

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