

2019 Library Needs Assessment

Presented to the Saint Paul Public Library Board

April 4, 2018

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"> 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. Advance early learning opportunities to better meet community needs. Expand capacity to develop and deliver culturally-specific outreach and programming . Build on strength of current workforce and economic development programs, including support for entrepreneurs 	<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, community-informed programming in libraries, in the community, and online. How to deliver services as effectively and efficiently as possible to allow capacity for delivery of new and different programs and services.
Financial and Asset Management	
<ul style="list-style-type: none"> Plan and implement safety and security upgrades Plan for capital improvements using data, including racial equity analysis; planning for funding capital improvements. 	<ul style="list-style-type: none"> Lay groundwork for capital improvements to three libraries, including physical needs assessment and community engagement. How to support program innovation and broadband capacity if state or federal funding changes.
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 plan to guide library services. Develop data-based service performance management strategy. How to collaborate with other systems and organizations to address community challenges that show up in libraries. 	<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.
Talent 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, including leadership pathways for staff of color. All new employees attend Foundations of Racial Equity; regular racial equity training/discussions with staff at all levels. 	<ul style="list-style-type: none"> How to develop staff skills necessary to support innovation and equity as the library field continues to transform for the 21st century.