

2016 Library Needs Assessment

Presented to the Saint Paul Public Library Board

April 1, 2015

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
Education and Engaged Communities	
• Maintain expanded hours • Implement changes, if necessary, following analysis of Legacy-funded programming, storytimes using racial equity toolkit • Secure funding for years 2 and 3 of Learning Dreams • Continue Metrix Learning pilot project: E-Learning for Better Jobs • Continue Borrow the Internet with Gordon Parks, Central and Agape • Using Beanstack, connect with Head Start, ECFE, etc. • Work with SPPS to ensure that all students have library cards • Implement plans from Older Adult Task Force	• In partnership with others, how to have a greater impact on Saint Paul's learning priorities • How to adequately fund robust service in libraries, in the community, and on-line
Financial and Asset Management	
• Plan for upgrades as indicated in physical needs assessment • Implement changes, if necessary, following analysis of collection using racial equity toolkit	• How to fund capital improvements in a timely manner • How to digitize, preserve and grow the Saint Paul collection • How to integrate new database/communication products • How to adequately fund the collection
Operations	
• Implement changes, if necessary, following analysis of hiring process, new employee orientation, guest pass policy using racial equity toolkit, • Implement year 2 of technology plan • Using Analytics on Demand, expand communication to new audiences, non-library users • Determine response to staffing study	• With OTC, how to secure adequate bandwidth for library patrons • How to use new media to meet priority community information needs and strengthen community engagement • How to plan for technology upgrades in light of declining fee, fine revenue
Staff Development	
• Hold all-staff training on racial equity • Implement new staff development policy and framework • Implement new employee development tracking system • Continue training on Public Service Promise	• How to develop staff skills necessary for changes in service delivery and public expectations • How to ensure the right types of jobs for a changing environment • How to provide sufficient staff training