



COLORADO STATE LIBRARY

FY 2022 - 2023 ANNUAL REPORT

MISSION: WHAT WE DO

Colorado Department of Education

Ensuring equity and opportunity for every student, every step of the way.

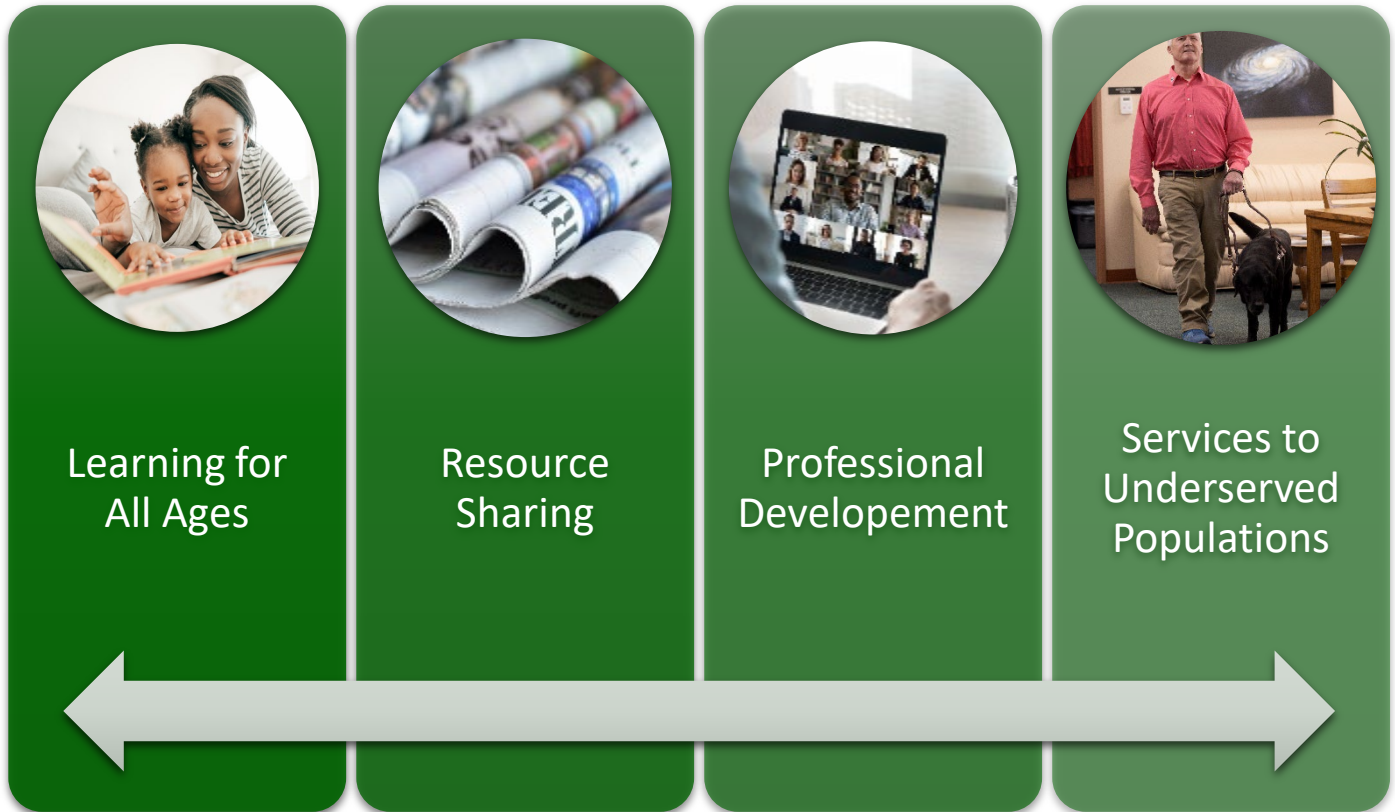
Colorado State Library

The Colorado State Library (CSL) helps libraries, schools, museums, and other organizations improve services, making it easier for all Coloradans to access and use the materials and information they need for lifelong learning.

VALUES: WHAT WE BELIEVE



STRATEGIC GOALS: WHAT WE PROMOTE



STRATEGIC GOAL I: LEARNING FOR ALL AGES



Woodruff Memorial Library / Children's Desk

All Colorado residents will have access to library services that support formal educational achievement and inspire lifelong learning.

This goal meets the following purposes and priorities for Library Service and Technology Act (LSTA) funding:

- expand services for learning and access to information and educational resources in a variety of formats, in all types of libraries, for individuals of all ages to support such individuals' needs for education, lifelong learning, workforce development, and digital literacy skills; and
- develop public and private partnerships with other agencies and community-based organizations.

STRATEGIC GOAL II: RESOURCE SHARING



Windsor Public Library

Colorado libraries will share resources, expertise, and systems statewide to ensure the efficient delivery of library services to their diverse communities.

This goal meets the following purposes and priorities for Library Service and Technology Act (LSTA) funding:

- establish or enhance electronic and other linkages and improve coordination among and between libraries and entities, for the purpose of improving the quality of and access to library and information services;
- develop public private partnerships with other agencies and community-based organizations; and
- develop library services that provide all users access to information through local, state, regional, national, and international collaborations, and networks.

STRATEGIC GOAL III: PROFESSIONAL DEVELOPMENT FOR LIBRARY STAFF



CATS Workshop

Colorado library staff and leadership will continuously enhance their skills, advancing library services to Colorado residents.

This goal meets the following purposes and priorities for Library Service and Technology Act (LSTA) funding:

- to provide training and professional development, including continuing education, to enhance the skills of the current library workforce and leadership, and advance the delivery of library and information services.

STRATEGIC GOAL IV: SERVICES TO UNDERSERVED POPULATIONS



Baca Grande Library

Underserved Colorado residents will receive services from Colorado libraries that meet their individual needs.

This goal meets the following purposes and priorities for Library Service and Technology Act (LSTA) funding:

- target library services to individuals of diverse geographic, cultural, and socioeconomic backgrounds, to individuals with disabilities, and to individuals with limited functional literacy or information skills; and
- target library and information services to persons having difficulty using a library and to underserved urban and rural communities, including children (from birth through age 17) from families with incomes below the poverty line.

DIRECTOR'S NOTE



Nicolle Davies Assistant Commissioner/ State Librarian

Dear Friends,

I hope you enjoy reading this annual report, which highlights some of the great work happening in Colorado libraries throughout the state, as well as the impressive work of the Colorado State Library staff.

Our current Strategic Plan serves as our guidepost with areas of focus that include Learning for All; Resource Sharing; Professional Development for Library Staff; and Services to Underserved Populations. This work is heavily influenced by our values of Access, Service, Education, and Integrity.

During the year, through State Grant to Libraries funding, we were able to touch 97% of public, school, higher education, Talking Book, and State-Run institutional libraries through grants, distributing over \$2.9 M to libraries for collections and technology.

Within the State Library, there was a strong focus on improving publicly accessible library services for all Coloradans. This came through dozens of in-person and virtual trustee training sessions, leadership development workshops, staff training, strategic planning, and futurist trends discussions.

We work closely with K-12 educators to support the Highly Effective Schools Through Libraries (HESTL) program, which focuses on student achievement and preparation for 21st century success, while recognizing outstanding school library programs and staff. The team supported 45 School Libraries to earn 59 HESTL credentials.

Institutional Library Development provides leadership and expertise for the 39 Colorado institutional libraries and this year, we increased efforts to expand their library collections and training for frontline staff, purchasing 23,729 print materials and 176 audio/visual materials and providing more than 80 educational opportunities.

The popularity of our Colorado Historic Newspaper Collection hit an all-time high, as we now offer over 3.7million pages from over 730 newspaper titles published in the state from 1859-2021. We are committed to diversifying the collection and will continue to add more papers in other languages.

The Colorado Talking Book provided 18,304 personal consultations with patrons, to ensure they were provided with the materials they wanted, while circulating 765,531 items. Our staff at the Talking book library are often a main connection to the broader community for our patrons. We recognize and value the importance of these relationships.

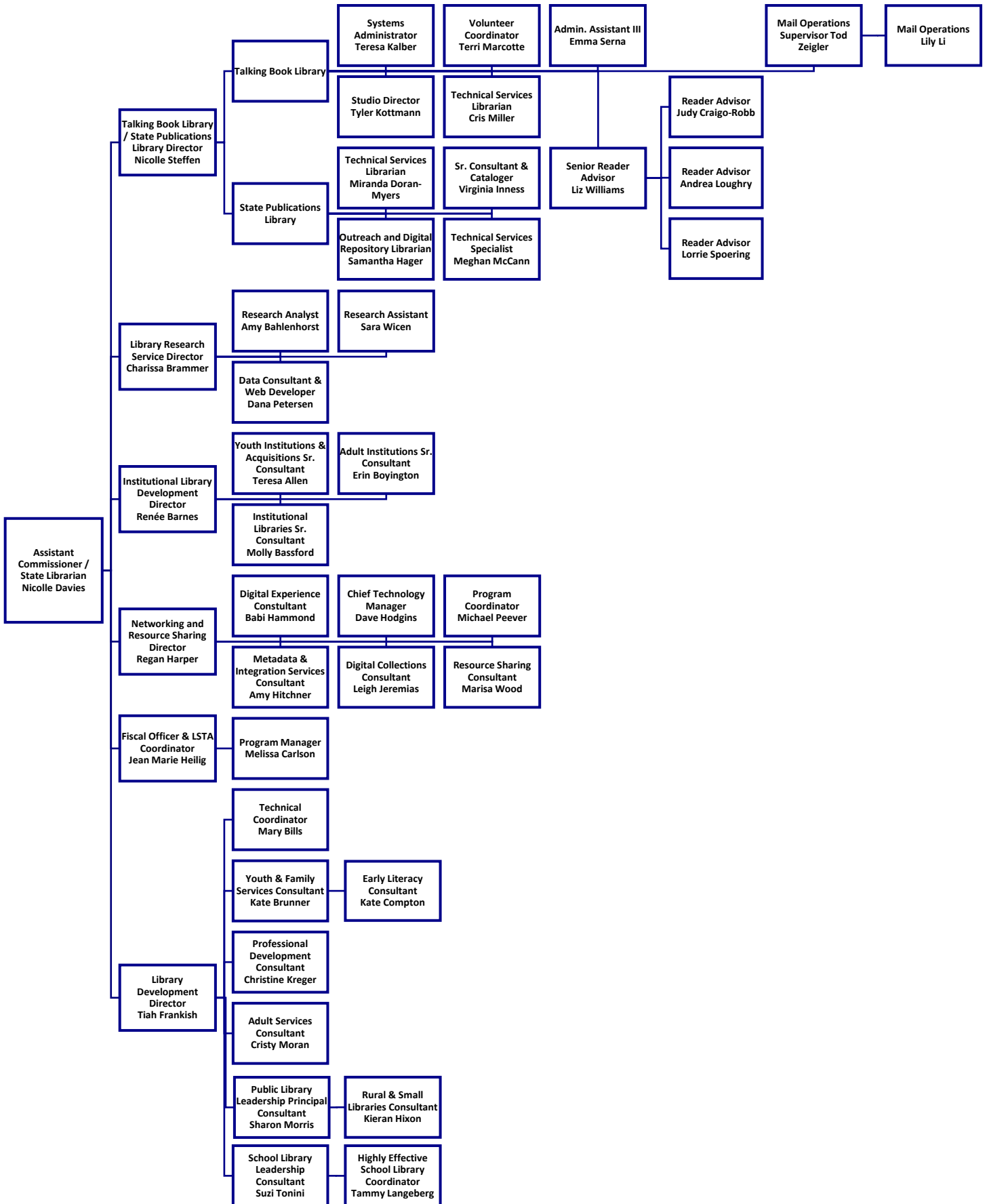
We offered Resource Kits to help libraries provide programming for their communities. These kits provide opportunities to create library programs, test equipment, raise awareness of community social issues, and become more aware of under-served populations and how to work with these patrons more successfully. The Book Club Resource expanded from 349 to 1,029 sets.

There is so much inspiring work happening in the libraries across Colorado. The Colorado State Library staff work in collaboration with library staff in all 64 counties to provide the best, most equitable service offerings possible. I am so proud of and impressed by the work of the staff.

In gratitude to the State Library Staff,

Nicolle

STATE LIBRARY ORGANIZATIONAL CHART



FY 2022-2023: AT A GLANCE

ADMINISTRATION

STATE GRANTS FOR LIBRARIES – 97% OF ALL LIBRARIES IN THE STATE RECEIVED FUNDING

Public Libraries
110 Grants
\$1,825,197

School Libraries
172 Grants
\$900,969

Academic Libraries
26 Grants
\$155,502

Colorado Talking
Book Library
\$5,499

State Run Institutions
31 locations
\$25,332



77,305
Books



2,459
Audiobooks



4,729
eBooks



3,650
eAudiobooks



967
DVD's



1,943
Periodical
Subscriptions



465
Databases



1,001
Technology

EARLY LITERACY PROGRAMMING



The Colorado State Library (CSL) coordinates statewide early literacy initiatives including resources and materials for families and caregivers; training, resources, and consulting for early literacy professionals; and technical support and registration stipends for the annual Colorado Libraries for Early Literacy virtual conference.

- Staff provided seven 90 minute facilitated learning sessions with a 10-person cohort consisting of library professionals from rural, suburban, and urban library jurisdictions across the state. The Growing Readers Together (GRT) training course consisted of six learning modules based on GRT best practices for early literacy and learning in public libraries, community outreach and partnership, serving informal family, friend, and neighbor caregivers.
- Staff held 15 virtual and in-person training sessions for 345 attendees on early literacy topics including early childhood mental health; choosing books for beginning and struggling readers; STEM in early literacy programming; school readiness programming in public libraries; growth mindset; the evidence base for structured literacy instruction and impacts on early literacy services.
- Growing Readers Together printed and distributed 5,784 hard copies of its early literacy calendar to public libraries. The libraries distributed them to families/caregivers of young children. Each calendar contains multiple ideas for activities that support early literacy development and language acquisition. Calendars are available in English and Spanish.

COLORADO FAMILY LITERACY PROGRAMS

Youth & Family Services Consultants coordinated statewide initiatives including youth services training, networking, and consulting for library staff.

- Professional development foci included confronting bias, outdoor programming, social-emotional learning in the library, and jargon free libraries for 185 attendees.
- Staff facilitated 24 virtual meetings on timely topics to sustain communities of practice that provided shared connection, idea exchange, and collaborative resources between Colorado youth services professionals.
- With the hiring of a new Youth & Family Services Consultant, four statewide listening sessions were held to solicit input and feedback from youth services staff to inform future activities.
- Four in-person and one virtual Youth Services workshop provided learning opportunities for 100 library professionals involved in youth services summer program design. Topics included resources from the Collaborative Summer Library Program (CSLP), cultivating

sustainable community partnerships, and social-emotional learning in libraries. Staff also provided CSLP manuals and programming supplies for the summer learning program to 108 public library jurisdictions.





The Colorado State Library is committed to cultivating a culture of learning to empower Colorado library staff by offering professional development in a variety of formats, including in-person training, online webinars, self-paced online tutorials, and a website dedicated to continuing education.

HIGHLY EFFECTIVE SCHOOLS THROUGH LIBRARIES PROGRAM



The Highly Effective Schools Through Libraries (HESTL) program provides guidance for K-12 educators as they facilitate student achievement and preparation for 21st century success and recognizes outstanding school library programs and staff. CSL staff provided 17 learning sessions to 697 learners this year. Seventeen “News You Can Use” online newsletters were posted and received 975 page views. Nine “K-12 Library Connections” blog posts received 1,107 unique page views. The team supported 45 School Libraries to earn 59 HESTL credentials.

HIGHLY EFFECTIVE SCHOOLS THROUGH LIBRARIES EDCON



The School Library Consultant partnered with the Colorado Association of Libraries to offer Highly Effective Schools Through Libraries (HESTL) EdCon, a new statewide hybrid conference for school library professionals. A total of 165 people registered for the conference: 98 registrations for the in-person program and 67 for the virtual program. Session topics included digital literacy, building a schoolwide culture of reading, responding to book challenges, and creating inclusive library spaces.

PUBLIC LIBRARY LEADERSHIP



The Colorado State Library (CSL) offers professional development workshops, consultations, facilitation, and information resources for public library leaders and staff. These initiatives contribute to the ongoing improvement of publicly accessible library services for all Coloradans.

Activities for the reporting year included 15 trustee training sessions with 151 participants, seven leadership development workshops and 11 staff days for 994 participants, seven facilitations of strategic meetings for 59 participants, five webinars on futurist trends for 195 participants, and 350 consultations.

CSL hosts information resources including the public library standards, sample library policies, and guides to library law. Additional online resources include trustee guidance and training and trustee and leadership blogs. CSL hosted workshops, videos, and a toolkit “how to” for interviewing community stakeholders. The team collaborates with other agencies to develop additional initiatives, including planning a telehealth project for roll out in FY23. Through data-information resources, research on organizational development, and other guidance, the team offers experiential learning, mapping and data tools, and other resources that inform libraries. CSL provided support for new public library directors including hosting a New Directors’ Forum.

ADULT SERVICES: SERVING SPANISH-SPEAKING PATRONS



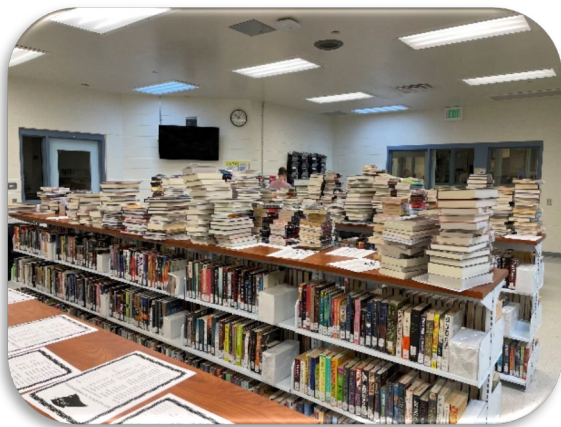
To help libraries serve the 22% of Coloradans who self-identified as Hispanic/ Latino/a and the growing population of immigrants and refugees from Spanish-speaking countries, the Adult Services Consultant created resources and facilitated professional learning opportunities centered on language access, linguistic diversity, cultural competency, and outreach. This included: a “Spanish for Libraries” web page on the Colorado State Library website; engagement with the Colorado Chapter of the National Association to Promote Library & Information Services to Latinos and the Spanish Speaking (REFORMA) and the Colorado Association of Latino Mentors and Authors (CALMA); promoted webinars and courses for professional development including “How to Really Reach the Latino Community” (webinar) and; offered reimbursement for Novelist’s “Antiracist Service to Readers” course.

The Consultant also leveraged existing projects to expand services to Spanish speakers. This included the creation of a Spanish translation for the Check Out Colorado State Parks patron/ borrower survey. Utilizing the Colorado Virtual Library (CVL) blog, CSL has also established an ongoing series, “Language Access, Linguistic Diversity, and Language Justice,” that features information and resources for expanding services to Spanish-speakers and to speakers of other languages. The article “Language Resources: Translation and Interpretation Services and Beyond” has 423 unique page views.

INSTITUTIONAL LIBRARY DEVELOPMENT

Institutional Library Development (ILD) provides leadership and expertise for 39 Colorado institutional libraries. The team provided technical expertise, assistance, and professional development opportunities to library staff and supported programs, collections, and services integral to supporting the institutional programs and curriculum in 36 state-operated institutions in the Colorado Department of Corrections (CDOC), Colorado Division of Youth Services (DYS), Colorado Mental Health Hospitals (CMHH), Colorado School for the Deaf and the Blind (CSDB), and Colorado State Veterans Community Living Centers (CSVCLC).

COLLECTION DEVELOPMENT



ILD's collection development efforts promoted reading to support treatment, improve literacy, reduce boredom, encourage conversation, enhance the curriculum, and further classroom success as well as college and career readiness. Reference, video, Spanish-language, illustrated nonfiction, large print materials, and magazines were selected centrally. ILD purchased 23,729 print materials and 176 audio/visual materials.

ILD selected, purchased, cataloged, processed, and delivered 7,644 titles for the reopening day collection at the Centennial Correctional Facility-South library. Additionally, staff weeded the old collection and shelved the new titles. (pictured)

TRAINING

ILD Consultants provided training for professional and paraprofessional staff working in CDOC, DYS, CMHH, CSDB, and CSVCLC libraries, based on the results of interactions with stakeholders, knowledge of stakeholder agency needs, and in response to product and service changes. Annual staff development training included interactive programs on cataloging, processing, intellectual freedom, and integrated library system use. The bulk of training was provided one to one or a small team per an established training matrix with an emphasis on knowledge, skills, and abilities of paraprofessional staff. Matrix curriculum includes essential training in the areas of administration, access services, collection development and management, and patron services and programs. Orientation curriculums using a learning management system were also provided. ILD consultants offered 80 training events to 240 attendees.



COLORADO HISTORIC NEWSPAPER PROJECT ADDED 1,000,000 PAGES



Colorado Historic Newspapers Collection (CHNC) provides free online access to 730+ newspaper titles published in Colorado from 1859 to 2021. Newspapers within the collection come from throughout the state, and include papers published in English, German, Spanish, Italian, Japanese, Slavic, Serbian, and Swedish. CHNC provides access to over 3.7 million pages from these newspapers. This year the project added an additional one million pages and 130 new titles.

LIBRARY JOBLINE

Library Jobline connects employers and job seekers in libraries, museums, and other closely related fields. During the reporting year 1,210 jobs were posted and Jobline generated 1,639,747 email notifications to registered job seekers. Registrations for Jobline included 150 new job seekers and 144 new employers.



RESOURCE KITS FOR LIBRARIES



Resource Kits are bundled tools and materials that enable institutions to provide programming for their communities. Library staff use kits to create programming, test equipment, raise awareness of community social issues, and become more aware of under-served populations and how to work with these patrons more successfully. Three science related kits (climate crises, solar science), three adult programming kits (community conversations, passive programming, and parole simulation) and four educational game kits were added to the collection.



The Book Club Resource expanded with 349 sets added through book donations by libraries and authors, as well as purchases of new sets, bringing the collection total to 1,029 sets. Sets were loaned to Colorado patron libraries for 8 weeks, helping libraries provide book club materials without the burden of acquiring multiple copies of a single title for their own collections. A total of 383 kits and book club sets were loaned during the reporting year.

COLORADO TALKING BOOK LIBRARY



The Colorado Talking Book Library (CTBL) provides free library services to the blind and print disabled residents of Colorado. Collections include audio and braille books available through the mail and online, as well as large print books and descriptive videos. Additional services available are online databases, reference and reader advisory services, and online public access to the library's catalog through the KLAS circulation system. CTBL's onsite studio provides recorded books and materials of local interest to supplement the national NLS collection (National Library Service for the Blind and Print Disabled, Library of Congress).



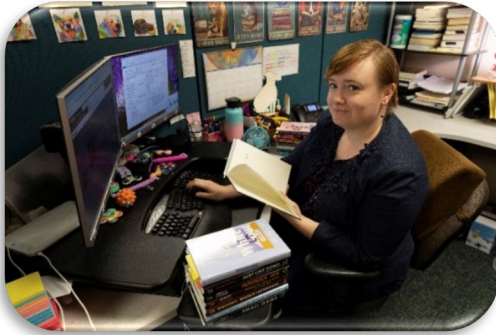
Reader Advisors Provided 18,304 Consultations



**Production & Duplication of
Audio and Braille Materials
116 Items Digitized
62,099 Physical Items Produced**



765,531 Items Circulated



8,073 Items Cataloged



Collection Development
959 Print Materials
53 Audio Materials
22 Databases

COLORADO STATE PUBLICATIONS LIBRARY



The Colorado State Publications Library (COSPL) provides free permanent public access to state publications. COSPL acquires, catalogs, and stores publications produced by all state agencies; distributes publications to depository libraries; and maintains a physical collection, an online library catalog, and a digital repository. Other services provided include original cataloging; creation and maintenance of the original classification code system; subject and quick guides to state government information; blog posts; reference services; and interlibrary loan for state, national, and international requests. These activities provide access to Colorado state government information by maintaining public access to state publications in-person, virtually, and via interlibrary loan, as well as through expert research assistance to patrons statewide.

ANNUAL SURVEYS AND PROGRAM EVALUATIONS



LIBRARY RESEARCH SERVICE

Library Research Service (LRS) generates library statistics and research for library and education professionals, public officials, and the media. LRS reports and analyzes statistics on public and academic libraries and conducts studies on major library issues and Colorado State Library (CSL) projects and activities. LRS staff members also share their expertise with the field by providing professional development. These activities serve the larger purpose of teaching and equipping library staff and stakeholders to use data for informed decision making, communicating, and planning.

2022 Library Jobline Fast Facts



Library Jobline connects qualified job seekers with open positions in libraries and museums nationwide through tailored search options and a robust network of employer subscribers. In 2022, the site posted 188 more jobs than it did in 2021. New user data from Library Jobline shows that under half of new users (42%) were employers while over half (58%) were job seekers. Overall, there was an 18% decrease in new users but a 17% increase in job postings compared to 2021.

2022 QUICK STATS



1,271
jobs posted



305
new users

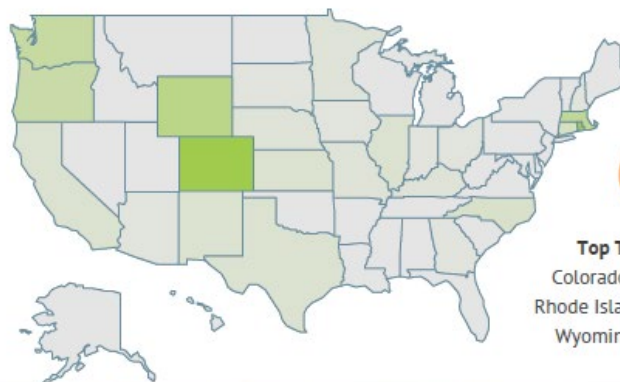


1,711,505
emails sent



296,385
site views

The Number of Job Postings By State in 2022

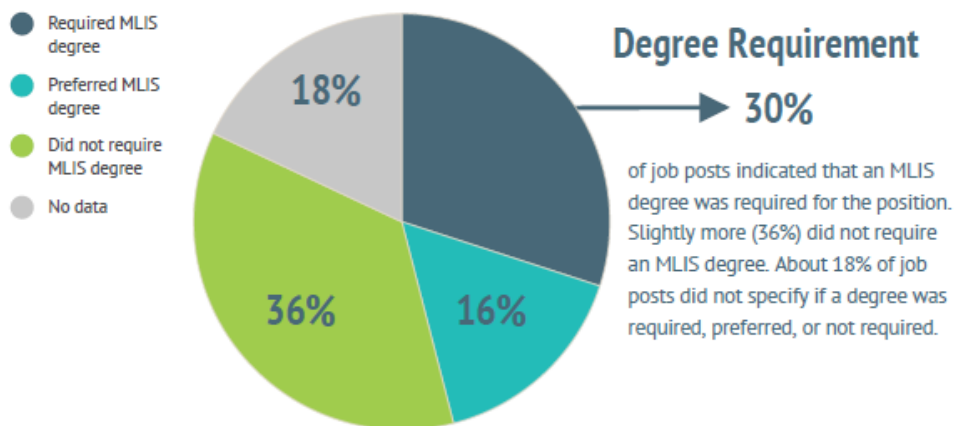
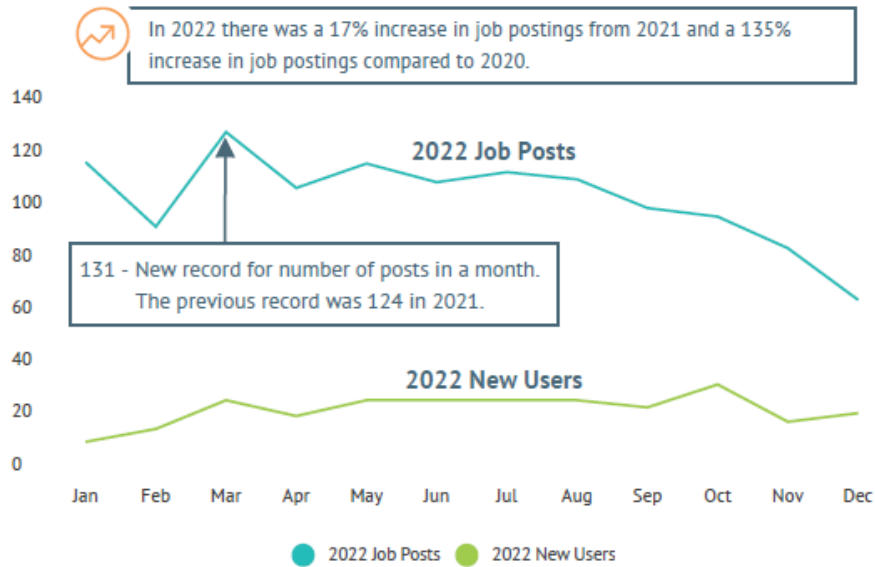


Top Three States

Colorado: 48% of posts
Rhode Island: 13% of posts
Wyoming: 6% of posts

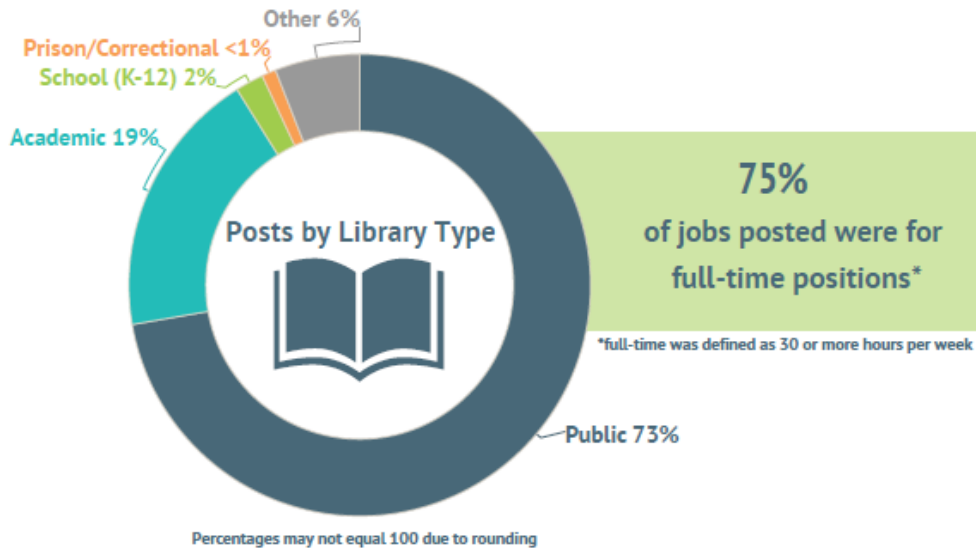
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Job Posts Peaked Early In 2022



2021 Graduates of LIS programs found similar employment rates but higher job satisfaction.

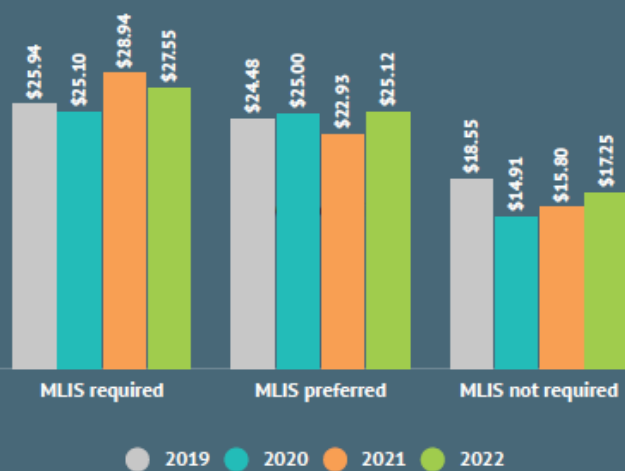
According to [Library Journal's Placements and Salaries Survey 2022](#), 86% of 2021 LIS graduates are employed full-time. Seven out of ten (71%) are employed in an LIS field. 76% of those with a job expressed satisfaction with their placement, which is up 11 percentage points from last year.



Wages for jobs not requiring a MLIS and wages for jobs preferring an MLIS both increased from 2021. The wage increase in 2022 for jobs not requiring a MLIS degree and jobs preferring a MLIS degree was 9% and 10% respectively. Wages for jobs that require a MLIS degree fell by 5% after jumping 15% in 2021.

Average hourly wages are calculated based on the salary ranges employers report in job posts. Annual salaries are calculated based on an assumption of working 40 hours per week and 52 weeks per year.

Average starting wages for the past 4 years



Colorado Public Library Challenges to Materials and Services: 2022

Every year, Library Research Service surveys Colorado public libraries about challenges to their materials or services as part of the Public Library Annual Report survey (PLAR.) The libraries that report receiving one or more challenges are then asked to provide additional information. A challenge is an attempt to remove or restrict materials, based on the objections of a person or group (www.ala.org/tools/challengesupport). Note that reporting details about challenges is optional, so the numbers do not necessarily cover all challenges reported on the PLAR survey.

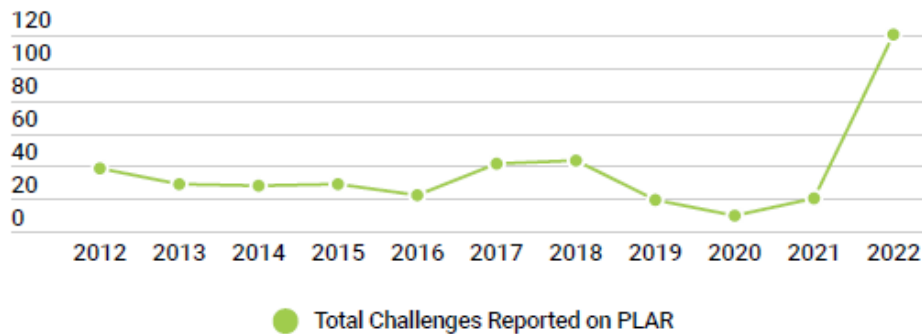


In 2022 there were **120 challenges**



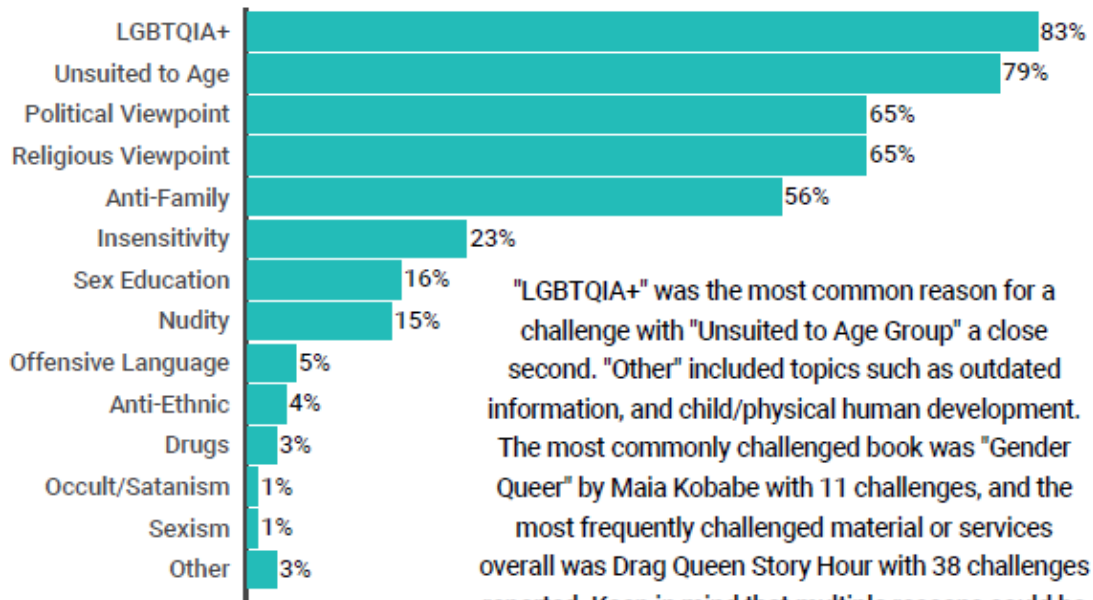
That's a **500% increase** from 2021

Number of Challenges Over 10 years



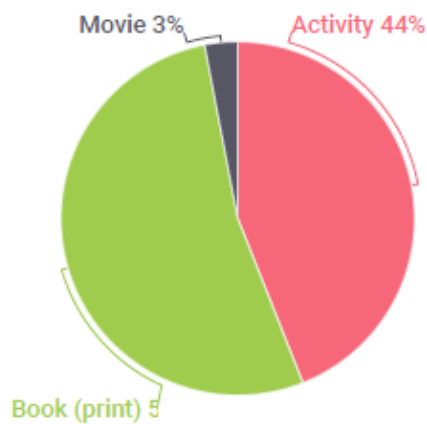
Until 2022, the number of challenges in Colorado has remained below 45 each year. In 2022, some libraries expressed that they had their first challenges in a decade. Out of the 21 libraries who reported challenges, four of them account for the vast majority of challenges (77 of the 120). Most (15) of the 21 libraries had four or fewer challenges to report. According to the American Library Association, nationally 1,269 challenges were reported in 2022. Notably, this is about a 74% increase from 2021, compared to Colorado's 500% increase.

Reasons for Challenges in 2022



"LGBTQIA+" was the most common reason for a challenge with "Unsuited to Age Group" a close second. "Other" included topics such as outdated information, and child/physical human development. The most commonly challenged book was "Gender Queer" by Maia Kobabe with 11 challenges, and the most frequently challenged material or services overall was Drag Queen Story Hour with 38 challenges reported. Keep in mind that multiple reasons could be selected for each individual challenge, so it's likely that there is crossover between reasons.

Format of Challenged Items



For our purposes, "Activity" includes programs, events, and displays. All of the activities that were challenged were about LGBTQIA+ topics; Drag Queen Story Hour, and Pride Display. There were not any material challenges for audiobooks, eAudiobooks, eBooks, music, nor newspapers/magazines. There were also no internet policy challenges reported. The materials challenges were composed of 37 unique titles compared to 15 in 2021.

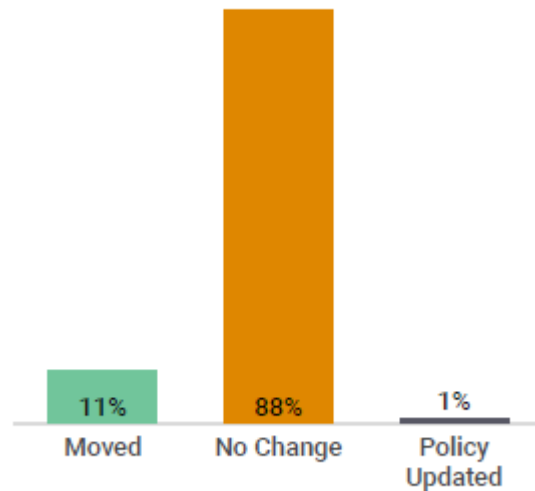
Intended Audience of Challenged Items



● Adult ● Young Adult ● Children

70% of challenges were regarding items or activities intended for children with only 10% intended for adults.

Result of Challenge



The vast majority of challenges resulted in no change but 1% did spur a policy update.

Want to Learn More?

For a full list of challenged titles and services, please visit <https://www.lrs.org/public/data/challenges/>. Questions or concerns? Contact lrs@lrs.org.

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Fast Facts ED3/110.10/No.367
Originally published 7/20/23,
revised November 2023.



This project was made possible in part by the Institute of Museum and Library Services



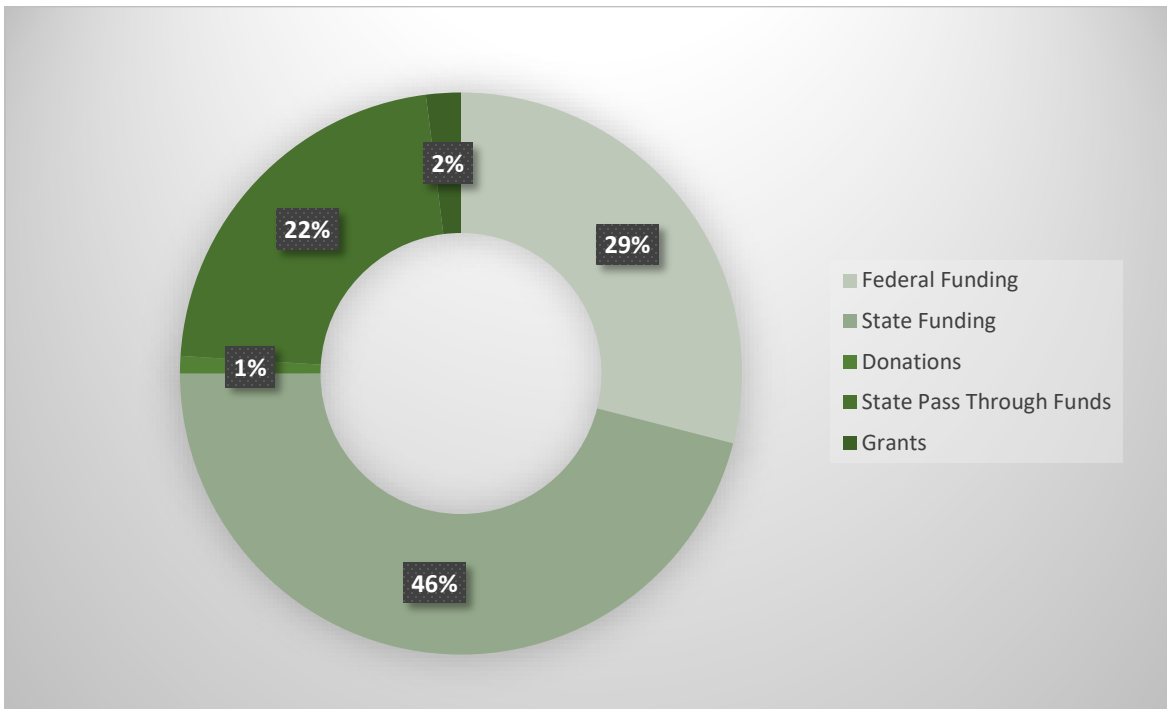
COLORADO
Department of Education
Colorado State Library

Made with 



This three-year project is funded by a National Leadership Grant from the Institute of Museum and Library Services. The Library Research Service is assessing prison library services related to pro-social behaviors in incarcerated people and their successful re-entry in Colorado. Tools will be created so other states and departments of corrections can conduct their own research. The project team has focused on group interviews, a standardized set of surveys, and analysis of data from the prison's information systems and the libraries' systems to complete the assessment. They are developing data, the survey instrument, and a research design toolkit that will enable other states to undertake similar research studies and ultimately establish a dataset describing outcomes of prison libraries across correctional environments nationwide. <https://www.lrs.org/prism-toolkit/>

WHERE DOES THE MONEY COME FROM?



\$10,381,464

Federal Funding

\$2,996,276 – Grants to States Program- Library Services and Technology Act, Institute of Museum and Library Services

State Funding

\$4,802,115 – State Appropriations for State Library, Colorado Virtual Library, Colorado Talking Book Library; State Grants for Libraries; and Colorado Department of Education General Fund.

Donations

\$28,599 – Patron and Friends of the Library donations for the Colorado Talking Book Library.

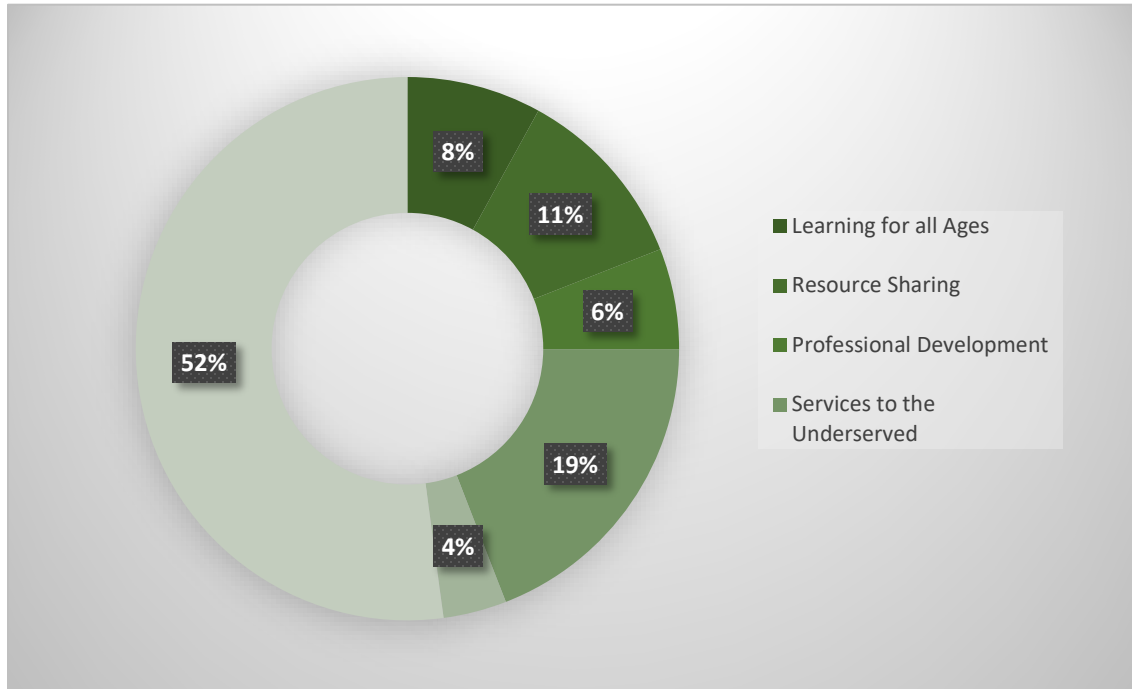
State Pass Through Funding

\$2,366,718 – State Funding Passed via Grants to Colorado Library Consortium, National Federation for the Blind of Colorado, and Audio Information Network. Contractual agreement with the Imagination Library of Colorado.

Grants

\$187,756 – Growing Readers Together funding from Buell Foundation. Institute of Museum and Library Services, National Leadership Grants for Libraries, “PRISM Project: are PRISon libraries motivators of pro-social behavior and successful re-entry?”

WERE DOES THE MONEY GO?



\$10,381,464

Strategic Goal #1: Learning for all ages

\$862,004 – Projects include: Colorado State Publications Library; Early Literacy Programming; Growing Readers Together; Adult Services; and Colorado Family Literacy Programs.

Strategic Goal #2: Resource Sharing

\$1,161,095 – Projects include: SWIFT; Colorado Historic Newspapers; Plains to Peaks Collective; Technology and Web Hosting Services; and Annual Surveys and Program Evaluations.

Strategic Goal #3: Professional Development

\$619,551 – Projects include: School Library Development; Public Library Leadership Development; and Library Staff Learning and Development.

Strategic Goal #4: Services to the Underserved

\$1,988,136 – Projects include: Institutional Library Program Development; Colorado Talking Book Library; and Resource Kits for Libraries.

Administrative Costs

\$450,612 – Expenditures include those related to the Assistant Commissioner and LSTA Grant Coordinator. Office expenditures include rent for all on-site staff and courier service.

Grants

\$5,300,066 – Grants distributed to Public, School, and Academic libraries through the State Grants for Libraries Program. Grants to the Colorado Library Consortium, National Federation for the Blind of Colorado, Audio Information Network, and contractual agreement with the Imagination Library of Colorado