Strategic Plan

Adopted by the Louisville Public Library Board of Trustees
March 14, 2013
Updated March, 2018

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Louisville, CO 80027
303-335-4849 ■ www.louisville-library.org
# Louisville Public Library Strategic Plan

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<td>A1-A12</td>
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Section 1: Mission and Goals
The Louisville Public Library’s mission is to inform, involve, and inspire the communities we serve.

Our goals are to

Build Community
Promote Literacy
Spark Imagination and Learning
Foster Technological Proficiency
Preserve and Promote Our Community’s Past
Goal 1: Build Community

*The Library seeks to foster a sense of community among the residents we serve.*

**Objectives:**

**Community Living Room:** We create gathering opportunities for community members to interact and create relationships with each other and with local business people, artists, entertainers, and educators.

**Shared interests:** Our programming brings people with common interests together.

**Outside Our Walls:** We have a presence at community events and pursue outreach opportunities to reinforce the integral role of the Library within the community.

Goal 2: Promote Literacy

*The Library provides resources and programs for all ages to encourage the love of reading and to support literacy in the digital age.*

**Objectives:**

**Early Literacy:** Our collections, programs, and services help ensure that children enter school ready to read, and enable parents and caregivers to build literacy skills for children.

**Teen and Adult Literacy:** Pre-teens, teens, and adults have access to library and online resources to support their reading and literacy skills.

**Literacy-related activities:** Library programming and events encourage reading at all ages.

**Science, Technology, Engineering, Math (STEM) Literacy:** We foster exploration of STEM subjects and promote STEM literacy.

**Partners:** We support and augment the resources of schools, preschools, and daycares, which are our natural literacy allies.

**Diverse collections:** Our collections reflect the diversity of our community and our world.
Goal 3: Spark Imagination and Learning

The Library provides the space, resources, and programs to help people of all ages find inspiration and become lifelong learners.

Objectives:

**Bring resources to life:** We provide programs that encourage creativity, deliver hands-on education, promote personal growth, and highlight the resources available through the Library.

**Provide exposure for experts and artists:** We collaborate with local artists, educators, and specialists to share their expertise, providing exceptional learning and entertainment opportunities to our patrons.

**Encourage lifelong learning and personal growth:** We help community members learn new skills by enabling them to locate the information they seek.

**Provide creative spaces:** We offer meeting areas and collaborative spaces to foster community dialogue. Our displays and seating areas encourage conversation and create interest in new subjects.

Goal 4: Foster Technological Proficiency

The Library strives to keep pace with the advancing technological needs of both patrons and staff to best execute our mission to inform, involve, and inspire.

Objectives:

**24/7 access:** We deliver interactive services using our website, online resources, functional mobile applications, and social media platforms to provide service to remote users.

**Technology Education:** We help patrons learn to use available technologies through classes, outreach, and one-on-one instruction.

**Expanding Device Availability:** We explore ways to enhance the sharing of information and entertainment through varied lendable electronic devices and hardware.

**Efficient Internal Operations:** We take advantage of new products to streamline and improve staff workflows.
Goal 5: Preserve and Promote Our Community’s Past

The Library provides access to Louisville’s past.

Objectives:

Education: We help people connect to the community’s past via our website, programs, electronic photographs, documents and displays about local history.

Partners: In conjunction with the Louisville Historical Museum, we pursue partnerships to enhance resource sharing and funding opportunities to increase access to unique historical materials.
Section 2: Library Research Service Statistics
Library Research Service Statistics, 2016
Compiled by the Colorado State Library

Circulation per Capita

Average is 9.3

<table>
<thead>
<tr>
<th>Library Name</th>
<th>Circulation per Capita</th>
</tr>
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<tbody>
<tr>
<td>Louisville Public Library</td>
<td>14.56</td>
</tr>
<tr>
<td>Loveland Public Library</td>
<td>13.94</td>
</tr>
<tr>
<td>Garfield County Public Library District</td>
<td>11.05</td>
</tr>
<tr>
<td>Littleton/Bemis Public Library</td>
<td>10.90</td>
</tr>
<tr>
<td>Longmont Public Library</td>
<td>10.44</td>
</tr>
<tr>
<td>Broomfield/Eisenhower Public Library</td>
<td>10.41</td>
</tr>
<tr>
<td>Lafayette Public Library</td>
<td>9.83</td>
</tr>
<tr>
<td>Delta County Public Library District</td>
<td>8.52</td>
</tr>
<tr>
<td>Montrose Regional Library District</td>
<td>7.04</td>
</tr>
<tr>
<td>Englewood Public Library</td>
<td>5.75</td>
</tr>
<tr>
<td>Northeast Colorado Bookmobile</td>
<td>4.54</td>
</tr>
<tr>
<td>Security Public Library</td>
<td>2.65</td>
</tr>
</tbody>
</table>
Circulation of Children’s Materials

As Percent of Total Circulation = 48%
Average is 188,560
### Print Volumes per Capita

Average is 2.47

<table>
<thead>
<tr>
<th>Library</th>
<th>Year</th>
<th>Volumes per Capita</th>
</tr>
</thead>
<tbody>
<tr>
<td>Littleton/Benis Public Library</td>
<td>2016</td>
<td>3.61</td>
</tr>
<tr>
<td>Garfield County Public Library District</td>
<td>2016</td>
<td>3.25</td>
</tr>
<tr>
<td>Delta County Public Library District</td>
<td>2016</td>
<td>3.11</td>
</tr>
<tr>
<td>Lafayette Public Library</td>
<td>2016</td>
<td>2.78</td>
</tr>
<tr>
<td>Montrose Regional Library District</td>
<td>2016</td>
<td>2.70</td>
</tr>
<tr>
<td>Englewood Public Library</td>
<td>2016</td>
<td>2.43</td>
</tr>
<tr>
<td>Longmont Public Library</td>
<td>2016</td>
<td>2.37</td>
</tr>
<tr>
<td>Louisville Public Library</td>
<td>2016</td>
<td>2.24</td>
</tr>
<tr>
<td>Northeast Colorado Bookmobile</td>
<td>2016</td>
<td>2.34</td>
</tr>
<tr>
<td>Broomfield/Eisenhower Public Library</td>
<td>2016</td>
<td>1.66</td>
</tr>
<tr>
<td>Loveland Public Library</td>
<td>2016</td>
<td>1.68</td>
</tr>
<tr>
<td>Security Public Library</td>
<td>2016</td>
<td>1.21</td>
</tr>
</tbody>
</table>
Visits per Capita

Average is 5.8
Program Attendance per 1,000 Served

Average is 572.25
Registered Borrowers as Percent of Legal Service Area Population (Louisville & Superior)
Staff per 10,000 Circulation

Average is 0.56
Staff per 1,000 Served

Average is 0.49
Local Revenue per Capita

Average is $41.57

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Louisville Public Library Strategic Plan

Local Revenue per Capita

Average is $41.57

- Garfield County Public Library District: $98.29
- Littleton/Bemis Public Library: $59.10
- Lafayette Public Library: $47.43
- Louisville Public Library: $44.51
- Montrose Regional Library District: $42.60
- Loveland Public Library: $42.18
- Englewood Public Library: $37.75
- Broomfield/Eisenhower Public Library: $37.12
- Longmont Public Library: $37.09
- Delta County Public Library District: $24.83
- Security Public Library: $14.53
- Northeast Colorado Bookmobile: $3.39
Materials Expenditures per Capita

Average is $4.15
Section 3: Demographics of Legal Service Area
City of Louisville Community Profile
Denver Regional Council of Governments, 2018
Louisville offers a wide range of core services and amenities that make the City equal parts desirable as a place to live, work and play.
Indicative of the coal miners that first settled in the area in 1882, generations of Louisville citizens have embodied the prospecting spirit it takes to shape the community into what it is today – a City that is equal parts desirable as a place to live, work and play. Perhaps that is why since 2009, Money Magazine has five times named Louisville amongst the Best Places to Live.

That’s an achievement that doesn’t come by accident. It comes from building a community where people want to live and raise a family because they feel not only welcome and safe, but also intellectually challenged and creatively inspired. From its small-town, walkable community charm, to a thriving and diverse employment base and 1,700 acres of open space, Louisville is appealing on so many levels.

And, as noted in Money Magazine, “Add in dry, clear weather, little crime, good health care, low taxes, and Louisville is pretty tough to beat.”
As a home rule municipality with more than 400 employees to serve its citizenry, the City delivers a wide range of core services and operates several public facilities like the Louisville Public Library, Recreation/Senior Center, Historical Museum and Center for the Arts. But these facilities are just a few of the amenities that contribute to the quality of life valued by the residents. In a citizen survey, 78 percent of the respondents rated Louisville as an “excellent” place to live.

The City is committed to preserving the natural beauty of Colorado. About 26 percent of the City’s land area is dedicated to open space, parks and public spaces that are maintained by the City. This includes 32 miles of trails spread throughout the community and the Coal Creek Golf Course with its abundant water features and sweeping views of the Flatirons.

Louisville’s Recreation/Senior Center and Memory Square Pool offer many recreation services. Both facilities are expanding and receiving much-needed upgrades thanks to the $28.6 million initiative passed by the citizens in 2016. These improvements will double the size of the existing facilities, with enhancements to the aquatic areas, strength and cardio fitness areas and senior and youth centers.
The heartbeat of Louisville is the hometown feel of Historic Main Street that provides the ever-present link to the community’s modest beginnings as a mining and agricultural town. With more than 100 businesses, art galleries and restaurants, this historic business district is a focal gathering point that attracts people from near and far.

Louisville also offers accessibility to world-class healthcare facilities like Avista Adventist Hospital and a quality public school system. Avista offers more than 500 physicians on staff and a full range of medical specialties. As part of the Boulder Valley School District, Louisville schools offer open enrollment and consistently rank among the top in the state in standardized assessment tests.
SEASONAL CELEBRATIONS

Throughout the year, Louisville is home to various special events and celebrations that help bring people together and contribute to the small-town character of the community.

Each summer, the Louisville Street Faire brings an added level of excitement to Historic Main Street on Friday nights with live music, food and drink and children’s activities. The City’s Fourth of July celebration includes patriotic music, food, children’s games and activities, and of course, fireworks. And each Labor Day, thousands gather for Louisville’s biggest celebration of the year – the Fall Festival and Labor Day Parade. With a children’s pet parade and homemade pie contest, the Fall Festival truly embodies the Louisville spirit.

The Louisville Cultural Council also brings a host of live music, performing arts and other cultural activities to the community including the summer Concerts in the Park music series and stage performances at the Louisville Center for the Arts.

Additionally, the Louisville Arts District’s First Friday Art Walk attracts people to the downtown galleries each month, the Louisville Farmers Market is open every Saturday from late spring to early fall, and each year concludes with the Parade of Lights celebration presented by the Louisville Chamber of Commerce that features visits with Santa, carolers, ice skating and the holiday parade.
TRANSPORTATION OPTIONS

Louisville offers a multitude of transportation options within the City, and its convenient location along US 36 makes it easy to reach downtown Denver and neighboring Boulder. Infrastructure investments like the McCaslin Diverging Diamond Interchange, City-wide road reconstruction and pavement improvement project and a system of hiking and biking trails make it easy to get from one part of town to another.

From a regional perspective, the Northwest Parkway offers direct access to Denver International Airport, and the Regional Transportation District’s FlatIron Flyer rapid bus transit service that runs between Denver and Boulder includes a stop in Louisville. The US 36 bikeway that connects Boulder with Westminster also passes right through Louisville.

The managed/express lanes along US 36 also offer another commuting option when it comes to traveling by car between Boulder and downtown Denver.
STRONG ECONOMY

Louisville’s transportation network makes it a prime attraction for employers, as well as the availability of a highly educated workforce (more than 70 percent of the City’s residents have a bachelor’s degree and nearly 35 percent have an advanced degree).

There are a wide range of industries that call Louisville home – from high tech and biomedical to aerospace engineering and manufacturing. This creates a wealth of local employment opportunities. More than 14,000 people work in Louisville, and the average earnings across all industries in the City was $79,400 in 2016.

The mix of large industry with sole proprietor retail operations and home-based businesses, make for a healthy mix of local income generators. Add to that the business support services provided by the City’s Economic Development Department, Chamber of Commerce and Downtown Business Association, and the economic future of Louisville shines bright.

NATIONAL RECOGNITION

A great indicator of Louisville’s strength as a community also comes from what “outsiders” say about us. In addition to the honors bestowed upon the City in recent years by Money Magazine, Louisville was named one of the 20 safest places to live in Colorado by Elite Personal Finance, and in 2012, Family Circle Magazine recognized Louisville amongst the 10 Best Towns for Families in the U.S.
Results from City of Louisville Citizen Survey, 2016

Information Sources

Frequency of Use

Survey respondents were asked how frequently they used a variety of sources to gain information about the City of Louisville. Almost 9 in 10 reported they used Community Update, the City newsletter, at least sometimes and 8 in 10 relied on word of mouth. At least 7 in 10 had accessed the City’s website, the Daily Camera/Hometown Weekly or utility inserts to gain information. One-quarter or less reported that they sometimes, frequently or always used the Louisville’s email notices or attended, watched or streamed a City Council meeting.

Fewer residents reported using City Council meetings on Channel 8 or online to get City information in 2016 than in 2012, but more residents indicated they had used the City’s website or Community Update to gain information in 2016 than in 2012.

Use of Information sources varied by respondent subgroups. Overall, use of the various sources for information about the City was higher as age increased, among homeowners, those who lived in detached housing units, those who had lived in the city for a longer period of time and households with older adults. Respondents from Ward 2 were more likely to have used each source than were those in Wards 1 and 3 (see Appendix B: Comparison of Responses by Respondent Demographics).

Figure 16: Frequency of Use of Information Sources Compared by Year

Please select how often you use each of the following sources to gain information about the City of Louisville:

- Community Update (City Newsletter)
- Word of mouth
- The City of Louisville Web site (www.louisvilleky.gov)
- The Daily Camera/Hometown Weekly
- Utility bill inserts
- City’s email notices (eNotification)
- Attend, watch or stream a City Council meeting or other program on Comcast channel 8 (public access) or online

In 2016, the wording “streaming through the City’s website” was added to “Attend, watch or stream a City Council meeting or other program on Comcast channel 8 (public access). In 2012, “The Daily Camera/Hometown Weekly” was separated into two items.
Resident Participation

Survey respondents were active in their community, with at least three-quarters saying that they had attended an event downtown (such as Art Walk, Taste of Louisville or a parade), used the public library or its services and attended the Downtown Louisville Street Faire. About one-third or less had attended an event, show, or activity at the Arts Center, used Memory Square Pool, visited the Historical Museum or played golf at the golf course at least once in the past 12 months prior to the survey. These rates of participation were similar to rates reported in 2012.

When comparing rates of resident participation, Louisville residents reported much higher use of the public library and the recreation center compared to residents across the nation and the Front Range.

Overall, those 35 to 54, homeowners, households with five or more members, households with children, and those who had lived in the community for 11 to 15 years participated at higher rates than did their counterparts. Residents living in Ward 2 were more likely to use the recreation center, while residents living in Ward 1 were least likely (see Appendix B: Comparison of Responses by Respondent Demographics).

Figure 20: Resident Participation in Louisville Activities Compared by Year

In the last 12 months, about how many times, if ever, have you or other household members participated in the following activities in Louisville?

<table>
<thead>
<tr>
<th>Activity</th>
<th>2016</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attended another event downtown (Art Walk, Taste of Louisville, parade, Winter Skate)</td>
<td>80%</td>
<td>78%</td>
</tr>
<tr>
<td>Used the Louisville Public Library or its services</td>
<td>79%</td>
<td>80%</td>
</tr>
<tr>
<td>Attended the Downtown Louisville Street Faire (9 nights in 2015)</td>
<td>78%</td>
<td></td>
</tr>
<tr>
<td>Used the Louisville Recreation Center</td>
<td>74%</td>
<td>79%</td>
</tr>
<tr>
<td>Attended an event, show or activity at the Arts Center</td>
<td>37%</td>
<td>38%</td>
</tr>
<tr>
<td>Used Memory Square Pool</td>
<td>39%</td>
<td></td>
</tr>
<tr>
<td>Visited the Louisville Historical Museum</td>
<td>29%</td>
<td></td>
</tr>
<tr>
<td>Played golf at the Coal Creek Golf Course</td>
<td>18%</td>
<td>23%</td>
</tr>
<tr>
<td>Table 8: Question 8</td>
<td></td>
<td></td>
</tr>
<tr>
<td>--------------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Please circle the number that comes closest to your opinion about the Louisville Public Library and Historical Museum and their services:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Excellent</td>
<td>Good</td>
</tr>
<tr>
<td>Louisville Public Library programs (e.g., story time, One Book program, etc.)</td>
<td>59%</td>
<td>N=247</td>
</tr>
<tr>
<td>Services at the Louisville Public Library (e.g., reference desk check out, etc.)</td>
<td>64%</td>
<td>N=383</td>
</tr>
<tr>
<td>Internet and computer services at the Louisville Public Library</td>
<td>44%</td>
<td>N=178</td>
</tr>
<tr>
<td>Louisville Public Library services online at <a href="http://www.louisville-library.org">www.louisville-library.org</a> accessed from home or elsewhere (e.g., book holds, access databases, research, etc.)</td>
<td>53%</td>
<td>N=252</td>
</tr>
<tr>
<td>Louisville Public Library materials and collections</td>
<td>33%</td>
<td>N=151</td>
</tr>
<tr>
<td>Louisville Public Library building</td>
<td>63%</td>
<td>N=308</td>
</tr>
<tr>
<td>Overall performance of the Louisville Public Library</td>
<td>56%</td>
<td>N=252</td>
</tr>
<tr>
<td>Louisville Historical Museum programs (e.g., lectures, walking tours, newsletters)</td>
<td>40%</td>
<td>N=151</td>
</tr>
<tr>
<td>Louisville Historical Museum campus</td>
<td>37%</td>
<td>N=141</td>
</tr>
<tr>
<td>Overall performance of the Louisville Historical Museum</td>
<td>41%</td>
<td>N=151</td>
</tr>
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### Table 8: Question 8

<table>
<thead>
<tr>
<th>Service Description</th>
<th>Excellent</th>
<th>Good</th>
<th>Fair</th>
<th>Poor</th>
<th>Total</th>
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</thead>
<tbody>
<tr>
<td>Louisville Public Library programs (e.g., story time, one book program, etc.)</td>
<td>59%</td>
<td>33%</td>
<td>7%</td>
<td>0%</td>
<td>N=410</td>
</tr>
<tr>
<td>Services at the Louisville Public Library (e.g., reference desk check out, etc.)</td>
<td>64%</td>
<td>31%</td>
<td>15%</td>
<td>0%</td>
<td>N=569</td>
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<td>Internet and computer services at the Louisville Public Library</td>
<td>44%</td>
<td>49%</td>
<td>10%</td>
<td>0%</td>
<td>N=401</td>
</tr>
<tr>
<td>Louisville Public Library services online at <a href="http://www.louisvillelibrary.org">www.louisvillelibrary.org</a> accessed from home or elsewhere (e.g., book holds, access databases, research, etc.)</td>
<td>55%</td>
<td>38%</td>
<td>7%</td>
<td>0%</td>
<td>N=457</td>
</tr>
<tr>
<td>Louisville Public Library materials and collections</td>
<td>33%</td>
<td>51%</td>
<td>16%</td>
<td>0%</td>
<td>N=544</td>
</tr>
<tr>
<td>Louisville Public Library building</td>
<td>63%</td>
<td>33%</td>
<td>3%</td>
<td>0%</td>
<td>N=607</td>
</tr>
<tr>
<td>Overall performance of the Louisville Public Library</td>
<td>56%</td>
<td>40%</td>
<td>3%</td>
<td>0%</td>
<td>N=577</td>
</tr>
<tr>
<td>Louisville Historical Museum programs (e.g., lectures, walking tours, newsletters)</td>
<td>40%</td>
<td>59%</td>
<td>7%</td>
<td>0%</td>
<td>N=269</td>
</tr>
<tr>
<td>Louisville Historical Museum campus</td>
<td>37%</td>
<td>51%</td>
<td>11%</td>
<td>0%</td>
<td>N=275</td>
</tr>
<tr>
<td>Overall performance of the Louisville Historical Museum</td>
<td>41%</td>
<td>48%</td>
<td>11%</td>
<td>0%</td>
<td>N=288</td>
</tr>
</tbody>
</table>

Report of Results
### Table 79: Library and Museum Ratings by Respondent Characteristics

Please circle the number that comes closest to your opinion about the Louisville Public Library and Historical Museum and their services: (Percent rating positively e.g., excellent/good)

<table>
<thead>
<tr>
<th></th>
<th>Age</th>
<th>Gender</th>
<th>Rent or own</th>
<th>Housing unit type</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>18-34</td>
<td>35-54</td>
<td>55+</td>
<td>Female</td>
</tr>
<tr>
<td>Louisville Public Library programs (e.g., story time, One Book program, etc.)</td>
<td>96%</td>
<td>98%</td>
<td>95%</td>
<td>94%</td>
</tr>
<tr>
<td>Services at the Louisville Public Library (e.g., reference desk check out, etc.)</td>
<td>96%</td>
<td>98%</td>
<td>97%</td>
<td>96%</td>
</tr>
<tr>
<td>Internet and computer services at the Louisville Public Library</td>
<td>95%</td>
<td>93%</td>
<td>95%</td>
<td>95%</td>
</tr>
<tr>
<td>Louisville Public Library services online at <a href="http://www.louisville-library.org">www.louisville-library.org</a> accessed from home or elsewhere (e.g., book holds, access databases, research, etc.)</td>
<td>89%</td>
<td>93%</td>
<td>94%</td>
<td>96%</td>
</tr>
<tr>
<td>Louisville Public Library materials and collections</td>
<td>80%</td>
<td>86%</td>
<td>84%</td>
<td>80%</td>
</tr>
<tr>
<td>Louisville Public Library building</td>
<td>92%</td>
<td>95%</td>
<td>97%</td>
<td>98%</td>
</tr>
<tr>
<td>Overall performance of the Louisville Public Library</td>
<td>92%</td>
<td>97%</td>
<td>97%</td>
<td>98%</td>
</tr>
<tr>
<td>Louisville Historical Museum programs (e.g., lectures, walking tours, newsletters)</td>
<td>86%</td>
<td>85%</td>
<td>91%</td>
<td>86%</td>
</tr>
<tr>
<td>Louisville Historical Museum campus</td>
<td>85%</td>
<td>91%</td>
<td>86%</td>
<td>92%</td>
</tr>
<tr>
<td>Overall performance of the Louisville Historical Museum</td>
<td>86%</td>
<td>85%</td>
<td>90%</td>
<td>91%</td>
</tr>
</tbody>
</table>
Table 8: Library and Museum Ratings by Respondent Characteristics

<table>
<thead>
<tr>
<th>Please circle the number that comes closest to your opinion about the Louisville Public Library and Historical Museum and their services: (Percent rating positively e.g., excellent/good)</th>
<th>Length of residency</th>
<th>Number of household members</th>
<th>Presence of children</th>
<th>Presence of older adults</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Five years or less</td>
<td>6 to 10 years</td>
<td>11 to 15 years</td>
<td>More than 15 years</td>
<td>1-2</td>
</tr>
<tr>
<td>Louisville Public Library programs (e.g., story time, One Book program, etc.)</td>
<td>97%</td>
<td>92%</td>
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<td>Louisville Public Library services online at <a href="http://www.louisville-library.org">www.louisville-library.org</a> accessed from home or elsewhere (e.g., book holds, access databases, research, etc.)</td>
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<tr>
<td>Louisville Historical Museum programs (e.g., lectures, walking tours, newsletters)</td>
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<td>Overall performance of the Louisville Historical Museum</td>
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Report of Results
Town of Superior Community Profile
Denver Regional Council of Governments, 2018
Goal #1: Build Community

*We seek to foster a sense of community among the residents we serve.*

**Objectives**

1. **Community Living Room**

   We create gathering opportunities for community members to interact and create relationships with each other and with local business people, artists, entertainers, and educators.

1.1 **Work Plan Responses**

   **A. Everybody Welcome**
   - Library staff welcomes all visitors and helps make each stay enjoyable and productive.
   - The Library provides service to diverse populations.

   **B. Children’s, Teen, and Adult**
   - Spaces in Children’s, Teen, and Adult sections of the library are reallocated to respond to changing needs of our users.
   - In the Adult Services section, table space is increased to accommodate the growing demand for study and work surfaces.
   - Upper elementary students (Tweens) have a new area within the children’s library with seating, study, and collection space.
   - Teen Loft is reorganized to be more welcoming and to encourage browsing, de-emphasize PCs.

   **C. Family Events**
   - An afternoon storytime is added to provide an additional opportunity for young children to attend.
   - Quarterly Maker Expos give families access to a variety of STEM and craft experiences.

   **D. Community Events**
   - ‘Louisville Live’ programs provide forums for non-judgmental explorations of contemporary issues facing the community and the nation.
2. **Shared Interests**
   Our programming brings people with common interests together.

2.1 **Work Plan Responses**
   A. **Survey Data**
      ▪ Using RIPL tools we survey users to assess effectiveness.
      ▪ We use survey responses to guide planning for the Summer Reading Program.
   B. **Summer Reading Program**
      ▪ We create a forum for learning through large-scale programming efforts. The 2018 program is geared to engage entire families, with similar program structure regardless of age.
   C. **On the Same Page**
      ▪ Adults in Louisville, Superior, and Lafayette are encouraged to read the 2018 title and attend related programming.
   D. **Business Community**
      ▪ We partner with Louisville Chamber of Commerce to present speakers of interest to business owners.

3. **Outside Our Walls**
   We have a presence at community events to reinforce the integral role of the Library within the community.

3.1 **Work Plan Responses**
   A. **Partnering with Schools**
      ▪ We continue to partner with BVSD’s Summer School program to encourage reading and STEM education during the Summer Reading Program.
      ▪ Girl Scout troops attend tech classes to meet requirements for badges.
      ▪ Staff attends school-related events as possible, although staffing and ROI doesn’t permit visits during Parent/Teacher conferences or Back To School nights.
B. Getting the word out
   ▪ Staff and Library Board members attend community events such as the Superior ChiliFest and Louisville’s Farmers’ Market to promote library services.

C. Business Community
   ▪ Staff regularly participates in activities and meetings of the Louisville and Superior Chambers of Commerce.
Goal #2: Promote Literacy

We provide resources and programs for all ages to encourage the love of reading and to support literacy in the digital age.

Objectives

1. Literacy for Children
   
   Our collections, programs, and services help ensure that children enter school ready to read, and empower parents and caregivers to build and support literacy skills in their children.

1.1 Work Plan Responses

   A. Elimination of fees for overdue print material
      
      Books and other print material in the Children’s collection do not accrue overdue fees to remove barriers to library use and encourage reading.

   B. Preschool literacy
      
      Books are rearranged so that those for our youngest library users are close to the early learning center and the collection progresses sequentially throughout the Children’s area by reading level.
      
      To accommodate increased attendance at morning storytimes, staff adds another Toddler session.
      
      Pre-readers enjoy a newly installed early learning center of interactives and manipulables.

   C. School-age support
      
      ‘Read To Rover’ continues weekly. Along with Reading Buddies pairs (beginning readers and teen mentors), these programs provide fun, supportive environments to practice reading for reluctant readers and those reading below grade level.
      
      Easy Readers are identified by reading levels to make it easier for parents and children to find books with appropriate vocabulary and difficulty.
2. **Teen and Adult Literacy**

Pre-teens, teens and adults have access to library and online resources to support their reading and literacy skills.

2.1 **Work Plan responses**

A. **Ongoing Programs**
   - The Summer Reading Program and book clubs provide avenues for established readers to explore new titles.

B. **E-books**
   - As part of the Front Range Downloadable Consortium, Louisville continues to fund popular e-books.

C. **Electronic resources**
   - A wide variety of databases are available to Louisville library card holders through cooperative planning for cost-effective subscriptions by the Flatirons Library Consortium.

D. **Teen Services**
   - A reconfiguration of the Teen Space improves access to library materials for teens while de-emphasizing the prominence of PCs.

3. **Literacy-related Activities**

Library programming and events encourage reading at all ages.

3.1 **Work Plan responses**

A. **Passive Programming**
   - We offer drop-in crafts, word games, and puzzles throughout the library.

B. **On The Same Page**
   - Readers of this year’s One-Book title see other library material on themes and events in the book to stimulate their reading curiosity.

C. **Collection Management and Access**
- Audio books for adults and teens as well as Manga and graphic novels move to more prominent spaces to increase visibility and browsing.
- Expanded use of electronic tools allows staff to thoroughly analyze how the collection is being used, improving our ability to update and weed based on what is checking out and what’s not.

4. **Science, Technology, Engineering, Math (STEM) Literacy**
   We foster exploration of STEM subjects and promote STEM literacy.

4.1 **Work Plan Responses**
   A. We **partner** with CU Boulder and local professionals and organizations to provide expertise to encourage exploration of STEM skills at all ages.
   B. **Ongoing classes** support STEM and STEAM literacy for adults and teens.
      - The Library’s thriving ‘Girls Who Code’ program builds programming skills for teens.
   C. **Exhibits and programs**
      - Biannual coding workshops offer instruction for all ages.

5. **Partners**
   We support and augment the resources for seniors, schools, preschools and daycares, which are our natural literacy allies.

5.1 **Work Plan Responses**
   A. **One Book 4 Colorado**
      - Louisville and Superior 4-year-olds again receive a free copy of this year’s chosen title provided by the State Library and distributed through the Library and Library Trustees to individuals, daycares, and preschools.
   B. **Youth and Senior Agencies**
      - We provide program support for the Senior Center and the BVSD Adult Transition program.
6. **Diverse Collections**

Our collections reflect the diversity of our community and our world.

6.1 **Work Plan Responses**

A. **Multicultural Resources**
   - Storytimes and displays reflect the rich diversity of our world.
   - Staff seek to build collections that are diverse and represent a variety of perspectives.

B. **Non-traditional Resources**
   - Additional microscope available for checkout.
Goal #3: Spark Imagination and Learning

We provide the space, resources, and programs to help people of all ages find inspiration and become lifelong learners.

Objectives

1. Bring Resources to Life
   We create programs that encourage creativity, deliver hands-on education, promote personal growth, and highlight the resources available through the Library.

   1.1 Work Plan Responses
   A. Children’s
      - We offer both STEM and art classes on a monthly basis to school-aged children.
      - ‘Messy Art’ encourages toddlers to explore art.
      - New STEM and craft Tween programming is scheduled quarterly.
   B. Teen
      - Regularly scheduled Teen Creations programs offer teens opportunities to explore crafts.
      - Passive programs and contests encourage creative pursuits such as writing and photography.
      - The teen book review blog allows teens to publish their writing online.
   C. Adult
      - Business classes promote financial literacy by teaching residents about home buying, public speaking, starting a business and other topics.

2. Wide-Ranging Learning Experiences and Exposures
   We collaborate with local artists, educators, and specialists to share their expertise, providing exceptional learning and entertainment opportunities to our patrons in a flexible, inviting environment.

   2.1 Work Plan Responses
   A. Art Shows
Students, amateurs, and professional artists show their work through gallery displays and exhibits. Partners include the Louisville Art Association, the Louisville Cultural Council, Parks and Recreation, and area schools.

B. The Makerspace
   ▪ Coding and circuitry games provide fun STEM learning for families in a casual, self-paced setting.

C. Maker in Residence
   ▪ Area illustrators of children’s books provide instruction for families.

3. Lifelong Learning and Personal Growth
   We help community members learn new skills by enabling them to locate the information they seek.

3.1 Work Plan Responses
   A. Flatirons Library Consortium
      ▪ 1.3 million items are available for delivery to Louisville card holders within 48 hours from the other five member libraries.

   B. Website
      ▪ Free online learning and course access on hundreds of topics are available through Lynda.com.

   C. Programs
      ▪ Aspiring authors attend ongoing writers’ groups.
      ▪ Young writers attend fall writing classes presented in partnership with the Louisville Cultural Council.
Goal #4: Foster Technological Proficiency

We strive to keep pace with the advancing technological needs of both patrons and staff in order to best execute our mission to inform, involve, and inspire.

Objectives

1. Technology Education
   The Louisville Public Library helps patrons learn to use available technologies through classes, outreach, and one-on-one instruction.

   1.1 Work Plan Responses
   A. Tech Outreach
      - Regularly scheduled Tech Guru advice sessions and individual appointments help adults to better use their electronic devices.
   B. Tech for Kids and Teens
      - The Library’s thriving ‘Girls Who Code’ program builds programming skills for teens.

2. Expanding Device Availability
   Library staff explores ways to enhance the sharing of information and entertainment through varied lendable electronic devices and hardware.

   2.1 Work Plan Responses
   A. Portables
      - Staff tracks wireless use to assess volume of use of electronic resources and the library’s website.

3. Efficient Internal Operation
   We take advantage of new products and training to streamline and improve staff workflows.

   3.1 Work Plan Responses
   A. Cooperation and collaboration
      - Consortial pricing makes additional subscriptions and services available to library card holders.
B. **Courier service for patron hold requests**
   - Improvements in courier service cut delivery time for library users’ holds coming from Flatirons Library Consortium and Prospector libraries.

C. **Library security**
   - Building on the 2017 security audit, door alarms and other safety features are monitored regularly.

D. **New building automation system**
   - Equipment improves efficiency for heating and cooling and can be controlled remotely from City Services facility.
Goal #5: Preserve and Promote Our Community’s Past

We share documents related to Louisville’s past through electronic access, programming, and displays.

Objectives

1. **Education**
   
   Citizens readily find electronic photographs and documents related to Louisville’s past. The Library’s website, programs, and displays about local history help people connect to the community’s past.

1.1 **Work Plan Responses**

   A. **Access**
      
      - Webpages for the Historical Museum are separated from the Library’s website to improve visibility and access to historical resources.
      - *The Louisville Times* from 1942-2007 is available 24/7 through the Colorado Historic Newspaper Collection.

   B. **Programs**
      
      - Six evening programs about Louisville’s history are given by Historical Museum staff and local experts.

   C. **Genealogical research**
      
      - Individualized help is available by appointment through the library’s Genealogy Guide.