

# 2018 Library Needs Assessment

## Presented to the Saint Paul Public Library Board

### April 5, 2016

The priorities of the Saint Paul Public Library are advancing **education** (all children ready for kindergarten; all students graduate from high school and succeed in post-secondary; and all adults have basic workforce skills) encouraging **active, engaged communities**; and responsibly stewarding **public and private resources**. The following needs assessment is informed by these priorities.

Stable Budget	Future Issues
<b>Education and Engaged Communities</b>	
<ul style="list-style-type: none"> <li>• Maintain expanded hours.</li> <li>• Continue expansion of Library Go (e-cards) to charter and private schools; continue to deepen use by teachers, students at SPPS.</li> <li>• Continue to implement changes in Legacy-funded and other adult and youth programming to ensure equitable access to all residents.</li> <li>• With partners, seek funds to research next step for e-learning, tech skill building and other workforce development options for adults.</li> <li>• Continue Borrow the Internet, Beanstack and other literacy programs and tools.</li> <li>• Analyze and implement wider array of approaches to storytimes and other early learning opportunities to better meet community needs.</li> </ul>	<ul style="list-style-type: none"> <li>• In partnership with others, how to have a greater impact on Saint Paul's learning priorities.</li> <li>• How to support and fund robust, audience-responsive programming in libraries, in the community, and on-line. How to support program innovation if federal funding priorities change.</li> </ul>
<b>Financial and Asset Management</b>	
<ul style="list-style-type: none"> <li>• Plan and implement safety and security upgrades.</li> <li>• Lay groundwork for capital improvements to three libraries, including physical needs assessment and community engagement.</li> <li>• Study for potential implementation of new circulation practices</li> </ul>	<ul style="list-style-type: none"> <li>• Planning for capital improvements using racial equity analysis; planning for funding capital improvements.</li> <li>• Expanding tools that aid literacy and digital access.</li> </ul>
<b>Operations</b>	
<ul style="list-style-type: none"> <li>• Deepen our analysis of services and policies using a racial equity lens to better serve all residents.</li> <li>• Implement new strategic planning process with community, library staff and leadership to guide library services.</li> </ul>	<ul style="list-style-type: none"> <li>• How to fund the expertise and capital needs required to advance digital content and learning platforms, especially in light of declining fee, fine revenue.</li> <li>• How to fund broadband capacity in light of possible changes in federal funding priorities.</li> </ul>
<b>Staff Development</b>	
<ul style="list-style-type: none"> <li>• Strengthen our intentional support and encouragement for staff education, promotion and retention to build a skilled staff that reflects our community.</li> <li>• All new employees attend Foundations of Racial Equity; racial equity training/discussions monthly at manager/supervisor levels.</li> <li>• Improve staff safety training, crisis management in all branches.</li> </ul>	<ul style="list-style-type: none"> <li>• How to develop staff skills necessary for changes in service/program delivery and public expectations.</li> <li>• How to ensure the right types of jobs for a changing environment.</li> </ul>