

Adult Services Librarian Report

Programming

Trivia at TAQ and Bricks and Brews at TAQ

The library held its second Trivia at TAQ night at TAQ Brewing on November 2nd. 34 people came out to play this time. It seems that word has spread! The second Bricks and Brews at TAQ was held on November 14th. Attendance was more modest, but participants still had fun seeing who could build the best Lego catapult.



A fantastic turnout for Trivia Night at TAQ

KPL Write Club

Library staff member Sarah Read hosted two special events for her monthly write club. This month is National Novel Writing Month, and the group met twice instead of the usual once. Members of other local writing groups from Neenah, Menasha, and Appleton were invited to attend so the attendance was higher than usual. The library also stayed open an extra hour so the authors could enjoy a small write-in at the library.

National Native American Heritage Month

This program was set up by and run by library staff member Kim Cackowski. She also wrote this summary of the program: Monday, November 6th @ 6:30 pm Kaukauna Public Library Celebrated National Native American Heritage Month. Participants could interact with a display with hands-on activities and educational materials, which featured cornhusk dolls, baskets, and beadwork. In addition, the display featured Indigenous foods (corn, beans, squash, and wild rice) and how they are connected to Oneida and Ojibwa culture and traditions. We served strawberry drink; the strawberry believed to be a gift from the Creator and used for well-being, medicine, and ceremonies. We learned how to make cornhusk dolls and heard the Iroquois story of the no-face doll. There was time to make cornhusk roses too. We were able to have a short discussion about how to celebrate National Native American Month in a way that supports Native American Communities. Before leaving, you could stop at our large display of books written by Native American Authors including many from Wisconsin. The night was good medicine and we left with good minds.



National Native American Heritage Month Display

Discover Switzerland with Heart of the Valley Travel

The library has partnered with Christine at Heart of the Valley Travel to offer educational travel programs at the library. The third program covered Christine's experience traveling Switzerland by train. The program continues to be well attended, with 25 attending this month. We recently finalized the dates of next year's travel programs and are excited to see which destinations she picks.

Technology Outreach

November's technology literacy topic was cellphone basics and podcasts. At the Thompson Center and the library I taught older adults basic cellphone skills, including how to navigate the touchscreen, use the accessibility menu, turn on their flashlight, connect to wifi, set up a phone PIN or password and much more. At St. Paul Elder Services I taught patrons all about podcasts. I covered what podcasts are, how to find them, how one might use them, how to create your own, and what it looks like to stream one to a device.

Volunteers

Kaukauna Utilities

On November 2nd Kaukauna Utility's team building volunteer work helped us prepare for decorating the garden for the Library of Lights.



Kaukauna Utility's Volunteer Group

Library of Lights Setup

On November 14th the library was fortunate enough to have more than 30 volunteers help us put up our library of lights display in our interactive learning garden. Rad Rec Group, a part of Down Syndrome Association of Wisconsin - Fox Cities, 4imprint, and a few individuals helped us clean up the garden as well as test and set up lights, trees, inflatables, and more.



4Imprint



Rad Rec Group, a part of Down Syndrome Association of Wisconsin - Fox Cities

Grants

East Asia in Wisconsin Library Program

The library has been happy to accept the East Asia in Wisconsin Library program grant for the last three years. UW Madison's Center For East Asian Studies awards grants of up to \$1,000 to libraries in the state for various programs or materials related to Far East Asia. I have detailed the grant summary in my October 2023 board report, and am happy to report that it has been approved. I have begun working on planning the events with the Kanonji-Appleton Partnership and Lawrence University.

WLA

Ashley, Sarah W, and I attended the annual Wisconsin Library Association conference during the last week of October. The following are the top takeaways from the most relevant panels I attended.

AI and Libraries with Kris Turner

Kris Turner from the University of Wisconsin Law Library hosted a panel on Artificial Intelligence and its implications for libraries. ChatGPT 4, which released on March of this year, has exploded AI into the mainstream by showing how powerful the technology has become. For those unfamiliar with the technology, a user can ask ChatGPT anything via a chat interface and it will reply with the answer confidently. Different companies have their own spin on it and they respond in slightly different ways. Librarians will need to be familiar with this technology not only because we will receive questions about it from our patrons and need to instruct them in its use, but also because it has the potential to affect the day-to-day operations of our profession. It also comes with its own host of potential issues of which we need to be aware.

Factors that may positively affect libraries:

- Could generate MARC records in the future saving cataloging librarians significant time.
- Can be used as a starting point for reference questions (NOT as the only source).
- Useful for brainstorming and wordsmithing. Can sharpen a general programming idea into a defined one.
- Can be used as a reader's advisory tool. Give it a book you like and ask for similar titles or authors.
- Can also create images, which may be used for marketing and library signage.

Factors libraries need to address or be aware of:

- We need to teach it as a new technology literacy skill. Patrons need to know what it is, how to use it, and what to avoid when using it.
- Librarians would do well to learn how to generate efficient prompts (what we type into the chat) when interacting with ChatGPT. This can yield more accurate results, and will also increase our ability to assist patrons with the technology.
- It can generate inaccurate information, known as hallucinating. This is why it should only be used as a jumping off point for reference interaction.
- There is ongoing intellectual property rights cases and laws being worked through because images can be created using artists protected works of art as reference for the AI generated art piece. We must remain aware of this issue and stay on top of new case law passed.

I have personally used the technology for over a year in my personal life and am familiar with its operation. I hope to offer a ChatGPT technology basics class soon. And no, this board report was not generated with ChatGPT.

Tool Libraries with Kathy Kabut and Heather Miller

Kathy Kabut and Heather Miller from La Crosse Public Library hosted a panel on creating a tool library. A tool library is a library of things that consists of both common household tools and more expensive tools that people may only need for a single project and never use again. I am interested in eventually starting a tool library at the library. I know that currently we don't have the space for it, but in the event that we do find the space someday, it would be nice to offer tools to the public.

Top takeaways from the panel:

- Carpet Cleaner, Pressure Washer, Pole Saw, Tiller, and Radon Detector are the most circulated tools.
- If at all possible, try to integrate the items into the library's ILS. If you can't, they had good luck with a program called My Turn.
- AARP offers funding via their Community Challenge Grant.
- Electric power worked much better than gas.
- Despite their local Ace offering tool rentals, they were still a great resource for selecting appropriate tools.
- Manuals and relevant instructions should be included with every tool.
- Repairing normal wear and tear on tools can be complicated.

Onboarding Retention with Ashley Mchase

Ashley Mchase from Lakeshore Technical hosted a panel on high-impact onboarding practices to promote employee retention. Ashley and I both attended this panel. Between our on-call and part time staff members, the library onboards many new employees each year. We would like the process to be more welcoming, standardized, thoughtful, and efficient. A well designed onboarding and orientation process has been shown to significantly increase staff retention according to the Society for Human Resources Management in 2020.

Top takeaways from the panel:

- Create a welcome email detailing what they can expect during their first week of work. Also create a welcome folder with all relevant documents in it to be given to the staff member the first day of work.
- Make available easily findable (or printed) written instructions for every task new hires are expected to learn
- Provide a full week's schedule to the new hire at the end of each week so they know what to expect.
- If possible, have more than a single staff member train the new hire.
- Ensure there is a feedback mechanism in place. Both so new hires can report how comfortable they are with each new skill, and to collect feedback about the onboarding process as a whole.
- Schedule time for a 1 month, 4 month, and 6 month check in to make sure new hires are on track and to gather feedback.

My goal for 2024 is to create documentation for the onboarding and orientation process

for new hires. This includes creating a welcome email, welcome folder with a welcome letter, key sign off form, organizational chart, our mission and vision statement, employee handbook acknowledgement forms. I will also create documentation for every task a new hire is expected to learn, as well as a feedback survey to be given to new hires to identify areas of improvement.