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