

**Weymouth Public Libraries  
Accomplishments Under FY23 Action Plan**

**A Hub for Reading, Learning, and Culture**

<u>Action Item</u>	<u>Result</u>
<p>Continue grant-funded cultural programming including:</p> <ul style="list-style-type: none"> <li>• Rockabye Beats concert series for children</li> <li>• "Human and Natural History of New England" series</li> <li>• Art and acting classes for teens</li> <li>• Reintroduce Summer Sounds concert series in July 2022</li> </ul>	<ul style="list-style-type: none"> <li>• Hosted Li Lui, a Chinese acrobat, on February 23, 2023. 107 children and accompanying adults attended.</li> <li>• Hosted 6 monthly concerts, July through December 2022. A total of 390 people attended the series - an average of 66 people at each concert.</li> <li>• Hosted 4 events: <ul style="list-style-type: none"> <li>○ "Slavery in New England" 9/29/22, 101 people attended.</li> <li>○ Birding walk at Great Esker Park 10/1/22, 10 people attended (space was limited in this event, registration was full with a wait list).</li> <li>○ "Birds and Birding of Weymouth" 10/3/22, 66 people attended.</li> <li>○ "Rhapsody in Red: 200 Years of Massachusetts Cranberries" 10/17/22, 41 people attended.</li> </ul> </li> <li>• Hosted a Mountain Watercolor Class with Pop-Up Art on July 27, 2022. 14 teens attended.</li> <li>• Hosted "Acting for Teens" on August 8, 2022. 10 teens attended.</li> <li>• Hosted concerts with Nwasoul, Pet Fox, Divas with a Twist, and Trash Rabbit on Tuesdays in July 2022. A total of 780 people attended the series - an average of 195 at each concert.</li> </ul>

<u>Action Item</u>	<u>Result</u>
Continue partnerships with local organizations on program series, including:	<ul style="list-style-type: none"> <li>● Offered summer storytimes at Fogg Library in conjunction with the Weymouth Food Pantry on July 7 and August 3, 2022. A total of 30 people attended.</li> <li>● Offered SENSational Story Times in partnership with the ARC of the South Shore. A total of 94 people attended six monthly storytimes, running October 2022-May 2023.</li> <li>● Co-sponsored Women's History Month events with the Abigail Adams Historical Society: <ul style="list-style-type: none"> <li>○ "The Complex Worlds of Colonial Women" 3/9/23, 67 people attended.</li> <li>○ Maria Weston Chapman reenactment by Laura Rocklyn 3/30/23, 86 people attended.</li> </ul> </li> <li>● Co-sponsored "Kids Create - A Container Garden" with the Weymouth Garden Club 6/7/23, 18 people attended.</li> <li>● Co-sponsored "Through Me to You Puppetry" with the Weymouth Pride Project 6/21/23, 55 people attended.</li> </ul>
<ul style="list-style-type: none"> <li>● South Shore Health on educational lecture series</li> </ul>	<ul style="list-style-type: none"> <li>● Co-sponsored 3 events: <ul style="list-style-type: none"> <li>○ Breast Health and Awareness 10/18/22, 4 people attended.</li> <li>○ Men's Health and Awareness 11/15/22, 3 people attended.</li> <li>○ Heart Health 2/16/23, 25 people attended.</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>● Weymouth Historical Commission on Weymouth History Lecture Series</li> </ul>	<ul style="list-style-type: none"> <li>● Co-sponsored 3 events: <ul style="list-style-type: none"> <li>○ Joe Alberti and Genoa Davidson lecture on their new play <i>My Dearest Friend</i> 10/6/22, 71 people attended.</li> <li>○ "Thomas Weston - Rogue Entrepreneur" 10/20/22, 69 people attended.</li> <li>○ "Deck the Halls: Female Abolitionists and the Evolution of Christmas" 11/17/22, 75 people attended.</li> </ul> </li> </ul>

<u>Action Item</u>	<u>Result</u>
<ul style="list-style-type: none"> <li>● WCFCE on early literacy programming for young children</li> </ul>	<ul style="list-style-type: none"> <li>● Continued to co-host Story Time/Playgroup, Music and Movement, and Mindful Movements regularly during the school year/early summer, plus occasional parenting classes and a special December storytime.</li> </ul>
<p>Continue to focus collection development on community needs and interests:</p> <ul style="list-style-type: none"> <li>● Explore new formats to engage all library patrons, including piloting a children's Wonder Books collection</li> <li>● Promote patron purchase suggestion form on library website</li> <li>● Launch new wifi hotspot program after end of state-subsidized hotspot lending, and provide information about federal affordable Internet program in hotspot packaging</li> </ul>	<ul style="list-style-type: none"> <li>● A Children's Wonder Books collection launched in early 2023. 85 Wonder Books circulated a total of 471 times in FY23.</li> <li>● The purchase suggestion form was promoted on our social media.</li> <li>● A QR code linking to the purchase suggestion form was posted at the circulation desk.</li> <li>● The new hotspots were launched in November 2022. We offer 20 hotspots and they circulated a total of 272 times (an average of 34 circulations per month) between November 2022 and June 2023.</li> <li>● Information about the federal affordable Internet program is now included on an insert in the hotspot cases.</li> </ul>
<p>Focus book and resource recommendations on community needs and interests:</p> <ul style="list-style-type: none"> <li>● Revamp Book Match form and program to improve process</li> </ul>	<ul style="list-style-type: none"> <li>● A new form was launched and is available at <a href="http://www.weymouth.ma.us/reader-services/webforms/bookmatch">www.weymouth.ma.us/reader-services/webforms/bookmatch</a>.</li> </ul>

<u>Action Item</u>	<u>Result</u>
<ul style="list-style-type: none"> <li>● Create series of displays focusing on different elements of diversity in the Weymouth community in 2023</li> </ul>	<ul style="list-style-type: none"> <li>● Display topics on the first floor and in the Teen Room included Hispanic Heritage Month, Veterans' Day, MLK Day, Black authors and directors, "Women Who Tell Our Stories", Autism Awareness Month, Mental Health Awareness Month, Jewish American Heritage Month, Asian American/Pacific Islander History Month, Juneteenth, Pride Month, and Alzheimers awareness.</li> <li>● The Librarians Recommend newsletter featured books on the topics of Emotional Wellness, Black History, Women's History, Autism Awareness, Mental Health Awareness, Pride, Juneteenth, and Jewish American Heritage Month.</li> </ul>
<ul style="list-style-type: none"> <li>● Partner with community organizations on educational book displays on topics such as domestic violence, financial literacy, etc.</li> </ul>	<ul style="list-style-type: none"> <li>● We partnered with DOVE for a display on Domestic Violence Awareness Month in October 2022.</li> </ul>
<ul style="list-style-type: none"> <li>● Assess and improve system for providing support to local book groups in obtaining materials, etc.; consider ways to expand services</li> </ul>	<ul style="list-style-type: none"> <li>● We expanded the number of groups served, created a Google Form for groups to request books, and updated our processes and staff responsibilities to streamline the service.</li> </ul>
<p>Additional accomplishments to be a hub for reading, learning, and culture in FY23:</p>	<ul style="list-style-type: none"> <li>● Signed up as a partner in the Massachusetts Center for the Book Reading Challenge, publicized the challenge, and created relevant displays for the monthly topics.</li> <li>● Offered "Staff Picks" book displays.</li> </ul>

**A Place for Everyone**

<u>Action Item</u>	<u>Result</u>
<p>Intensify focus on diversity, equity, and inclusion in the library:</p> <ul style="list-style-type: none"> <li>• Establish lines of communication with additional groups in town that serve diverse populations, and continue to build on existing relationships</li> <li>• Work on creating a community advisory committee to identify ways the library can improve accessibility for underserved populations and create a more welcoming atmosphere for all</li> <li>• Continue to work with school libraries to issue library cards to teenagers; consider ways to expand this service to younger ages</li> </ul>	<ul style="list-style-type: none"> <li>• Staff offered a "Craft Your Pride" crafting table in the Teen Room during the month of June.</li> <li>• Children's staff offered summer storytimes at Fogg Library in conjunction with the Weymouth Food Pantry on July 7 and August 3, 2022. A total of 30 people attended.</li> <li>• The Welcome to Weymouth community fair in September 2022 involved Youth &amp; Family Services, the Weymouth Public Schools, the Weymouth Food Pantry, Weymouth Pride Project, veterans' groups, Arc of the South Shore, and South Shore Health, among other groups.</li> <li>• Staff attended a Mass in Motion/Healthy Wey meeting on January 24, 2023.</li> <li>• Staff connected with WISE and were able to have a table at the Juneteenth celebration on June 17, 2023.</li> <li>• Staff contributed book reviews to the Weymouth Pride webpage.</li> <li>• Staff began planning to create this group.</li> <li>• This work is continued in the FY24 Action Plan.</li> <li>• Weymouth High School students were able to sign up for library cards via a Google form.</li> <li>• Maria Weston Chapman Middle School distributed paper library card applications to students and returned completed applications to the library.</li> </ul>

<u>Action Item</u>	<u>Result</u>
<ul style="list-style-type: none"> <li>● Encourage staff to evaluate programming, collection development efforts, and services through a lens of diversity, equity, and inclusion</li> <li>● Conduct preliminary consideration of planning diversity audits for library collections, programming, and services</li> </ul>	<ul style="list-style-type: none"> <li>● Management discussed DEI considerations with staff when planning, organizing, and implementing various projects and initiatives.</li> <li>● Staff discussed some possible vendors to assist with a collection diversity audit.</li> <li>● Helped lead OCLN consortium to have OverDrive complete a diversity audit of member libraries' and OCLN's digital collections.</li> <li>● This work is continued in the FY24 Action Plan.</li> </ul>
<p>Continue to provide outdoor and off-site programming to draw in participants who are not physically in the library, including:</p> <ul style="list-style-type: none"> <li>● Pilot additional storytimes and playtimes at Fogg Library to reach residents who may find it difficult to attend programming at Tufts Library</li> <li>● Consider offering pop-up library events in North Weymouth</li> </ul>	<ul style="list-style-type: none"> <li>● Hosted a birding walk at Great Esker Park on October 1, 2022. 10 people attended (space was limited in this event, registration was full with a wait list).</li> <li>● Children's staff offered summer storytimes at Fogg Library in conjunction with the Weymouth Food Pantry on July 7 and August 3, 2022. A total of 30 people attended.</li> <li>● Staff discussed some ideas; not feasible in FY23 due to significant staff turnover. Staff will continue to consider this possibility in future.</li> </ul>
<p>Continue to support relevant professional development for staff and affiliates:</p> <ul style="list-style-type: none"> <li>● Continue to educate staff and Trustees on intellectual freedom concepts through internal blog posts, discussion, and provision of other training opportunities as they arise</li> </ul>	<ul style="list-style-type: none"> <li>● A staff member participated in the webinar "Collaboration &amp; Connection in Times of Crisis: How Public Librarians Support Their Communities".</li> <li>● Management shared the Massachusetts Library Association Censorship and Challenges Statement with additional resources on the staff blog.</li> <li>● Staff discussed intellectual freedom challenges with the Friends of the Library Board and shared resources with them to learn more.</li> </ul>

<u>Action Item</u>	<u>Result</u>
<ul style="list-style-type: none"><li>● Continue to support staff participation in trainings and community events related to diversity, equity, and inclusion</li></ul>	<ul style="list-style-type: none"><li>● Staff participated in webinars including "ALA Essentials for Library Workers: Essentials of Intellectual Freedom" and "Frosty Windows, Frosty Mirrors: Representation, Labeling, Discoverability, and the Chilling Effect"</li><li>● A staff member took the ALA Essentials for Library Workers online workshops "Equity, Diversity and Inclusion in Libraries" and "Positive Interactions: Making the Library a Welcoming and Empowering Place for People with Disabilities".</li><li>● A staff member participated in a webinar about the Massachusetts Trial Court Access to Justice Library Initiative.</li><li>● Staff participated in the webinar "Putting the Let's Talk Race Curriculum into Practice".</li><li>● Staff participated in the webinar "Welcoming Patrons Who Are Deaf, Hard of Hearing, or Late Deafened to Your Library".</li></ul>
Hire and onboard new Adult Services staff member responsible for library marketing	<ul style="list-style-type: none"><li>● Jacklyn Linksy began work on May 2, 2023.</li></ul>

**Community Connections and Engagement**

<u>Action Item</u>	<u>Result</u>
<p>Engage residents with each other and the broader community through events in the library, including:</p> <ul style="list-style-type: none"> <li>● Create and sustain programs that provide opportunities for gathering and socializing such as regular movie screenings, social gatherings for teenagers, craft programs, and book discussion groups</li> <li>● Pilot Welcome to Weymouth Community Fair geared towards new residents, involving current and new community partners</li> </ul>	<ul style="list-style-type: none"> <li>● Children's staff offered four gaming sessions with One Up Games, sponsored by the Friends of the Weymouth Libraries.</li> <li>● Teen Room staff offered a Board Game Club, Chess Club, Pride Mixer, Anime &amp; Manga Fan Club, Middle School and High School Book Clubs, and STEM Club.</li> <li>● For adults, we offered an Adult Book Club, Book Chat, a variety of movie screenings, and craft classes with the Pop Up Art School.</li> <li>● Welcome to Weymouth took place on September 24, 2022, with 28 participating groups and an estimated 170 attendees.</li> </ul>
<p>Build relationships with local groups to enable sharing of information about library and community events and resources, including:</p>	<ul style="list-style-type: none"> <li>● Continued sharing community content on digital displays and through monthly newsletter.</li> <li>● Outreach to the community included: <ul style="list-style-type: none"> <li>○ Library tours for a Wellspring class, South Shore Christian Academy classes, Rotary Club members, and the new executive director of the South Shore Conservancy.</li> <li>○ Visits by Teen and/or Children's staff to schools, including the Wraparound Center at Chapman Middle School.</li> <li>○ A staff member attended the Senior Center Book Club Christmas Luncheon Meeting in December.</li> </ul> </li> </ul>



<u>Action Item</u>	<u>Result</u>
<ul style="list-style-type: none"> <li>• Participate in Weymouth 400's Weymouth Landing Village Day, and identify other similar events that may provide additional opportunities for outreach</li> <li>• As appropriate, send library staff to support Town and School events such as the Weymouth High School Capstone Fair, Diversity Fair, and other school events; Weymouth Elder Services senior picnic; etc.</li> </ul>	<ul style="list-style-type: none"> <li>• The library had tables at the Weymouth Landing Village Day on August 13, 2022, the Town Health and Wellness fair on May 6, 2023, and WISE's Juneteenth celebration on June 17, 2023.</li> <li>• A teen librarian was a judge at the Weymouth Public Schools Capstone Fair in spring 2023.</li> <li>• The library had a table at the Town Health and Wellness Fair on May 6, 2023.</li> <li>• A Teen Librarian visited International Night at Chapman Middle School on May 16, 2023.</li> <li>• Children's department staff had a table at Welcome to Kindergarten Night on May 24, 2023.</li> </ul>
<ul style="list-style-type: none"> <li>• Connect with the North Weymouth WIC office and offer opportunities for them to provide information to residents in the library</li> </ul>	<ul style="list-style-type: none"> <li>• Investigated this possibility and discovered that the office is not seeing people in person at this time.</li> </ul>
<ul style="list-style-type: none"> <li>• Connect with local churches serving immigrant populations to share information regarding Children's services and other library offerings</li> </ul>	<ul style="list-style-type: none"> <li>• No action taken.</li> </ul>
<ul style="list-style-type: none"> <li>• Help First Church promote historical programming related to its 400th anniversary</li> </ul>	<ul style="list-style-type: none"> <li>• Met with leader of First Church's 400th anniversary committee to offer advice and guidance for program planning.</li> <li>• This work is continued in the FY24 Action Plan.</li> </ul>
<ul style="list-style-type: none"> <li>• Work with Recreation Department to maintain library content on new, grant-funded electronic signage in Weston Park</li> </ul>	<ul style="list-style-type: none"> <li>• A library staff member was trained on how to add content to the sign, and has been updating it since December 2022.</li> </ul>

<u>Action Item</u>	<u>Result</u>
<p>Create opportunities to recognize and share Weymouth's history, including:</p> <ul style="list-style-type: none"> <li>• Continue Weymouth History Lecture Series during Weymouth's 400th year</li> <li>• Promote the library's acquisition of its second Abigail Adams letter</li> <li>• Begin preparations to celebrate Fogg Library's 125th anniversary in fall 2023</li> <li>• Work on processing and digitizing recent local history collection acquisitions</li> </ul>	<ul style="list-style-type: none"> <li>• Co-sponsored Women's History Month events with the Abigail Adams Historical Society: <ul style="list-style-type: none"> <li>◦ "The Complex Worlds of Colonial Women" 3/9/23, 67 people attended.</li> <li>◦ Maria Weston Chapman reenactment by Laura Rocklyn 3/30/23, 86 people attended.</li> </ul> </li> <li>• Co-sponsored 3 events with the Weymouth Historical Commission: <ul style="list-style-type: none"> <li>◦ Joe Alberti and Genoa Davidson lecture on their new play <i>My Dearest Friend</i> 10/6/22, 71 people attended.</li> <li>◦ "Thomas Weston - Rogue Entrepreneur" 10/20/22, 69 people attended.</li> <li>◦ "Deck the Halls: Female Abolitionists and the Evolution of Christmas" 11/17/22, 75 people attended.</li> </ul> </li> <li>• No action taken. Research is needed on the historical context of events mentioned in the letter so it can be contextualized for the public.</li> <li>• Planning began for celebrations the week of September 11, 2023.</li> <li>• This work is continued in the FY24 Action Plan.</li> <li>• Work was placed on hold while hiring for a fully staffed reference department.</li> <li>• This work is continued in the FY24 Action Plan.</li> </ul>
<p>Additional accomplishments to support community connections and engagement in FY23:</p>	<ul style="list-style-type: none"> <li>• Hosted a high school student's capstone presentations in January and February 2023.</li> <li>• Continued to co-host Books in Bloom with the Weymouth Garden Club.</li> <li>• Coordinated with the Weymouth Health Department to distribute covid home tests to the public.</li> </ul>

<u>Action Item</u>	<u>Result</u>
	<ul style="list-style-type: none"><li>• Provided space in the Digital Media Lab for a Town-hosted computer skills class for individuals in addiction recovery in spring 2023.</li></ul>

**Focus on the Future**

<u>Action Item</u>	<u>Result</u>
Seek additional funding as needed:	
<ul style="list-style-type: none"> <li>● Apply for Cultural Council grants to support additional programming needs in CY 2023</li> </ul>	<ul style="list-style-type: none"> <li>● The library was awarded four grants totalling \$5,200. Two funded events were held in FY23: <ul style="list-style-type: none"> <li>○ Mountain Watercolor Class with Pop-Up Art on July 27, 2022. 14 teens attended.</li> <li>○ Li Lui, a Chinese acrobat, on February 23, 2023. 107 children and accompanying adults attended.</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>● Develop thoughtful plan for additional staffing requests as part of FY24 Town budget</li> </ul>	<ul style="list-style-type: none"> <li>● Requested a moderate amount of additional staffing. Two full-time reference positions that were half funded by the Town in FY23 are fully funded by the Town in the FY24 budget.</li> </ul>
<ul style="list-style-type: none"> <li>● Develop and submit request for FY24 Friends of the Weymouth Libraries funding</li> </ul>	<ul style="list-style-type: none"> <li>● Requested \$13,920 in funding, which was approved by the Friends of the Weymouth Libraries board.</li> </ul>
<ul style="list-style-type: none"> <li>● Continue to work with the newly formed Weymouth Libraries Foundation Board members and educate them on library services, events, and funding opportunities as they solicit donations</li> </ul>	<ul style="list-style-type: none"> <li>● Management met with Foundation Board members to discuss funding possibilities, and shared library data to support advocacy to potential donors.</li> </ul>
<ul style="list-style-type: none"> <li>● Complete installation and startup of solar array project to defray electrical costs of new Tufts Library building</li> </ul>	<ul style="list-style-type: none"> <li>● Solar panels were installed in fall 2022 and were online by spring 2023. In the initial months of operation, electrical bills for Tufts Library decreased by 40%.</li> </ul>

<u>Action Item</u>	<u>Result</u>
Develop plans for multi-year goals and initiatives to be undertaken during the life of the current Strategic Plan	<ul style="list-style-type: none"> <li>● No action taken. Some long-range items discussed during the creation of the FY24 Action Plan.</li> </ul>
Continue to support staff professional development and training, including:	<ul style="list-style-type: none"> <li>● In addition to activities described elsewhere in this document, staff participated in professional development on topics including: <ul style="list-style-type: none"> <li>○ "What Makes a Leader?"</li> <li>○ Systems Thinking</li> <li>○ Confident Decision-Making</li> <li>○ Facilitating Engaging Conversations</li> <li>○ "Intro to the Social Law Library Suite of Legal Reference Databases"</li> <li>○ Customer Service</li> <li>○ Tween/Teen Virtual Performers Showcase</li> <li>○ Crisis Communication Skills</li> <li>○ Solar Eclipse Activities for Libraries workshop</li> <li>○ Collaboration &amp; Connection in Times of Crisis: How Public Librarians Support Their Communities</li> <li>○ Coaching as a Leadership Skill</li> <li>○ Preventing and Addressing Incivility in the Workplace</li> <li>○ Solar Eclipse Activities for Libraries workshop</li> <li>○ Coaching as a Leadership Skill</li> <li>○ ChatGPT and Generative AI: Implications for Libraries and Education</li> <li>○ State ethics training</li> </ul> </li> <li>● Multiple staff attended the Massachusetts Library Association Annual Conference.</li> <li>● The Director served as President on the Executive Board of the Old Colony Library Network.</li> <li>● The Assistant Director served as a board member of the New England Library Association.</li> </ul>

<u>Action Item</u>	<u>Result</u>
<ul style="list-style-type: none"> <li>• Plan an in-service training day for all staff</li> <li>• Explore ways to encourage more staff to participate in professional development and to help staff share new skills and information with their colleagues</li> <li>• Consider additional ways to support staff morale and encourage team cohesion across all departments</li> <li>• Create standard procedures for onboarding and training new hires</li> </ul>	<ul style="list-style-type: none"> <li>• Staff development day was held on May 19, 2023 and was generally well-received.</li> <li>• Offered conference attendance and other professional development opportunities to all staff, as relevant to their roles.</li> <li>• Staff holiday party was held on December 9, 2022.</li> <li>• Continued work with Friends of the Weymouth Libraries to encourage and support staff appreciation efforts.</li> <li>• Staff development day included team-building and morale-boosting elements.</li> <li>• Began presenting new hires with a standard welcome packet.</li> </ul>
<p>Ensure all new building technology is fully operational as warranty period with vendor ends, and continue coordination with Town IT department to ensure full functionality of additional planned technologies</p>	<ul style="list-style-type: none"> <li>• Continued conversations with Town IT staff when possible to improve functioning of technology within the library. Progress was impeded by the departure of the previous Chief Information Officer.</li> <li>• Continued to bring in vendor to conduct repairs and troubleshooting as needed.</li> </ul>
<p>Additional accomplishments to focus on the future in FY23:</p>	<ul style="list-style-type: none"> <li>• Realigned collections spending to increase financial support of digital collections, which continue to see double digit growth in use year over year.</li> </ul>