

All Staff Development Day

Monday, October 6, 2025

8:00 am - 9:20 am	Welcome - Sherri Baca, Executive Director ** Staff Acknowledgements - HR * *New PCCLD Employee Recognition Program* *Corporate Cup Awards - Jill Kleven *			
9:20 am - 9:30 am	BREAK			
9:30 am - 10:00 am	PCCLD's 5 Year Strategic Plan - Join Tiah Frankish, Executive Director of the Pueblo Library Foundation & Strategic Initiatives, Nick Potter, and Associate Director of Public Services, Amy Nelson, to hear more about PCCLD's upcoming 5-year Strategic Plan that will give clarity and focus to the Library District's next 5 years! This session is for everyone!			
10:15 am - 11:15 am	From Politeness to Progress: How to Give and Get Real Feedback - Join Tiah Frankish, Director of Library Development, at the Colorado State Library for this engaging session about one of PCCLD's cultural focuses, giving and receiving feedback. In this session, you will discuss the six beliefs of better conversations and learn strategies to help establish trust with colleagues, respect boundaries, and gain techniques for getting/giving/encouraging praise and constructive feedback. Library Managers have already attended this training, so Managers should not plan to register to attend. Tiah Frankish, Director of Library Development, Colorado State Library	Interpersonal Mush: The art of conflict and navigation Objectives: Greater understanding and appreciation of conflict; Tools & Strategies for addressing conflict; Session Description: Practice with navigating conflicts Navigating conflict is a fundamental skill, yet it often leaves us feeling stuck. In this workshop, we'll explore the different types of conflict we encounter and uncover the stories our minds create about them. We will then learn practical methods for transforming difficult conversations into opportunities for connection and clarity. You'll leave with tools to engage in direct, yet caring, conversations that build trust and strengthen relationships. Kieran Hixon, Rural & Small Library Senior Consultant at the Colorado State Library	Technical Services Trivia - Join Jill, Elizabeth and Thela for an engaging session to learn more about Technical Services! Jill Kleven, Director of Technical Services, Elizabeth Flores, Collection Development Librarian, and Thela Bravo, ILS Administrator	Food Handling Safety: Join the Pueblo Health department to learn about potential hazards from inadequate sanitation practices and the correct food handling procedures to mitigate those risks. Presented by Pueblo Health Department
11:30 am - 12:30 pm	From Politeness to Progress: How to Give and Get Real Feedback - Join Tiah Frankish, Director of Library Development, at the Colorado State Library for this engaging session about one of PCCLD's cultural focuses, giving and receiving feedback. In this session, you will discuss the six beliefs of better conversations and learn strategies to help establish trust with colleagues, respect boundaries, and gain techniques for getting/giving/encouraging praise and constructive feedback. Library Managers have already attended this training, so Managers should not plan to register to attend. Tiah Frankish, Director of Library Development, Colorado State Library	Interpersonal Mush: The art of conflict and navigation Objectives: Greater understanding and appreciation of conflict; Tools & Strategies for addressing conflict; Session Description: Practice with navigating conflicts Navigating conflict is a fundamental skill, yet it often leaves us feeling stuck. In this workshop, we'll explore the different types of conflict we encounter and uncover the stories our minds create about them. We will then learn practical methods for transforming difficult conversations into opportunities for connection and clarity. You'll leave with tools to engage in direct, yet caring, conversations that build trust and strengthen relationships. Kieran Hixon, Rural & Small Library Senior Consultant at the Colorado State Library	Welcoming Communicators of All Kinds: Activities and Ideas to Facilitate Better Understanding Join Sharon Rice for a deep dive into the various types of high and low needs communicators we interact with at the library, and explore activities and discussions designed to help identify ways to bridge the communication gap. This session explores interactions between physical, mental, and cultural difference in communication and gives strategies for all types of communicators to come to better understand each other. Sharon Rice, Manager of Experiential Learning	Land Acknowledgements and Action Plans - Charlene Garcia Simms, Librarian/Genealogist will present her research on why it is important to follow Land Acknowledgements with Action Plans. Come learn how libraries can welcome, include and support our indigenous communities. Charlene Garcia Simms, Librarian and Genealogist
12:40 - 1:30 pm	Lunch Option 1: Caprese Chicken Sandwich: Croissant with grilled chicken, tomatoes, mozzarella cheese, spinach and balsamic dressing. Served with a bag of chips and a lemon bar. Lunch Option 2: Mixed Green Salad with Grilled Chicken: Includes diced apples, cranberries, almonds, blue cheese crumbles, and apple cider vinaigrette. Served with a cup of pasta salad and a lemon bar. Lunch Option 3: Mixed Green Salad with tomatoes, chickpeas, cucumbers, carrots, roasted beets, feta and a balsamic dressing. Includes a cup of pasta salad and a lemon bar. Lunch Option 4: Soup: A hearty bowl of Vegetable Soup with a chunk of bread. Served with a cup of pasta salad and a lemon bar. Lunch Option 5: On My Own	Lunch Option 1: Caprese Chicken Sandwich: Croissant with grilled chicken, tomatoes, mozzarella cheese, spinach and balsamic dressing. Served with a bag of chips and a lemon bar. Lunch Option 2: Mixed Green Salad with Grilled Chicken: Includes diced apples, cranberries, almonds, blue cheese crumbles, and apple cider vinaigrette. Served with a cup of pasta salad and a lemon bar. Lunch Option 3: Mixed Green Salad with tomatoes, chickpeas, cucumbers, carrots, roasted beets, feta and a balsamic dressing. Includes a cup of pasta salad and a lemon bar. Lunch Option 4: Soup: A hearty bowl of Vegetable Soup with a chunk of bread. Served with a cup of pasta salad and a lemon bar. Lunch Option 5: On My Own	Lunch Option 1: Caprese Chicken Sandwich: Croissant with grilled chicken, tomatoes, mozzarella cheese, spinach and balsamic dressing. Served with a bag of chips and a lemon bar. Lunch Option 2: Mixed Green Salad with Grilled Chicken: Includes diced apples, cranberries, almonds, blue cheese crumbles, and apple cider vinaigrette. Served with a cup of pasta salad and a lemon bar. Lunch Option 3: Mixed Green Salad with tomatoes, chickpeas, cucumbers, carrots, roasted beets, feta and a balsamic dressing. Includes a cup of pasta salad and a lemon bar. Lunch Option 4: Soup: A hearty bowl of Vegetable Soup with a chunk of bread. Served with a cup of pasta salad and a lemon bar. Lunch Option 5: On My Own	Lunch Option 1: Caprese Chicken Sandwich: Croissant with grilled chicken, tomatoes, mozzarella cheese, spinach and balsamic dressing. Served with a bag of chips and a lemon bar. Lunch Option 2: Mixed Green Salad with Grilled Chicken: Includes diced apples, cranberries, almonds, blue cheese crumbles, and apple cider vinaigrette. Served with a cup of pasta salad and a lemon bar. Lunch Option 3: Mixed Green Salad with tomatoes, chickpeas, cucumbers, carrots, roasted beets, feta and a balsamic dressing. Includes a cup of pasta salad and a lemon bar. Lunch Option 4: Soup: A hearty bowl of Vegetable Soup with a chunk of bread. Served with a cup of pasta salad and a lemon bar. Lunch Option 5: On My Own
1:40-2:30pm	Program Management Tools - Walk Away with Practical Tools to Support Your Staff and Elevate Your Programs - Take control of your programs with this hands-on training focused on tools that help you stay on budget, evaluate data efficiently, and lead with confidence. Not just for managers - you are all leaders in your programs. Learn how to create and use spending plans, manage end-of-month reports, collect and share impactful data, and impress your manager with clear, concise updates. You'll also explore how to use the Program Proposal Form created by Kristi Roque, to plan, collaborate, and debrief effectively. Leave with ready-to-use templates and strategies to strengthen your program management from start to finish. Rebecca McGhee, Manager of Adult Services	International Librarianship: Serbian Library Systems An overview of the Emporia State University School of Library and Management's summer 2025 field trip to Belgrade, Serbia. This presentation will cover similarities and differences between Serbian systems and our own, cultural highlights of the trip, and lessons learned! Karaline Porter-Halden, Librarian-in-Training	Conference Sharing: Couldn't make that conference? Join 3 Librarians to learn about their conference takeaways! Beth Moore will share information gleaned from the ALA conference regarding Imposter Syndrome and how to boost confidence and combat feelings of inadequacy at work. Ray Packard will discuss takeaways from ALA on the session Unbannable: The Impact of Book Bans on Library Patrons and How Libraries can Push Back. Aaron Ramirez will also be on hand to share valuable and relevant information he gained from attending an important conference on Copyright. Beth Moore, Librarian/Assistant Branch Manager Ray Packard, Branch Librarian Aaron Ramirez, Manager of LHG department	Book Buzz/Readers Advisory - Looking for your next favorite book? Seeking titles to recommend to that patron who has already read everything? Come hear the latest book buzz from PCCLD library staff about their favorite reads in this lightning-round session! Kristi Roque and Friends
2:45 - 3:45pm	Create Stunning Hoop Earrings - This hands-on workshop will teach you how to create stunning beaded hoop earrings using seed beads and wire wrapping techniques, inspired by traditional Mexican and Indigenous patterns. This program is great to bring to your branches, to give as gifts, or even expand your own jewelry collection! Alyssa Vargas Lopez, Museum Services Administrator	Understanding Digital Resources For Better Patron Experience - Has a patron asked you a question about Hoopla that you couldn't answer? What about Libby? Or one of our databases? Come to this session to learn how these platforms and digital resources work and get answers to your questions so you can better assist patrons in their quest for more digital resources! Cowles, Digital Resources Librarian	Decode Your Insurance Coverage: Tools, Terms, and Tips Join David Vecchio, Vice President of Benefits Broker, to learn more about the health insurance landscape. Whether you participate in PCCLD's insurance plans or not, insurance can feel complicated, but it doesn't have to be. In this session, Dave will break down key terms like premiums, deductibles, and copays, and why pharmacy costs do or do not apply to the deductible. Knowing your plan is extremely important as not all plans or insurance carriers provide coverage for the same healthcare services. You will learn tips and resources to help you feel confident as a smarter insurance consumer. David Vecchio, Vice President Benefits Broker	
4:00-5:00pm	Register for a Flu Shot! https://www.albertsons.com/vaccinations/gc-home	Register for a Flu Shot https://www.albertsons.com/vaccinations/gc-home	Register for a Flu Shot https://www.albertsons.com/vaccinations/gc-home	Register for a Flu Shot https://www.albertsons.com/vaccinations/gc-home

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