Learning by Failing

How to Plan System-wide Programming Collaboratively
Changing our Planning Process
Learn Today

• How we shifted to system-wide collaborative program planning
• What we learned in the process
• Where are we now
• How our process can help you
Plano, Texas

- 290,000 population
- 56% with bachelor’s degree or higher
- $100,000 median income
- 85 languages in schools
Plano Public Library

- 5 locations
- $10 million budget
- 177 staff
- 770,000 total materials
- 30,000 sq. ft. buildings
- Open 69 hours a week
TIME FOR CHANGE
Staff Changes

- One librarian supervisor
- Combined youth and adult services
- Added career ladder for paraprofessionals
Programming Changes

• Multi-generational
• Focus on STEAM
• Community outreach and partnership
• Building to category
**Brochure**

**ENAGING OUR COMMUNITY • ENRICHING LIVES • EDUCATING MINDS**

**SUMMER 2017**

**ENAGAGE**

**PLANO PUBLIC LIBRARY SYSTEM**

### JUST FOR KIDS | GRADES K-5

**Lego Challenge**
Play with our Legos and build the challenge of the day. If you dare!

*Schmidlaugh: Mondays, June 5, July 10 & 24, 3pm*

**Storybook Scaping**
Using the Caldecott winning classics Make Way for Ducklings, children will be introduced to basic map reading skills.

*Same time as Lego Challenge*

**Readers & Ragers**
Bring your favorite book from home or choose one from the library, and read to a person or a bear at a heart of Texas Therapy Dog.

*Patterson Public Library: Tues., July 31, 3pm *

**Lego Landmarks**
Build famous landmarks (e.g., the Eiffel Tower) using Legos.

*San Ramon: Mon., July 10, 3pm *

**Search Challenge**
What can you build with straws? The sky’s the limit when you imagine it!

*Patterson Public Library: Tues., June 20, 3pm *

**Lego Art, Attack**
Learn to create famous artworks and masterpieces, and then recreate them using Legos.

*Haggard: Tues., July 11, 3pm *

**Art Workshop**
Create with our activity to get a little messy as we create painted animal amulets.

*Davis: Tues., July 18, 3pm *

**Meet the Musician**
Learn about famous musicians, listen, dance, and create art based on their music.

*Haggard: Tues., July 25, 3pm *

**Project Wild**
Build on your child’s sense of wonder about nature! Explore wildlife and the world around us through a wide range of activities. Part of the Texas Parks and Wildlife Institute.

*Haggard: Mon., July 31, 3pm *

### TWEEENS | GRADES 4-8

**Build a Space Station**
Build a space station using recycled materials. Use your imagination, the sky is the limit!

*Same time as Lego Challenge*

**Science Lab**
Make some polymer and add ingredients to make different forms of slime!

*Schofield: Wed., June 14, 3pm *

**Craft Course in Comics**
Are you always doodling in class? Do you love comics? Have you ever wanted to make your own? Learn the basics to create your own mini-comic.

*Haggard: Thurs., June 15, 3pm *

**Art Mystery Game**
One of these paintings is not like the others! Ready to put your observational and art history skills to the test? Help the Haggard Museum of Art get back into order by solving the mystery of the missing-up paintings.

*Haggard: Mon., June 19, 3pm *

**Giant Sized Games**
Play giant games of Connect 4, Checkers, Chess, and Jenga.

*Patterson: Tues., June 20, 3pm *

**Craft Your Book**
Make your own fancy bookmarks, literary coasters, book-themed airplane and other bookish crafts.

*Haggard: Thurs., June 22, 3pm *

**Sci-Fi Street Art**
Explore the variations of Street Art and learn about its place in history as an art form. Then create your own techniques with Sci-Fi and create some spectacular planetary Street Art.

*Davis: Thurs., July 13, 3pm *

**Glass Painting**
Learn to paint 3D images on glass frames using acrylic paint.

*Haggard: Mon., July 17, 3pm *

**Craft Challenge**
We’ll give you a limited selection of items and tools, you come up with the outcome. Are you ready for a challenge?

*Schofield: Wed., July 26, 3pm *

**Car-Rbots**
Create your own character and setting! Use our Stop Motion app to create your own mini-animation of your character.

*Haggard: Thurs., July 27, 3pm *

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http://www.plano.gov/DocumentCenter/View/24371
Challenges

• Rigid staff structure
• Outdated process
• Poor communication
• Competition
• Ownership and accountability

Staff at Summer Reading Kickoff
What Didn’t Work

Everything hurts and I'm dying

Producer
ALAN YANG
First Attempt
More Attempts
Why It Didn’t Work

- Resistance to change
- No defined process
- Unbalanced staff involvement
- Planning in silos
Success!
Solution Process

- Created committees by target audience
- Identified idea submission path
- Defined process for program placement
- Communicated structure and timeline
- Defined evaluation criteria
Tools

- Brain writing (link below)
- Think tanks
- Google docs
- Library intranet
- Communication!

https://www.fastcodesign.com/3062292/evidence/brainstorming-is-dumb
Committees Created

- By target audience
- Small
- Representative
- Diverse
Structure and Timeline

- Seasonal promotion
- Print brochure deadlines dictate timeline
- One spreadsheet for input
Program Placement

- Supervisors assessed community needs
- Supervisors identify dates for entire system
- Committees slot programs into calendar

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<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
<th>Program</th>
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<tbody>
<tr>
<td>6/8 (Thursday)</td>
<td>3pm</td>
<td>Davis</td>
<td>Build Your Own Space Station</td>
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<tr>
<td>6/15 (Thursday)</td>
<td>3pm</td>
<td>Harrington</td>
<td>Crash Course in Comics</td>
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<td>6/22 (Thursday)</td>
<td>3pm</td>
<td>Haggard</td>
<td>Robot Wrestling</td>
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<td>6/29 (Thursday)</td>
<td>3-5pm</td>
<td>Parr</td>
<td>Tech Truck – Engineering</td>
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<td>7/6 (Thursday)</td>
<td>3pm</td>
<td>Schimelpfenig</td>
<td>TBD</td>
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<td>7/7 (Friday)</td>
<td>3-5pm</td>
<td>Haggard</td>
<td>Tech Truck – Intro. To Wearable Electronics</td>
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<td>7/13 (Thursday)</td>
<td>3pm</td>
<td>Davis</td>
<td>Planetary Street Art</td>
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<td>7/15 (Saturday)</td>
<td>3-5pm</td>
<td>Harrington</td>
<td>Tech Truck – Laser cut wearables</td>
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<td>7/20 (Thursday)</td>
<td>3pm</td>
<td>Harrington</td>
<td>Corkbots</td>
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<tr>
<td>7/22 (Saturday)</td>
<td>3-5pm</td>
<td>Davis</td>
<td>Tech Truck – Laser Cutting Make and Take</td>
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<td>7/27 (Thursday)</td>
<td>3-5pm</td>
<td>Schimelpfenig</td>
<td>Tech Truck – Print Making with the Laser Cutter</td>
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<tr>
<td>8/3 (Thursday)</td>
<td>3pm</td>
<td>Parr</td>
<td>Make Toys for Animals/Animal Shelter Truck</td>
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Idea Submission

- Staff submit their ideas
- Vetted by committee
- Feedback provided
I have a program idea!

Get input from Librarian Supervisor or other staff, research and write proposal. Submit to program committee.

Programming Committees

- Connecting Families
- Early Learning & Just for Kids
- Friends Funding
- Tween and Teen
- Adults
- STEAM

Event Brochure

- Calendar Dates

Librarian Supervisors
AIRSpace, Family Place, 3D Printing, Digital Creation Spaces, Genealogy, Puppet Shows, Storytime Schedule

Set calendar dates and initiatives, track core programs and building unique services.
Evaluation Criteria

• Attendance statistics
• PLA Project Outcome Surveys
• Staff feedback
• Alignment with strategic plan
“The Sensory Storytime program is very informative and my kid is improving his listening skills and social skills. Thank you.”
Results

• Defined expectations
• More staff involvement
• Balanced program offerings
Our Future

• Continue refining the process
• More training for staff
• Committees select dates
Lessons Learned
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