

# 2017 Library Needs Assessment

## Presented to the Saint Paul Public Library Board

### April 6, 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>• Implement e-library cards for all SPPS students.</li> <li>• Expand opportunities to engage youth of color, especially boys, in mentoring Createch and other activities.</li> <li>• Continue to implement changes in Legacy-funded programming and storytimes following racial equity analysis.</li> <li>• Seek alternative for e-learning for adults with partners.</li> <li>• Continue Borrow the Internet, Beanstack and other literacy programs and tools</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.</li> </ul>
<b>Financial and Asset Management</b>	
<ul style="list-style-type: none"> <li>• Plan for upgrades as indicated in physical needs assessment.</li> <li>• Implement outreach activities regarding our collection practices, following racial equity assessment.</li> </ul>	<ul style="list-style-type: none"> <li>• How to fund capital improvements in a timely manner.</li> <li>• How to adequately fund the print and digital collection including tools to access.</li> </ul>
<b>Operations</b>	
<ul style="list-style-type: none"> <li>• Continue to analyze services and policies through a racial equity lens to better serve all residents.</li> <li>• Develop new two-year technology plan.</li> <li>• Provide new library user profiles to branches using Analytics on Demand, allowing them to communicate with new audiences and non-library users.</li> <li>• Implement staffing study; ensure PT staff can "stack" jobs, gain FT employment and health benefits.</li> </ul>	<ul style="list-style-type: none"> <li>• How to fund upgrades to DVR/CCTV security cameras, other safety needs.</li> <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> </ul>
<b>Staff Development</b>	
<ul style="list-style-type: none"> <li>• Incorporate racial equity training into all-staff days and new employee orientation; all new employees attend Foundations of Racial Equity.</li> <li>• Implement new staff development framework especially in light of staffing plan.</li> <li>• Continue training on Public Service Promise.</li> <li>• Improve staff safety training 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>