



Phase I - The Listening Phase

One on One Conversations

2022-2026 Strategic Plan Study

[42 individual participants]

Museum

1. The BMPL has made significant strides since [the change over of the new CEO] in 2017. It is fantastic to see so much of the GLAM promotion.
2. The CHD has always been a jewel for the Town. Whether a restaurant, train station, or museum; it is a landmark and needs to be a shining beacon when people enter the Town of the Blue Mountains. It should be seen as a gateway building.
3. We worked really hard in the conversion of this building and it is time to see new growth of the site to better meet the growing needs of the facility. Cash flow will be a problem in achieving this, since the Town has so much infrastructure catching up to do, but the people came forward to do this in the late 2000's so maybe we can accomplish this again. Don't wait for Council to have the funds to do it, or you may be waiting until we are all gone.
4. The work you have done with the [REEL History] films and the virtual museum are fantastic. The numbers and accolades have been in response to the quality of work being accomplished.
5. Don't forget who the primary users are though. It is great to see use across the province, county and globe, but the rate payers need to be well represented in the numbers and work being done.
6. Craigeith Depot - 50-75% are part time residents - doesn't mean they don't need the library -need it differently.
7. We are losing the understanding of our culture and our history. The [REEL History] films have done a great job in bringing that back to centre, but we cannot grow and lose who we are. We need to grow but remain the small-Town feel and have the understanding of who we are and were.
8. As a community, we suffer – we are losing our heritage. BMPL fosters a sense of community – by letting people know the history and who we are. As new people move into the Town, they are not familiar with the history. They don't know First Nation history. Champlain was here. It is important that CHD continue to document this history and teach it so more will know where they live. This is part of being a community and if we lose this, we lose the community.
9. While many of us are attracted to the outdoor lifestyle in the Blue Mountains, there is a need for indoor services. We discussed the role of the Library, Museum and Gallery to meet those needs. I talked about the visitors that the Museum attracts, our tourism info role and the support that we provide to users of the Georgian Trail. He asked about the available space for expansion at the Depot. I said that we had that info for the building project which we presented to Council early in its term (acknowledged that the presentation was too early for an entirely new Council which was yet to determine its vision for TBM). That building plan was for a flexible space for museum, library, meeting and some tourism services. It included support for the users of the Trail (e.g., outdoor-accessible washrooms). I mentioned that the Depot is itself a heritage building, a museum housing a

museum (plus a small deposit of books). It is a very popular, iconic facility and any plans for east end development must be sensitive to that.

10. The gist of their views was three people did not know the Depot was a library, two recalled it as a train station and one a restaurant.
11. Of the two people who knew it was a Library and Museum, one never used it as a library personally but thought it was a very valuable and important community service for children, families, and seniors.
12. One person used it regularly as a library and to drop off returned books, and "loved" the Depot, and she commented it was never too busy (but this could be Covid related but she didn't want it to go out business as she lived in an older cottage style area across from Windfall inside the eastern border of the Town).
13. Another area of interest which could be explored through the Library is the history of the Grey Bruce areas and some of its prominent residents. For example, Nellie McClung was a product of the Grey county area. Another subject of historical interest is the Meaford Tank Range story.
14. The Depot should remain the site for the museum and tourism services and library services should be moved to a new hub.
15. The history of the area came up and she talked about how because she is so knowledgeable about her own property, she is able to use that to connect with community members who have been in the area for a lot longer than she has. The Depot is a big part of this – fostering connections across generations of residents (new resident versus someone who has been here for fifty years) through local history.
16. Passionate about the fact that The Blue Mountains is a community of communities. One of her aspirations is to ensure that adequate signing is installed for each community across the Town. There has been an increase of visitors to the rural areas, and it needs to be conveyed that each of these communities was and is someone's home and is just as important as a more largely populated area (like Thornbury or Craigeleith). How are we (Archives/Museum) supporting awareness of the communities?
17. He noted his confidence in the direction [of the Depot]. No concerns about what [the Depot] is doing.
18. Really happy to have the research resources available – currently writing a book. Great to have such online access.

Gallery

19. Would like to see the facility (e.g. Gallery) used for a broad variety of uses - draws the community and non-users in.

L.E. Shore

20. L.E. Shore is such a hub for the community. You will have no problems advocating for the needs to modernize and expand here. Just don't throw out the baby with the bath water when you do it. Remember what the people love about the building and enhance it.
21. Impact differs depending on geography.
22. Can't take a cookie cutter approach to the Library.

23. Technology training still a focus? Average age in TBM is 64 (book of real estate - not town #). Are we seeing a response to tech? Population needs help with the digital divide. Still get handwritten letters in my mailbox in town.
24. Community hub vs. library per se.
25. Passion for users.
26. Can't believe user numbers – astounding.
27. Community fabric - weaving the services and facilities into the community.
28. Resurgence of wine and book clubs.
29. Resource tool.
30. Big help in elections.
31. Life of the community- love to see the kids - relationship with school makes for early users.
32. Migrant workers.
33. Passion from the Library Board so strong. Social and fiscal ties.
34. Covid - boost to the nay-sayers - critical - showed as an asset - the Town library - that string needs to be tied tighter.
35. The CEO and Board does good job treating it as a business - numbers don't lie, by using all facility aspects, by good budgeting - very refreshing over the last few years.
36. Library does a good job communicating.
37. See more opportunities than just fiscal matters.
38. "Some see the Library as a dying tree, I see it as an evergreen."
39. Need a strong council rep on the Library Board again.
40. The Library [BMPL] provides good services, particularly CHD and all the awards in recent years.
41. We need new residents to have an awareness of Library services. Signage could be improved.
42. People are living here differently as a result of the pandemic. Weekenders are here year-round. They may not know what is available and offered to them.
43. Awareness – get it out there
44. BMPL is doing better than most. We always hear good news stories in the press and from people.
45. Over the past few years BMPL has really done well. Most people know you are doing good.
46. Signage should be improved in the Town. If you were just driving down Hwy 26, you would never know there is a library up Bruce St. CHD needs more signage too.
47. The pandemic has led all of us to learn more about various technologies (e.g., Zoom) but we are struggling to gain all the knowledge we need.
48. Asked if the Library purchases high interest low vocabulary digital materials for adult learners.
49. Some discussion of ebooks and the frustration of many holds on titles.
50. Discussion of problems with technology and wanting help.
51. The Library of Things idea was popular. Someone had borrowed snowshoes last winter and arranged for the hold pick-up at CHD.
52. Question if the Library accepts old iPads that could then be loaned to users. They liked the idea that [the Library] does lend technology.
53. As pickle ball is becoming very popular, wondered about adding racquets for loan.
54. Someone commented that [the Library] already loans cameras.
55. An individual new to the community wondered where the Library is. Another person replied that they should go to the Library – it's really nice and offers lots of services.
56. Signage to the Library is needed at Highway 26 and Bruce Street.
57. I love the Library and the staff!!
58. So glad the Library is open for browsing again. Nice to see L.E. Shore full of people.
59. Library closure was hard. I felt like I was in withdrawal – Library withdrawal.
60. Keep up the great work. No suggestions for improvement.

61. More copies of popular books.
62. Workflows frustrating.
63. Fishing rods for kids a great idea, but would it take business away from local businesses?
64. Computers need to be labeled catalogue only.
65. "I've been to libraries all across North America and this is by far the best."
66. She is of the view that the BMPL hasn't done enough to create a Welcome Package for new residents and to stimulate interest in areas where local experts could make presentations.
67. There are many Book Clubs in our area. She suggests the LB create an event such as a Book Club extravaganza.

Board Considerations for 2022 Appointment

68. We have a good Board right now. You will need to keep the momentum going when you get new members.
69. Knowing there was some input from the Board did help Council feel the appointments were in the right direction. Of course, when there are smaller numbers of applicants it makes it easier, but if you get more people involved it could be helpful to offer considerations of what you need based on the Strat Plan.

Strategic Plan 2022-26

70. The work you have done on this Strat Plan is massive. I am not sure we heard anything we didn't know, but you have certainly put the effort in to talk to all segments of the community.
71. Remember who you are and keep your focus. The 4 goals we have this round are strong and concise. A Strategic Plan doesn't need to be lofty goals. Keep it functional and achievable.
72. Library seems to be firing on all cylinders as far as Strat Plan achievements.
73. He said he will look forward to seeing the Strategic Plan and the Board's vision for BMPL services. He also said to be in touch with him if there were areas where Council could help.
74. BMPL has a good Strategic Plan now. As new plans are developed keep up the good work. Consideration should be made not to create brand new services when a new Strat Plans are developed.
75. I'm calling about the Seniors Focus Group. I wonder what topics you'll be talking about. Oh, it's up to us, then I guess the topics will be health, money, sex – Broad Topic.
76. Are you a trained facilitator of focus groups? Have you done this before? Well, then you'll know that you need to keep it moving.
77. My ideal activity is gardening. It's really beneficial all around but it's very intellectual, physical, mental, and spiritual.
78. 599 Garden Club is popular and is back up to 90-92 members.
79. Working hard to on Zoom. In comparison, Probus has 60 participants, so 599 Garden Club must be doing really well if 599 has more people attending than Probus.
80. 599 Garden Club has 40-45 participants go to the Zoom, so it must be doing very well
81. How many people are going to the Seniors Focus Group? You'll have to work hard to manage a team of 12-14 people in a focus group.
82. I have a background in marketing and market research.
83. We used to survey topics of interest and would only get about a 4-6% return on responses, which is great for focus groups and surveys. With 599 we get about 50% responses.

84. We're always good for member suggestions about topics and feedback for ideas.
85. 599 Garden Club is meeting once a month on Zoom. We meet in September, October, November, January, February, March, April, May.
86. In June, July, August, we go around town and do garden tours. It gives us a chance to connect and learn from each other and to see each other's gardens.
87. Our meetings have snacks and staff for socializing.
88. Meals are a really important part of meeting. It's good for bonding and connecting. And people really just want to connect with each other. We find the meals to be such an important part of getting together in-person and for gathering. It's important.
89. Our February meeting, there's a volunteer at BVO that keeps eyes open for garden things, and then we'll go and pick them up or they'll bring them over for us. We collect them for our sale. There's a garage full of stuff waiting to be sold. We then will have a potluck dinner and there's money for us to bid on the garden auction. It gets really heated sometimes as some people will try to pool their money together, and then sometimes it turns into one side pooling their money against another side. We all laugh and have fun, it's not too serious, but it's fun to see everyone try to bid against each other.
90. St. George's plant sale is always popular - we always have about 40+ cars waiting when we open wanting to buy plants. There are hundreds of plants
91. Interested in focus group for parents.
92. Noted how the draft of the Library's 2022-2026 Strategic Plan very much aligns with and supports the key attributes she has voiced during this interview: it has mobility and the ability to offer programs and services beyond a building – it will be able to reach into the different communities of the Town.

East vs West End Services

93. The Depot discussion led to the possibility of relocating the east end library services to the "municipal campus" on Grey Road 19. He said he hears from residents about paying half the taxes of TBM but having few community resources in the east end. He mentioned the plan for having Works located there with the library but also cited [previous Mayor of Mississauga] development of joint use facilities in Mississauga (including a community or recreation centre and sometimes a school). I noted that libraries are often included in community/rec centres and this seems to work well. I said that my personal preference as a local resident (i.e., not representing a Board perspective) would be for a new joint recreation centre and library at the "campus" with museum and tourism services in the Depot. He wondered what the Board's vision for the east end would be.
94. East vs. West - challenging in terms of programming, services - need to provide different services - people who have moved from the city vs 7th generation.
95. CHD and the Museum needs to be a whole TBM thing and not just an east end. The Library may not be with the museum for long, if the new hub happens. So begin thinking of how to maintain the museum for visitorship before that reality happens.
96. He wondered if there might be an opportunity for a joint library to serve the east end of TBM and the neighboring section of Collingwood. We are both experiencing development in that vicinity and there may be an opportunity to cooperate.

Rural Issues/Services

97. Rural/drivability- car centric - still need town facilities like grocery store, UPS, library.

98. People in areas outside of Thornbury and Clarksburg should know where their library services are. We need especially to focus on the rural areas and boundaries by Collingwood. They may not know what we have in the community for them.
99. I heard that there's a Roving Librarian. Yes, I'd like to talk to you about some things.
100. I want to start by saying that I really love the Library and support the Library but I want to talk about the hours.
101. It's very difficult for me to build a day around going to the Library. All the places are open before the Library is, it just doesn't suit my schedule at all.
102. I live out in the country, so it's not easy for me to just go into Thornbury and stop by the Library.
103. I really want to use the resources pleasurably, but also don't want to spend too much time online. It takes too long to search your catalogue and to find what I'm looking for and needing.
104. I feel urban service is really the focus for the Library and not serving the rural communities. People who live in the rural areas aren't always able to go into town between 9-5. It's really difficult for us to use these resources when the hours are meant for more urban people and lives.
105. You just need one day, I'll pick Wednesday as an example (not that I want it on Wednesday), and be open for an extended period. The Library should be open on this day from say 9am to 8pm - you could get two staffing shifts in this time period. You have very generous hours, but this would be so much better and would help people who live rural.
106. You see, I don't have a printer at home, so I need to use the printer at the Library. I don't know when I'm going to need a printer, or what is going to need printing at the start of the day. Sometimes things will come in and I need a printer right then.
107. You just need one day with very long hours so I know that I can do stuff.
108. I know things changed because of COVID, and that's fine.
109. But I really rely on the Library for all the services, especially printing, scanning and faxing.
110. You should have a book mobile so you can be there out in the rural areas
111. I know that it's two sided: you have to put yourself out there, and you'll see that you'll get the response.
112. You have to initiate the conversation and then people will become more interactive with the Library.
113. They need to let you know what their needs are.
114. You need to apply for the paper mail-in for the election and there is a fee. Will the Library be having mail-in ballot application forms available for me to pick up?
115. The elections are very important.
116. The Township has so many surveys and this is not convenient. I just want one set to pick up and run with. I can't keep coming into town each time there's a new survey.
117. As for communication, I get it always on the website, and the sign boards out front. There's something at Heathcote that you can put stuff up at the bakery. It would be nice to have some bright signage too.
118. I'm from a paper generation, so it would be good to know what kinds of services are offered at the Library.
119. Scrolling is too much. I can't scroll forever because it gives me a headache.
120. The website needs help because you can't find what you want.
121. You need something bright, think like school; parents can pick it up with kids for Parent Night.
122. I read the Library news and see it in the newspaper.
123. It's hard to read it online if you have limited internet, so I don't always read it online. I like the print copies.
124. The rural communities are too isolated, and the Town is too Thornbury-centric.
125. There needs to be more extensive communication to rural communities and people.

126. Concerned about the centrality of the Town being focused on Thornbury and Clarksburg. There are rural areas and development beyond the centralized area and the Town and Library must be aware of this. The east end has experienced growth and requires services. In addition, the rural areas need non-brick-and-mortar services.

Connectivity

127. RABIT and Wi-Fi needs need to be a Town function, but the library serves so many as the wi-fi hub of the community. You should keep pushing for more access into the rural community. If you can be a sign on partner to strengthen the culture need onto the infrastructure need, it makes it a stronger ask because it hits more ministries.

128. Wi-Fi and attainable housing go hand in hand, so BMPL should be a key player in providing access to segments of our community who do not have the means to provide themselves with this key service. Wi-Fi hubs or onsite services could be helpful.

129. We briefly discussed RABIT and his view that internet is a utility and should be available to everyone. I cited a friend in Castle Glen who only gets reliable Internet when the leaves are off the trees. I also said that this is why the Library's support for internet service (including lending hardware and offering technical support) is so important. I agree that it is a utility but so far not everyone has it and not everyone is proficient in technology. The role of the Library is to fill gaps, especially in critical areas like Internet service and technology support but also in many other areas that serve the public good.

Partnerships/Collaboration

130. The Town needs to take the lead on the welcome package, but the program you have proposed is a great start. BMPL is such a key player in our community, our public and our Council need to be reminded of this from time to time. You fill our needs for recreation, leisure, a community hub, our Wi-Fi needs, and now you are proposing to have a welcome package for new residents. This could be a physical package or even a website in the Town or library website but should highlight who we are.

131. Information dissemination could be a Library role. The Library can help by being another avenue or conduit of information, sharing what is happening at Council to better inform the public or package information to help meet the needs of the public. COVID has changed how we work, where we live, and we need to decide as a community what needs to be retained and what needs to be changed. Anything to explain the issues to the public and educate them would be helpful. "Explainers" and good stories can help to educate the public on how things work in their communities to encourage them to learn more and make their voices heard in the inevitable changes that will be coming.

132. The Library could be another means or place to get Town information in written and electronic form to the public to entice them to learn more about what is happening in their communities and the options before Council.

133. Perhaps Library or joint Town/Library kiosks could be set up or move throughout communities to better get information about Town services, meetings, planning documents, development plans and information out to the public. Leveraging the Library's information capacity, resources, and space (at the Library or out in the communities) could help link Town Councilors and/or staff to talk about the issues as they are occurring or receive live feedback and comment from the public on specific issues.

134. So their certainly seems to be a potential role for more partnership with the Town in the provision of information on development issues and choices facing the Town of the Blue Mountains moving forward. The what, how and when remains to be worked out.
135. Library is a good silo, we need to work together, bring back into the fold as a town service - more sister than cousin. How to do that - from inside Town Hall to keep close relationship. On us (Town) to do.
136. Chairs Grants and donations - should be more inclusive. People only one wallet - rather than two events of 150 (Library) and 200 (Town) do one for 400. How can we tie in L.E. Shore and Craighleith - talking 10s or 100s of thousands of dollars potentially. We have some pretty good philanthropy; need to set criteria - want to say no to the puppies or no to the hospice? Setting criteria - we have to support two hospitals; we only have one library. We know going in where the funds are going to go. Lots of opportunities.
137. Grants/galas - tie together, collaborative rather than silo - public relations as well as relationship building.
138. From a community member point of view, want to see the strong link between the Town and Library.
139. He asked if we are talking to [the] Blue Mountains Village Association to get [their] input. BMVA has 1,300 members and employs over 2,000 people. A sizeable group for library services. Are they aware of what the BMPL can provide? Is there an opportunity to promote our services to people in the Village, perhaps through the website there?
140. He talked quite a bit about breaking down silos between municipalities, which is an acute issue here as the border with Collingwood is both a lower and upper tier (i.e., county) issue. Apparently, it also affects healthcare as Collingwood is considered fully serviced by doctors which precludes TBM from having a new family health team (though that might be about to change). Regional transportation is also an issue. As of this year, the mayors and CAOs of South Georgian Bay are meeting every few months to improve service delivery across the region so there may be an avenue to break down some of the silos.
141. I mentioned that we do not have a reciprocal borrowing relationship with Collingwood though we do with Meaford and Grey Highlands. This is a long-standing circumstance and I have wondered about how we might change that (probably through board-to-board relationships). I said we each have strengths so it would be a mutually beneficial relationship. He said that if there is some way Council could help, he would be interested.
142. I said that the BMPL is an important partner to the Town and we can help implement the vision that Council has for TBM. I described our community conversations process as a way to gather information from those who might not get into the Library. I also described the other stages of the planning process (focus groups, post-it note event, community survey). I described how we will review all the inputs (over 1,500 comments received for our last plan), sort them into themes and synthesize them into goals and objectives. The plan is to be done by next spring/summer so a new Board will be appointed already knowing the directions for the next term.
143. One person expressed an interest in offering some pro bono reading tutoring to kids or adults. She is an educator with her own tutoring business but would like to make a contribution to the community with some pro bono work through the Library.
144. One person wondered if more help could be offered [with one-on-one technology assistance]. She likes helping seniors overcome technology issues and giving tips on some of the lesser-known features of the iPhone (e.g., asking Siri for information).
145. The election is happening next. Will the Library be participating at all?
146. Because we have a small "Free Library" outside our house beside the trail system, I get lots of feedback about how great they are, and how we should have more of them, so maybe there is a

mentoring role for the Library - encouraging them to be set up throughout the Town and teaching the do's and don'ts of establishing and operating Free Libraries.

147. Her initial comment was that the Library needs a higher profile and that this could be achieved by tapping into the local resources. She noted that 62% of the Town residents hold post-secondary degrees or certifications and that there are many “gold collar” individuals who could participate in a Speaker Series in their areas of interest and expertise. We should tap into the intelligence of the community.
148. There are published authors and writers living in the Town who could do readings and create a Lecture Series.
149. We already showcase local artists in the Gallery. Why not initiate podcasts using local talent?
150. The BMPL should position itself as a resource, using local Gold Collar people to share their knowledge.
151. Discussed the influx of new residents to the Town. The need for a “New Resident” package was raised and how the Library and Town could partner on this venture as the Town has access to new resident information. This did not get much support – there was concern about privacy legislation (MFIPPA) and how the information the Town holds is protected.

Library vs Library

152. Liked the idea of the outdoor garden and fire pit as an open community space. [Meaford library]
153. Noted the number of meeting rooms (available for booking by individuals or groups) and how they were of varying size. [Meaford library]
154. Impressed by the open, bright space with large windows and four feet shelving giving an open view of the entire floor space. [Meaford library]
155. Noted how much better it is that the Collingwood Library is funded on a percentage of assessment basis.

Development and Change

156. This Council is fixing things ignored for the past decade or longer, such as infrastructure (and even lack of sidewalks in many subdivisions which is now a safety concern).
157. Blue Mountain is now on the cusp from moving from a rural community to small town and now to a new city and he believes the Town needs to better use the land we have, and like the City of Hamilton recently declared, not to permit more sprawling developments [so that we are] more efficient in the use of hard land services like roads and services and build up more.
158. Change is inevitable and the Town can't stay the way it is, but we can strive to make it feel the same and this requires informing and educating the public to understand the development process and the requirements of the Provincial Government in this regard. The current Town Official Plan Review process is part of the future direction that the public needs to be part of and informed about. Greater road access to the area leads to more development and growth and how can we learn from the mistakes of other communities' growth in the past. For example, does the public understand how much "growth" or development is already approved in The Town of the Blue Mountains but not yet built? Perhaps creating a photo from the air showing new developments underway, approved, and under review would assist in educating (each category in a different color highlighting the changes already coming) would assist in community education

159. Cost of housing, more rental choices and "attainable housing" are big issues, but the Town can only lead by example to make various development and rental options financially viable for developers (e.g., encouraging affordable housing as part of the development mix with private home ownership, rental as well as condominium forms of housing ownership choices). The Boomer demographic can better afford the Blue Mountains area, but younger population groups have less resources available to afford to move or live here and fill jobs here and provide services here.
160. Whatever development choices we make must be sustainable and withstand environmental and climate change.
161. We need to interest the public in planning of the infrastructure to make their communities safe, healthy, sustainable, and affordable.
162. Younger demographic - 705 and 519 very different - seeing enrollment going up in schools.
163. We both talked about the changing demographics due to COVID and the number of families who are now full-time residents. We touched on implications for the school and the BMPL. I cited the example of parents new to the area and looking to the Library for support for their French Immersion students.
164. Discussion about over-crowding and over-development and the strain on existing resources: there is pressure on wetlands, the cycling trails are crowded, there are not enough outdoor tennis courts (and only one indoor facility with poor lighting), and few pickle ball courts. There is a strong sense that facilities are not keeping up with the demand.
165. There is a total lack of childcare in this area. BVO Preschool has a wait list of over 85 families. Every licensed and private daycare is full with a 6 month - 1 year wait list from Meaford to Collingwood.
166. Personally, we are using 2 private daycares and one just informed us they are closing down. I am scrambling to find an alternative and I am on 5 wait lists. All of the families who used the same daycare are struggling because there is no space in any of the others.
167. Mentioned the changing demographics of the Town – more permanent residents, families due to Covid. In fact, a high percentage of child funds is paid to Grey County.
168. Talked about issues around affordable/attainable housing.
169. Asked if the Library is anticipating the needs of the changing demographics. Good to see that this is being paid quite a bit of attention through the Strategic Planning process.

Pandemic/Lockdown Consequences

170. Our schools are still in crisis with the ongoing pandemic.
171. The pandemic isn't over, it's ongoing, and things are still in crisis. The virus does not just stop because the government said it stopped. That's ridiculous. That's not how viruses work.
172. School libraries are still shut down. Many boards don't even have plans for reopening them. No one knows that they are closed too.
173. We are seeing extreme behavior from our kids in schools because of mental health.
174. Two years in isolation means we are re-teaching social behaviors. Kids are biting more and becoming more violent because they are in crisis.
175. We have kids who are well beyond the ages of potty training, who have reverted and are soiling themselves because of the social issues.
176. Kids are behind in their reading for 2 years. We know their parents did everything they could but reading really fell behind. We are really struggling with literacy.
177. Any kid who didn't have internet or reliable internet or connectivity issues is really, really behind. We are seeing kids in grade 3 who have the skill level of a grade 1 year old. How is the school system helping these kids? How is the school system helping the Teachers and the Teacher-Librarians.

178. You can't help literacy and help build tech skills without Teacher Librarians, and Teacher Librarians are still in the rotation and not allowed to be Teacher Librarians.
179. Many families don't know that the school libraries are shut down across municipalities.
180. The high school students are suffering too. With the new "quadmester" they don't have time to go to the library. There is no research time. There is no study time. It's just go, go, go. These kids don't have a chance.
181. And then we'll automatically pass them and send them off to post-secondary, and post-secondary doesn't have the support to help these kids. So these kids are just going to fall through the cracks. An entire generation will be lost. Will struggle with mental health. Will struggle with literacy. Will struggle with lifelong learning. Will struggle to make meaningful connections. It'll be horrible.
182. What about the supports we need in the aftermath? What about the supports we need during?
183. It's all hush hush and no one's talking about it. But the kids are in crisis. The school system is in crisis, and then who will help them after high school. No one. But the schools don't have the support to help them now.
184. This would all be a lot better if School Boards ensured that their School Libraries were funded and staffed. But if Teacher Librarians are not even in the school, who is helping the Teachers find resources for their teaching, who is helping the Teachers build lesson plans, who is helping the kids get answers to their questions? No one is.
185. There are tons of stats about the benefits of literacy and when literacy declines you have an entire population that suffers. Where are these conversations? What is happening to our school system?
186. Students need a library in their building in order to get the best education. Students need Teacher Librarians.

Final Thoughts

187. BMPL is in good hands. The museum has a great curator and you have a good team. I am sure the future will be bright.
188. Stay focused on your needs. Keep partnering with others. Don't duplicate services but also be sure you know what you are strongest at and keep focused on the end goal.
189. The MOU and the Funding Agreement have been great work. It sets up BMPL to have more independent thought. But be sure Council knows what you are doing so they do not feel they are out of the loop. Before making big plans, communicate with Council. We are serving one community and the money comes from one wallet, so we need to make sure that you and the Board are working with Council at all times.
190. Commended the work the BMPL is doing and how far it has progressed since the issues from a few years ago. While that was a difficult time, he noted that any publicity is good publicity: community awareness of the Library is high and decisions that affect the Library are watched.