the Holocaust for May. The speaker's point on sharing about the Holocaust is how we can take lessons learned and apply to future world events – so that we can use the knowledge to create a better world. Paul considers this objective complete for teens. No action has been taken on this objective related specifically to adults.

Celebrate Diversity: Cultural Awareness

Residents will have programs and services that promote appreciation and understanding of their personal heritage and the heritage of others in the community.

Goal #1: Residents will experience diverse collections.

Objective: The Librarians in charge of collection development will develop a plan to ensure a diverse and inclusive collection by March 2025. The librarians met to discuss how to incorporate these concerns. What was agreed upon is that each librarian would allocate 10% of collection budgets to purchase diverse items to add to the collection. We will also actively seek out titles that would be considered diverse based on the criteria we set out for our collections. We also talked about weeding and how if a title is up for withdrawing we would consider if it is diverse or not. If the title is diverse then we would need to review how removal of that item affects the

overall diversity within the collection we are weeding and possibly decide to keep it even if it is not the highest circulating item. The JKPL Collection Development policy will also be reviewed in 2025 to ensure that it reflects the goal to provide a diverse and inclusive collection. Shirley is in the processing of review of the JKPL Collection Development policy and plans to have a recommendation to the Policy committee in September or October.

Objective: The Librarians in charge of collections and marketing will develop a plan to ensure diverse and inclusive displays are offered for all ages by January 2025. Dawn created the following plan for the displays she manages. This plan went into effect February 1 so this objective is met.

1. At least two of the 12 themes used each year for displays must cover a diverse topic (i.e. Black History Month, Mental Health Awareness Month, etc.)
2. For every display, the goal is for 15% of the items needed for the display to be considered diverse (I typically pull about 80-90 items for a display so this means 12-15 would be diverse)
3. The goal is to have 10-15% of the diverse titles I pulled actually on the display at a given time (typically there is 35-40 items on a display so this would be 5-6 items on the display)

Christa also noted that display posters are in the works for the Children's area. Additionally, the book bundle display always has at least one acceptance/differences display bundle available.

Goal #2: The community will be enriched by celebrating and developing a greater understanding of diversity.

Objective: The Librarians in charge of programming at all levels will research, plan, and schedule performances, activities, and / or events for all ages celebrating different cultures by January 2026. Possibilities suggested at planning meeting include Diversity Day, Heritage Days, Multicultural Fair. Christa is researching ideas with MFC, Dubuque. Christa contacted the director of the Dyersville Hispanic Heritage Foundation about partnering for a Hispanic Heritage Month celebration but has not received a response. She has not yet contacted MFC but will do so.

Objective: The Librarians in charge of programming will plan at least one program or activity per year that celebrates diversity, equity and inclusion by December 2025. Christa offered a bi-lingual Storytime in August to zero attendance. She will reach out to the Hispanic community and try again another time.

Objective: The Librarians in charge of programming will investigate creating a human library of diverse experiences by October 2025. No action has been taken on this objective. Due to workload and other priorities, librarians suggest the deadline be changed to October 2026.

Objective: The Children's Librarian will start a tween or intergenerational book club, which will include selections featuring a variety of diverse viewpoints, by September 2025. With the expected change in staffing this summer, this objective may need to be reassigned or delayed. Christa introduced the idea of a book club and writing club to multiple patrons during summer programs. Most are more interested in a tween craft club. In response, Christa has planned a

tween craft club for this Fall, and hopes to introduce the tween book club and writing club idea to a larger group of tweens through the crafting program.

Objective: The Librarians in charge of book clubs will include selections featuring a variety of diverse viewpoints, characters, or authors by January 2025. Dawn took this into account when she selected the 12 books for 2025 her book club is going to read. She specifically chose 2 that she knew were either by an author of color or featured a BIPOC character. Her intent is to include at least 2 diverse titles per year (which is a lot considering her book club is Christian Fiction!). When selecting books for Books for Lunch book club, Shirley intentionally selects at least one title that represents a diverse or inclusive perspective. In addition, the JKPL participates in the Dubuque County Reads program which is an annual discussion of an inclusive title.

Objective: The Storywalk® will feature at least one story per year that reflects diversity, equity and inclusion by April 2025. This objective has been met for 2024 and Christa indicated will continue to be met. Christa reports that this objective has been satisfied and will continue to feature diverse characters.

Objective: The Librarians in charge of programming will plan at least one program per year that celebrates Hispanic Heritage by July 2025. Librarians are planning to partner with local organizations to offer programming during Hispanic Heritage Month (September 15-October 15). Ideally this will become an annual event. Christa has contacted the Director of Hispanic Heritage Month Celebration in hopes of developing a partnership. There has been no response to date.

Goal #3: Library staff will recognize and appreciate diversity in the community to ensure that every patron receives excellent service

Objective: Library staff will create or provide access to a resource list of “difficult” topics so that patrons can locate information without having to ask staff for assistance if they prefer not to by February 2025. Paul reports that this is a work in progress, that it is challenging to get topics from people. Christa notes that the new Grade 6 to 8 fiction section she has created in the children’s area will include fiction materials addressing difficult topics. Christa reports that the Grades 6 – 8 section has a large selection of difficult topics for tweens. Paul reports that for teens this project of creating a resource list has stalled, but he will continue working on it.

Objective: Library staff will have the resources, knowledge and training to assist Spanish language speaking patrons by June 2025. Christa notes she is using Duolingo Spanish at home in her free time to become more comfortable with the language. Shirley notes that Mango Language, which all staff can utilize, includes Spanish in general as well as a Spanish for Librarians module. Christa notes that Duolingo has made her more comfortable with reading Spanish words for assisting patrons with the printer and other office equipment. Paul has been using Google Translate to help communicate with patrons that speak little or no Spanish to help them use the library.

Objective: The Library Director will develop a written plan to provide dedicated, paid staff time for training, including diversity training, for all staff on a regular basis by August 2024. The JKPL

Budget includes funding for continuing education but the director has not created a specific plan on how to utilize these funds. Current practice includes staff members registering and attending in person and virtual training on topics that apply to their jobs. Shirley will investigate development of a plan to insure diversity training is addressed.

Objective: Library staff will have the resources, knowledge and training to appropriately serve neurodivergent patrons by April 2025. A staff member from Hills and Dales presented on serving neurodivergent individuals at the August 2025 staff meeting.

Express Creativity: Create and Share Content

Residents will have the services and support they need to express themselves by creating original print, video, audio, or visual content in a real-world or online environment.

Goal #1: Students have resources to support and develop their writing skills.

Objective: The Children's Librarian will investigate starting a summer creative writing group or other programs to help children develop writing skills by March 2025. Christa offered a creative writing program in summer of 2024 with little participation. She will offer again in Summer of 2025 to see if there is increased interest. Christa reports this objective has been met as opportunities have been offer with little interest.

Objective: The Children's Librarian will investigate creating a "NaNoWriMo" style event for youth by November 2024. Turing Tumble programming (grant) took priority so this was not offered. With the proposed change to children's staffing, we would like to change this deadline to November 2025. Christa notes she will be including writing ideas in the Tween Crafting program starting this fall.

Objective: The Young and Emerging Adult Services Librarian will investigate creating a "NaNoWriMo" style event for teens by November 2024. Paul offered a writing prompts program in Summer of 2024 as a tie in for the reading program. There was little interest. He may offer in 2025. Paul offered a writing prompts program in Summer of 2024 as a tie in for the reading program. There was little interest. It was held again in Summer of 2025 and did not receive any activity.

Objective: The Children's and Young and Emerging Adult Services Librarians will explore incorporating writing into the typical summer reading program activities by May 2024. Creative writing was offered in the Summer of 2024 as a tie in for the teen reading program with little interest. Paul will offer as part of the SRP 2025 to see if there is new interest. Christa did creative writing program in summer of 2024 with little participation. She may again offer in Summer of 2025. We consider this objective completed as activities have been incorporated and offered. Christa reported that writing programs were offered in summer 2024, and at least one writing challenge has been offered since (write a comic and write/illustrate a mini-book) with a plan to present a Kids Can Craft challenge in writing once per year. Paul noted he again offered a writing

component to the teen SRP in Summer of 2025 and did not receive any activity. Staff consider this objective completed as activities have been incorporated and offered.

Objective: The Children's Librarian will encourage area students to submit writing, memoirs, etc. to be bound into a book to add to the library collection by December 2024. There has been no activity on this objective. Library staff suggest adjusting the deadline to December 2025.

Objective: The Children's Librarian will research Brainfuse and other online services to identify and, if appropriate, offer training in their use for developing and improving writing skills by June 2025. Brainfuse is no longer offered by the State Library. Staff will research Mometrix to see what it offers related to this objective.

Objective: The Children's Librarian will encourage area students to submit writing, memoirs, etc. to be bound into a book to add to the library collection by December 2024. Christa notes limited response to writing programs. She will look into this as the book club/writing program potentially takes off in late 2025 and early 2026.

Goal #2: Members of the community have access to an environment that nurtures creative thinking.

Objective: The Children's and Young and Emerging Adult Services Librarians will evaluate the needs of children and young adults for programs, events, activities and collections that nurture creative thinking by December 2024. Paul continues to add materials that encourage critical thinking to the young adult collection. He is also running programs such as quiz bowls, trivia nights and Game Changer. Christa is offering create and / or "color on" creations in the Creation Station, and a monthly Kids Can Craft activity is available in the Creation Station craft cart. Collections include materials on drawing, art, crafts, etc. Staff will continue to offer these programs and build on these collections so we consider this objective completed.

Objective: The Librarians developing programs for adults of all ages will work together to create programs and activities where adults in the community may showcase their special skills and talents by January 2025. Recent priority for the librarians planning programs for adults is developing the plan and programs for the neurodivergent community specifically. Therefore, no activity has taken place on this objective. We suggest changing the deadline to January 2026.

Objective: The Librarian in charge of social media will provide an opportunity for local citizens to share their talents and skills on the JKPL Facebook and YouTube Channels by December 2024. Paul has not had much success getting participation in this opportunity. He will continue to work with the objective and we suggest extending the deadline to December 2025. No Update, Paul is hoping to work on it again in Fall of 2025.

Objective: The Librarians in charge of programming will plan and host a bi-annual Create-a-thon event (festival of art, music, etc. where people can explore various creative interests) by January

2026. Christa notes that while this specific goal has a future deadline, she is starting a weekly tween craft program in the fall of 2025.

Objective: The Young and Emerging Adult Services Librarians will partner with the local schools to provide an opportunity for students in debate, speech, theatre, etc. to demonstrate their skills in a public setting, prior to the actual performance or competition by July 2025. Paul has been working on this but continues to have issues getting in touch with teachers that address these skills and activities at the schools. Paul is planning on attempting to contact teachers/admin in Sept 2025.

Goal #3: Students are provided with S.T.E.M. focused opportunities to supplement their learning and bridge gaps in their knowledge.

Objective: The Young and Emerging Adult Librarian will partner with local experts and establishments (schools, colleges, other libraries) in order to provide access to S.T.E.M. equipment and expertise by December 2025. Paul has been working on this but continues to have issues getting in touch with teachers that address these skills and activities at the schools. He is planning on attempting to contact teachers/admin in Sept 2025.

Objective: Library staff in charge of S.T.E.M. programming will investigate best times, topics, and potential grant resources for S.T.E.M. programming by August 2025. The JKPL received a grant from the Scale-Up program and offered Turing Tumble programs to children and teens during FY25. Turing Tumble programming satisfied this objective but staff will continue to develop STEM programming as time and priorities allow.

Objective: Library staff in charge of S.T.E.M programming will partner with other organizations and businesses to develop and present programming connected with Engineers Week, Public Works Week, National STEM/STEAM Day, or other national events connected with S.T.E.M. by May 2025. We continue to work with John Wandsnider (Dyersville Public Works) and Danielle Will (FarmTek engineer) to host programs that promote STEM skills during Engineers Week and Public Works Week. Librarians continue to work with John Wandsnider (Dyersville Public Works) and other local engineers to host programs that promote STEM skills during Engineers Week and Public Works Week. Danielle Will has moved out of the area and is no longer a local partner. Librarians and programmers will continue to offer STEM themes programs and activities throughout the year.

Objective: Library staff in charge of S.T.E.M programming will plan programming that demonstrates what a career in S.T.E.M. may look like by May 2025. No action has been taken on this objective. Staff suggest deadline be changed to May 2026.

Literacy for All (blending Literacy focused responses):

Create Young Readers: Early Literacy

Children from birth to age five will have programs and services designed to ensure that they will enter school ready to learn to read, write, and listen.

Learn to Read and Write: Adult, Teen, and Family Literacy

Adults and teens will have the support they need to improve their literacy skills in order to meet their personal goals and fulfill their responsibilities as parents, citizens, and workers.

Goal #1: Children will have access to the programs, collections, and services they need to enter school ready to learn.

Objective: The Children's Librarian will offer regular and special story times throughout the year to support early literacy by August 2024. Christa has been trying different styles of story times (music and movement, pre-school prep and Kid Librarian). With the projected change in staffing for children's programming, Story Time style programs will be presented by the preschool programmer, which may lead to changes in how and when story times are offered. This objective was satisfied by the story times offered in 2024 and 2025. The new Preschool Programmer should continue to meet this objective.

Objective: The Children's Librarian will investigate expanding OutReads, the JKPL outreach story time program, to serve additional ages and / or daycares by May 2025. Christa has worked with Dubuque County Library to identify interested Daycares but most do not serve Dyersville residents. Also, with the projected change in staffing, OutReads will be presented by the preschool programmer, which may lead to changes in when and how often they can be offered. Christa will discuss this objective with new programmer as she indicates a comfort level with current work load. Suggest deadline be changed to May 2027.

Objective: Library staff will investigate opportunities to help families grow their home libraries by December 2026. This objective is somewhat satisfied by offering books at summer reading, at the pop-up library events, and 1000 Books Before Kindergarten.

Goal #2: School age children will have access to the programs, collections and services they need to succeed at school.

Objective: The Children's Librarian will provide opportunities for children to practice their reading skills in a safe, supportive environment by October 2025. Christa reports that the new Kid Librarian story time format will provide this opportunity. Christa offered a Kid Librarian Storytime with great results in Spring and Summer 2025. A Read to Animals program was also offered in August.

Goal 3: Teens and adults will have access to the programs, collections and services they need to support their learning goals.

Objective: The Young and Emerging Adult Librarian will work with the teen advisory council to identify educational topics and skills of interest to teens by November 2024. Paul continues to use the young adult advisory council to identify topics and programs teens would be interested in attending. This is an ongoing process so Paul considers this objective completed.

Objective: The Young and Emerging Adult Librarian will launch a series of programs designed for teens focused on educational topics that prepare them for adulthood by January 2025. Paul is looking to re-launch Adulting classes in the Spring of 2025, depending on if local experts are willing to be involved. Paul is hoping to launch in January 2026.

Objective: The Librarians in charge of programming for teens and adults will identify gaps in learning opportunities and develop programs to fill those gaps by April 2027. Paul continues to use the young adult advisory council to identify topics and programs teens would be interested in attending. This is an ongoing process so Paul considers this objective completed.

Objective: The Library Director will evaluate electronic services and online databases to identify and provide access to those that support adult and teen learning goals by January 2028.

Goal #4: Neurodivergent individuals and those with special needs of all ages will have access to appropriate services and resources.

Objective: The Librarians in charge of collection development will develop collections to support neurodivergent residents by December 2024. All librarians are consciously selecting and evaluating their traditional collections to ensure representation and inclusion. In addition, librarians working on the LTC grant are evaluating and selecting items to add to the Library of Things and / or be available to use when needed in the library. Items selected include sensory support materials as well as VR and preloaded tablets. These items will be in the library collection by the end of March 2025 so staff consider this objective completed.

Objective: The Librarians in charge of programming will develop programs and activities to meet the needs and interests of neurodivergent adults by January 2025. Librarians working on the LTC grant have talked with members of the local neurodivergent community and are developing a plan for programs and activities for 2025. Programs (crafts, movies, social gatherings, games, etc.) will be offered most weeks starting in March 2025 and continue thru late fall. At that time, programs will be reevaluated and adjusted based on attendance and interest. Library staff responsible for planning and presenting these programs will review participation and interest in September 2025 and develop a multiyear plan for programs and activities to serve this audience.

Objective: The Children's Librarian will develop programs and activities to meet the needs and interests of neurodivergent youth by October 2025. Sensory friendly story times were offered in July 2025. Additionally, the JKPL received a grant to provide services to neurodivergent youth. Staff are currently in the process of gathering information regarding what services this audience most wants and will develop programs and activities based on that information over the course of the next 6 to 8 months.

Objective: The Library Director will investigate ways the JKPL can support the adult daycares in the community and those that use their services by September 2024. As part of the LTC grant, Shirley and Paul held community conversations with participants and caregivers from the adult daycares that have been using the library. These discussions have resulted in enhancing the

collections and programs that will be offered during 2025 and into the future. We therefore consider this objective complete.

Objective: The Library Director will identify resources for services to the neurodivergent by January 2025. As part of the research and work related to the LTC grant, Shirley and Paul have identified potential resources and services that may be of benefit to members of the neurodivergent community. As a result, the JKPL is adding opportunities for online learning related to cooking, crafts and hobbies.

Objective: The Library Director will work with members of the neurodivergent community to identify barriers to accessing library service by August 2024. During 2024, Shirley and Paul held Community Conversations with members of the divergent community. Barriers to service were part of those conversations. While some of the barriers are things the library cannot address (transportation), others are things the library can consider when making collection and programming plans. Library staff will continue to use the information gathered at these conversations when making decisions about services, however since much information has been gathered, staff consider this objective completed.

Goal #5: Adults will have access to collections, programs and services to support their health and wellness needs.

Objective: The Librarians in charge of programing will investigate partnering with the Dyersville Parks and Rec Department to offer collections and services related to fitness, health and wellness by April 2025. The JKPL was a partner with the Better Future Foundation and the Parks and Rec department to offer the Conservation Camp in 2025. Additional opportunities will be reviewed in the fall / winter of 2025 so library staff suggest that the deadline be changed to April 2026.

Objective: The Librarians in charge of programming will work with older adults in the community to identify, plan and offer programs related to health and wellness by December 2024. The library continues to offer strength training classes and Health and Wellness 365 (partnership with NEI3A) on a regular basis. Unlocking Brain Fitness (now called KEYS to Dementia Prevention) has been offered 4 times with another session scheduled for fall 2025. The KEYS: Chat zoom presentations, offered by Brain Help and Hope (the creators of Unlocking Brain Fitness) are offered monthly. NEI3A is partnering with the JKPL to offer a balance class for seniors in February. Additional programs are offered as time and interest allow. Library staff would like to survey or visit with older adults in the community to see if there are additional programs they would be interested in attending so suggest this deadline be extended to December 2025 to allow time to hold those conversations.

Objective: The Librarians in charge of programming will investigate offering programs on nutrition and meal planning by June 2025. Some of the monthly Health and Wellness 365 topics focus on nutrition. Additionally, the Library Chef service offers online cooking classes focused on healthy cooking. Library staff will continue to investigate programming on this topic.

Objective: The Librarians in charge of programming will investigate expanding programs to include gardening and culinary literacy (cooking) programs for all ages by May 2026. The new Library Chef online cooking service offers classes for all ages. The JKPL is also adding Hobbies and Crafts, an online service that offers classes in various hobbies and crafts, including exercise, dance and more. The JKPL partnered with Better Future Foundation for the Conservation Camp programs offered the summer of 2025.

Goal #6: Residents who are not native English speakers will have access to programs, services and collections in their native language.

Objective: The Children's Librarian will investigate offering a bilingual (Spanish / English) Story Time at least quarterly by September 2025. Christa will be ready to offer this starting fall 2025. Christa offered for the first time August 2025 with zero participants. She will research ways to increase patronage.

Objective: The Assistant Library Director will investigate what services the JKPL could offer to support the ESL and tutoring programs already available in the community by October 2024. Nothing has been done on this object so staff suggest deadline be moved to May 2025. Dawn emailed Sister Paula Schwendinger on April 30. She helps manage the tutoring program which is overseen by Diane McDermott. Sister Paula is our main contact should someone come into the library and ask about English classes. Sister Paula and Dawn chatted and she said the program needs is a safe, neutral place to meet, which we have been offering them. She said the students have reported that they feel safe coming to the library and meeting their tutors here. She said that is the main thing they need from us. She would appreciate if we would continue to refer people to her who inquire about English classes. She did give Dawn some books that they are trying to get into the hands of the tutors and students and asked if the library would be willing to distribute them, which Dawn did. Sister Paula said that providing a meeting spot is the only thing they need from us at this time.

Dawn also emailed Beth Derr on April 30, as she is one of the weekly tutors meeting in the library. Beth reiterated what Sister Paula said that the students need a neutral, safe place to meet and we are providing that. She did not think there was anything else we need to do at this time.

Since there is nothing further we can do, at this time, to support the ESL tutoring, Dawn considers this objective met as of May 31, 2025.