May 6, 2020

Santa Fe Public Library

for the

Library System

21st Century

A Plan For A
Section 1: Introduction

Community Library Systems for Shared Ef.

Summary

Stockholder Summary

Febuyary 10, 2020
The trend was seen in public libraries nationwide. 2008 because of recession-driven budget cuts, there was a decrease in usage. When public interest decreased, so did usage of public libraries. Many people realized libraries were more than places to borrow books. Our study showed a correlation between library usage and economic conditions. People who found themselves unemployed or underemployed were more likely to support libraries with their taxes.

**The Role of Libraries in a Library Space**

Libraries play a vital role in the community, serving as a gathering place for the community. They also provide programs and services that are not available elsewhere. Libraries provide resources and information to help people navigate life's challenges.

**A Community Library**

The library is a community building. In our community, it is a place where people come together to learn and grow. It is a place where people can share their ideas and stories.

**The Mission of the Public Library**

The mission of the public library is to promote lifelong learning. It is a place where people can come to explore new ideas and connect with others. It is a place where people can find the support and resources they need to succeed in life.

**Conclusion**

In conclusion, public libraries are vital to the community. They provide resources and services that are essential for personal and community growth. It is important to support libraries and ensure they have the resources they need to continue serving the community.

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**February 10, 2020**

Shakopee Summary
Section 3: Population & Demographics

In the city of San Jose, FPL Planning and Loan Development, Long-range Planning Division's Feasibility Master Plan dated August 2007, predicted that the

Urban Area population by the year 2022 would be 1,175 residents.

Also, the County population is slightly lower in the City than the County.

School administrators present 35% of the City's population ages 25 or over do not have a high school diploma or equivalent. While Urban Area population by the year 2022 would be 1,175 residents. It is important to consider the reduction in the number of persons who use libraries as a primary means of accessing information. This reduction is due to the increased use of technology and the availability of online resources.

Feasibility Master Plan by the year 2022 would be 1,175 residents.

Population Studies and Projections, Inc. to project population for both communities.

The feasibility plan includes data from the University of New Mexico, Case Study, and

Efforts to ensure planning efforts on the public libraries.

February 10, 2020

Strategic Summary
<p>Provide STREAM programming</p>
The consumer experience with other urban public library systems vary by:
- Local Market Psychographic Analysis

5. Location
- In the urban, customer’s will pay less on library PCs and more on their own

4. Local
- Location

3. Local
- Authentic market research (AMFR) at Southside and Main

2. Local
- Local

1. Local
- Local

Technology
- Important for library operations and services

Section 4: Local Market Psychographic Analysis

Graph 4.1

Figure 10.2020
Section 6: Comparisons with Peer Libraries

Specific details are documented in more detail in Section 7 under "Results." The libraries assessed are compared for each of the eight categories.

- Administration
- Finance
- Marketing & Communication
- Human Resources
- Facilities
- Technology
- Collection/Resource Management
- Services

The results of this comparison are as follows:

1. Fewer staff (less than full-time equivalent)
2. Inconsistently used
3. Narrow focus (mainly reference)
4. Lower level of services
5. Smaller collection
6. Less emphasis on community outreach
7. Fewer programming events
8. Less use of social media
9. Lower level of technology integration
10. Fewer online resources
11. Less emphasis on community partnerships

Modern Library Planning Standards:

- Collection
- Space
- Technology
- Staffing
- Programming
- Outreach
- Partnerships
- Funding
- Marketing

These standards are designed to help libraries evaluate and improve their services and programs. They provide a framework for libraries to assess their current offerings and identify areas for improvement.
Step 1: What is the capital measure?

The capital measure is a measure of the capital required for a library system. It is calculated by dividing the total capital costs by the total number of service points. The capital measure is used to determine the amount of money that a library system needs to invest in order to provide services to its users.

Step 2: What is the service measure?

The service measure is a measure of the number of service points that a library system provides. It is calculated by dividing the total number of service points by the total number of service points provided by other library systems. The service measure is used to compare the number of service points provided by a library system with the number of service points provided by other library systems.

Step 3: What is the capital-savings measure?

The capital-savings measure is a measure of the amount of money that a library system can save by investing in capital improvements. It is calculated by subtracting the total capital costs from the total service costs. The capital-savings measure is used to determine the amount of money that a library system can save by investing in capital improvements.
Center for柯蒂斯, 2020

Abstract

This report provides an overview of the current state of the San Francisco Public Library system. It highlights the challenges faced by the library and suggests potential solutions for improving its effectiveness.

Introduction

The San Francisco Public Library (SFPL) serves a diverse community with a population of over 850,000. The library system consists of 26 branches located throughout the city. The library's mission is to provide access to information, resources, and cultural programs to all members of the community.

Challenges

Despite its successes, the SFPL faces several challenges that need to be addressed. These include:

- **Funding:** The library's budget is funded through a combination of state and federal funds, local taxes, and private donations. However, this funding is insufficient to meet the needs of the community.
- **Technology:** The library needs to invest in modern technology to provide patrons with access to digital resources and services.
- **Staffing:** The library's staffing levels are insufficient to provide adequate customer service and support.
- **Facilities:** Some library branches are outdated and in need of renovation.

Potential Solutions

To address these challenges, the SFPL needs to:

- **Increase Funding:** Explore new revenue streams and advocate for increased funding from local, state, and federal sources.
- **Invest in Technology:** Expand access to digital resources and modernize the library's technology infrastructure.
- **Enhance Staffing:** Increase staffing levels to provide better customer service and support.
- **Renovate Facilities:** Prioritize the renovation of outdated library branches to provide a better experience for patrons.

Conclusion

The San Francisco Public Library plays a critical role in providing access to information and resources to the city's residents. Addressing the challenges facing the library will require a coordinated effort from all stakeholders, including the city, libraries, foundations, and community members.
Technology

Implementation:
- Involving staff, librarians, and emerging self-service options for potential customer service enhancements to technology changes.
- Establishing criteria for SFPL's future system to improve the information technology management position in the library.
- Developing a plan to integrate all system enhancements into SFPL's IT infrastructure.
- Identifying competencies needed to support the new system.
- Assessing the current technology needs for SFPL by staff.

Findings & Conclusions:
- SFPL's existing online catalog is inefficient and could benefit from a more user-friendly interface.
- The current system lacks the ability to manage multiple patron records and does not integrate well with the library's database.
- The current system is not capable of handling large volumes of patrons, leading to long wait times.
- The future system should include a mobile-friendly interface and the ability to handle multiple patrons at once.

Housing of Print Collections:
- The current collection is housed in a separate wing, which is not ideal for a public library. The collection should be housed in a central location.
- The current system does not allow for efficient access to the collection, leading to lost books and delayed returns.
- The current system does not allow for efficient access to the collection, leading to lost books and delayed returns.
- The current system does not allow for efficient access to the collection, leading to lost books and delayed returns.

Electronic Collections:
- SFPL's electronic collections are not easily accessible, leading to decreased usage.
- The current system does not allow for efficient access to the collection, leading to lost books and delayed returns.
- The current system does not allow for efficient access to the collection, leading to lost books and delayed returns.
- The current system does not allow for efficient access to the collection, leading to lost books and delayed returns.

Recommendations:
- The collection should be housed in a central location, allowing for easy access to the collection.
- A new system should be implemented that allows for efficient access to the collection, reducing lost books and delayed returns.
- The current system should be replaced with a new system that allows for efficient access to the collection.
- The current system should be replaced with a new system that allows for efficient access to the collection.
- The current system should be replaced with a new system that allows for efficient access to the collection.
Prepared by Conductors Associates, Inc.
for the Santa Fe Public Library
Plan for a 21st Century Library System

February 10, 2020

Stockholder Summary

1. The age of the existing facilities and operations has led to increased maintenance costs.
2. Leaking and deferred maintenance.
3. Impact of deferred maintenance.
4. Leaking problems.
5. Sanitation and health issues.

Library Assumptions:
The consultant applied long-range planning systems to develop these assumptions.

Library Loading: Long-range planning division. A fourth library would be needed.

Additional library services are needed. Long-range planning division.

Library Location: Based on a City population of 100,000, 2010.

Other Failing Conditions: Issues regarding library planning include:

• Corner property needs. A consultant is needed.

Facilities:

- The current facilities have significant negative impact.
- The condition of the same two facilities has a significant negative impact.

Feasibility Size and Configuration: Issues regarding library planning include:

• Favorably located for future change.
- Structural design, such as open web pattern, desirable for ease of future expansion. The proposed design is cost-effective.
- Lower exposed ceiling height, lower floor-to-floor heights, and similar to the existing library.
- Lower exposure required, 10 feet 6 inches, in one-story building similar to the existing library. Lower height required, 10 feet 6 inches.
- Existing building similar to the existing library. Lower height required, 10 feet 6 inches.
- Sizable area for future expansion and display.
- Library design:
  - physicians
  - library
  - library

Sizable Re-considered:

- Library loading: Long-range planning division. A fourth library would be needed. Long-range planning division.

Library Location: Based on a City population of 100,000 for 2010.

Long-range planning division.

In conclusion, the consultant recommended the following:

1. A consultant is needed to develop a comprehensive study.
2. The consultant recommended a fourth library.
3. The consultant recommended a fourth library.
4. The consultant recommended a fourth library.
5. The consultant recommended a fourth library.

The consultant recommended a fourth library.

Library Location: Based on a City population of 100,000, 2010.
Making a Advocacy/Community Engagement

Incorporate the interests of the community into the planning process. Engage community leaders and residents in discussions about the library's future. Consider hosting events and workshops to foster community involvement and engagement.

Strategic Planning Summary

A new strategic plan for the library system

Strategic Planning:
- Develop a comprehensive plan that addresses the needs and aspirations of the community.
- Engage stakeholders in the planning process.
- Set clear goals and objectives.

Program Highlights:
- Increased library use by 20% in the past year.
- Expanded programming to include virtual events.
- Improved customer satisfaction ratings.

Financial Planning:
- Develop a financial plan that aligns with the strategic goals.
- Monitor and adjust the budget as needed.

Human Resources:
- Review and update the human resources plan.
- Ensure compliance with labor laws.

Strategic Goals:
- Expand library services to underserved communities.
- Increase staff diversity and inclusivity.
- Enhance technology infrastructure.

Implementation:
- Set up regular check-ins to track progress.
- Celebrate milestones and successes.
- Address challenges and setbacks.

Next Steps:
- Develop a communication plan to keep stakeholders informed.
- Secure funding for implementation.
- Evaluate the plan's effectiveness and make necessary adjustments.
Funding: Since every step in the library planning process is a public decision, the community recognizes the importance of identifying the need for library services and the potential benefits of expanding and developing the facilities. The community recognizes the importance of the library in promoting education, public health, and cultural well-being. The library is seen as a resource for the community, providing access to information and resources that support the residents' needs.

Sustainability: As previously stated in this plan, the future of the library depends on public support. The library must continue to serve the community and stay relevant in today's fast-paced world. The library is committed to providing a variety of services and resources that meet the needs of the community.

Other Sources: The library is also supported by state and federal grants, private donations, and fees charged for library services.
Government/Planning (Administration)

February 10, 2020

Finding 1: The current SFPL governance and management systems do not provide accountability or transparency.

The current SFPL governance and management systems do not provide accountability or transparency. The current SFPL governance and management systems do not provide accountability or transparency. The current SFPL governance and management systems do not provide accountability or transparency.
Section 8: Moving Forward

2. What are the important needs of the greater Salem-Fairfax County?

Responses provided by most important to lesser importance:

1. What should a strategic plan for the Salem-Fairfax Public Library entail?

- Significant services are provided, such as library, youth services, technology, etc.
- Strong presence at community events.
- High demand for resources.
- Adequate space and facilities.
- Staffing and training needs addressed.
- Budget and financial planning.

The significance of community needs, customer needs, city government goals, and strategic planning work to ensure that the process is collaborative and inclusive.

Section 9: Findings & Conclusions

1. Library governance and leadership for action:

- The Salem-Fairfax Public Library's leadership is positively viewed for long-range planning and strategic thinking.
- Librarians' work is valued as a role model for other libraries.

2. The Salem-Fairfax Public Library's role in the community:

- The library serves as a community hub for information and resources.
- The library provides a safe and welcoming environment for all.

3. The Salem-Fairfax Public Library's impact on the community:

- The library's impact on the community is significant.
- The library provides educational and cultural opportunities.

4. Recommendations for future actions:

- Increase funding for library services.
- Expand outreach to underprivileged communities.
- Improve technology and digital services.

February 10, 2020
5. Expand the Southside Library
4. Modernize the Domowmary Library into a Cultural Arts Center
3. Move administration and technical services to the Central Library
2. Reopen the old Leeds Library operation to the Central Library
1. Construct the new Central Library

Financial Cost & Timeline: The result would be an SFPL system of 137.429

Total $37.8 million in 2018 dollars

Facilities, Recreation, and other library services plan include:
- New library in Midtown
- New Central Library

Library programming and staffing include:
- New library in Midtown
- New Central Library

Library programs and services plan include:
- New library in Midtown
- New Central Library

Library programming and staffing include:
- New library in Midtown
- New Central Library
effective, relevant, and useful resources that need of SFP.
- Reflect on the Development of a Digital Library. Library staff are at the heart of the system. They are the ones who can help to make the system work.
- Technology. The consultants believe that the recommendations are a good start.

4. Technology (Cont.)
- Technology is vital for library operations and is a tool for learning and development.

Education
- Education is the key to success. It is crucial for the success of the system. The consultants believe that education is the key to success.
- Education includes training and development. It is important for the success of the system.

Expansion of the Southside Library could be expected simultaneously with the

February 10, 2020

Stockholder summary
Procedures & Training

Train staff on new policies and new author policies and procedures. Conduct training sessions on various topics related to the library, including:

- Staffing
- Customer service
- Collection development
- Technology
- Budgeting
- Building maintenance

Recruitment:

- Develop and implement a recruitment plan
- Offer competitive salaries
- Create a positive work environment

Retention:

- Offer opportunities for advancement
- Provide ongoing professional development opportunities
- Recognize and reward accomplishments

Promotion:

- Establish clear promotion criteria
- Conduct regular performance evaluations
- Provide opportunities for growth and advancement

*All staff are encouraged to participate in training workshops and seminars.*

**Personnel & Training**

Recommended improvements to personal and training include:

- Increased opportunities for professional development
- Enhanced onboarding processes
- Better communication and feedback mechanisms

Stakeholder Summer

February 10, 2020
Strategic Summary

1 Marketing/Branding - communicate and establish the library's brand.
   - Formalize the library's brand and establish a strong, memorable brand.
   - Develop a clear and consistent message that reflects the library's identity and values.
   - Implement marketing campaigns to increase awareness and interest in the library's services.

2 Staffing - ensure the library has the necessary staff to deliver high-quality services.
   - Recruit and retain highly skilled library professionals.
   - Invest in staff development and training to ensure staff members are well-equipped to serve patrons.
   - Create a positive and supportive work environment for staff.

3 Collections/Resource Discovery
   - Enhance the library's collection by providing access to a diverse range of resources.
   - Develop partnerships with local organizations to expand the library's collections.
   - Offer programs and services that complement the library's collection.

4 Digital Services
   - Establish a robust digital presence to reach patrons who prefer online access.
   - Develop mobile apps and websites that are user-friendly and accessible.
   - Utilize social media platforms to promote library events and resources.

5 Physical Facilities
   - Ensure the library's facilities are safe, welcoming, and conducive to learning.
   - Invest in renovations and upgrades to improve the library's physical space.
   - Create a comfortable and engaging environment for patrons.

6 Community Engagement
   - Foster connections with local organizations and businesses.
   - Engage in community events and initiatives to increase visibility.
   - Collaborate with local partners to offer co-hosted programs and services.

7 Information Resources
   - Offer a wide range of resources to meet the needs of patrons.
   - Ensure resources are accessible and easy to find.
   - Develop partnerships with local organizations to expand access to resources.

8 Multi-Cultural/Services & Programming
   - Enhance the library's multicultural programming to reflect the diverse communities it serves.
   - Develop partnerships with local organizations to offer co-hosted programs.
   - Increase awareness of the library's multicultural initiatives.

9 Leadership
   - Foster a culture of innovation and risk-taking.
   - Implement strategic initiatives to drive growth and success.
   - Develop a robust succession plan to ensure the library's long-term success.

10 Fiscal Resources
   - Ensure the library's financial resources are aligned with its strategic priorities.
   - Develop a comprehensive budget to support the library's operations.
   - Monitor financial performance to ensure the library is meeting its financial goals.

February 10, 2020
1. Policies and procedures – most websites versus the way things have always been done a few times.

2. Efficiency (Government/Planning/Construction)
   - Formulate – plan, design, and plan
   - Prepare and implement for efficient and effective working with various media
   - Preparing classes for teaching and passing (GED) requirements
   - Designing learning for those enrolled in a diverse learning class
   - English as a second language (ESL) classes
   - Instruction for the beginning and the experienced
   - Classes and courses in mathematics and science and other disciplines
   - Reading/reading and writing: for the intermediate and the intermediate
   - Reading preparation and reading: for the intermediate and the intermediate
   - Classes and personal assistance with completing job applications
   - Virtual Reality
   - Robotic
   - Coding
   - Basic computer and application classes
   - Class for individuals who need basic and advanced computer skills
   - Work skills training
   - Job skills

3. Community

4. Administration – accessible, open to internal communication
   - Emloyee does not want better dissemination of data – make it easy to work
   - Encourage cross-pollination - stay active, other people’s projects can make the platform
   - Accessible to everyone
   - Regular, clear, meaningful and down to the line, director

10. Internal Communications (Government/Planning/Construction)
   - Library for potential induction into SFPF collection or be sold for revenue
   - Carefully assess the quality of the remaining collections at the collection
   - Consider converting Smith and Smith collection to other subject
   - Consider converting all the remaining collections to digital subject
   - Consider converting all these collections by investigating the benefits of
   - Collection Development Plan
   - Consider investigating recommended modifications to the current SFPF
   - Consider investigating possible modifications to the current SFPF
   - Consider investigating possible modifications to the current SFPF
   - Consider investigating possible modifications to the current SFPF

11. Job skills (Service & Programming)

12. Efficiency (Government/Planning/Construction)

Other relevant education activities/programs accessible at each location:

- Development cycle of SFPE is program of service be comprised of:
  - Development cycle of SFPSE is program of service be comprised of:
  - Cycles provided at the library
  - Job skills training – learning and viewing instructional skills
  - Business
  - Support small business – libraries love working with adults, outdated:

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Stockholder Summary

The Consultants recommended the following:

- Improvements to SFPF collection
- Improvements to SFPF collection
- Improvements to SFPF collection
- Improvements to SFPF collection
- Improvements to SFPF collection
Public library? Guarantee?

1. Up-to-date database of resources – online and print courtesy of Santa Fe 601-C: Organizations.

Can have on “library” up-to-date database.

2. Regular postings.

1. Every 601-C: Organizations.

15 Social Services (Support & Programming)


2. Every 601-C: Organizations.

1. Every 601-C: Organizations.

14 Registered Librarians (Services & Programming)

2. Every 601-C: Organizations.


13 Entrepreneurial Support (Services & Programming)

2. Every 601-C: Organizations.


12 Sites & Services (Support & Programming)

1. Facility.


11 Registration (Services & Programming)

2. Every 601-C: Organizations.


10 Relationships (Finances)

2. Every 601-C: Organizations.


9 Fundraising (Finances)

2. Every 601-C: Organizations.


8 Library (Finances)

2. Every 601-C: Organizations.


7 Governance (Finances)

2. Every 601-C: Organizations.


6 Funding Sources (Finances)

2. Every 601-C: Organizations.


5 Library Foundation

2. Every 601-C: Organizations.


4 Library Foundation

2. Every 601-C: Organizations.


3 FPL Foundation

2. Every 601-C: Organizations.


2 FPL Foundation

2. Every 601-C: Organizations.


1 FPL Foundation

2. Every 601-C: Organizations.


February 19, 2020
policy changes.

- Need for city staff on the plan and identity who can assist with implementation.
- Need for city/staff on the plan.
- Need for library staff on the plan.
- Need for a better future for everyone.

Support an inclusive library that is focused on the needs of the community. Develop a comprehensive plan for the library, ensuring that it meets the needs of the community.

- Establish a library advisory board.
- Increase awareness of library needs in the community.

- Build a strategic plan for the library.
- Increase library staff.
- Increase library services.
- Increase library facilities.

- Create partnerships with local businesses.
- Create partnerships with local schools.
- Create partnerships with local organizations.

- Create partnerships with local government.
- Create partnerships with local residents.

- Create partnerships with local media.
- Create partnerships with local artists.

- Create partnerships with local researchers.
- Create partnerships with local volunteers.

- Create partnerships with local businesses.
- Create partnerships with local residents.

- Create partnerships with local artists.
- Create partnerships with local researchers.

- Create partnerships with local volunteers.
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- Create partnerships with local volunteers.
- Create partnerships with local businesses.

- Create partnerships with local residents.
- Create partnerships with local artists.

- Create partnerships with local researchers.
- Create partnerships with local volunteers.

- Create partnerships with local businesses.
Assessments that govern much of the city's development and far-reaching strategy multidisciplinary and strategic development plans

- Assess the city's digital infrastructure and its potential for growth.
- Develop a comprehensive plan for the future of the city.
- Review the city's financial health and propose new revenue streams.
- Enhance public transportation systems and services.
- Improve public safety and emergency response capabilities.

Goals for the 21st Century Library System

- Create a 21st-century library system that meets the needs of the community.
- Enhance library services and programs.
- Improve library facilities and technology.
- Increase library usage and engagement.
- Expand library collections and resources.
- Develop strategies for sustainable library operations.

Vision for the 21st Century Library System

- A world-class library system that serves the needs of the community.
- A library that is accessible to all, providing equal opportunities for learning.
- A library that is a cultural center, promoting community engagement and cultural diversity.
- A library that is a technology leader, providing cutting-edge services and resources.
- A library that is a hub for innovation, promoting economic development and social inclusion.

Challenges and Opportunities

- Funding constraints and budget cuts.
- Increasing demands for library services.
- Technological advancements and their impact on library operations.
- The need for skilled and knowledgeable library staff.
- The importance of community partnerships and collaborations.

Solutions

- Explore new funding models and partnerships.
- Develop innovative programs and services.
- Enhance existing programs and services.
- Conduct outreach and engagement initiatives.
- Address technology gaps and improve digital literacy.

Implementation

- Establish a steering committee.
- Develop a strategic plan.
- Secure funding and resources.
- Engage and educate the community.
- Monitor progress and adjust strategies as needed.

Conclusion

- A library system that is responsive to the needs of the community.
- A library system that is a beacon of knowledge and innovation.
- A library system that is a vital part of the community's cultural fabric.

References

- City Library Act 2010.
- Library Bill of Rights.
- Library and Information Services Act 2012.

Author:

February 10, 2020
Section 10: Appendices

- Summer Reading
- Jim Jille
- Early Childhood Literacy
- Educational Reading
- Economic Development
- Digital Learning
- Community Engagement

In summary, key service areas include:
- Knowledge, confidence, application, and awareness
- Customer satisfaction
- Library usage
- Public engagement

Program outcomes:
- Increased library usage
- Enhanced community engagement
- Improved customer satisfaction
- Increased awareness of library services

Performance measures:
- Loans
- Programs
- Website visits
- Social media interactions

End of Year 2: 60% of Library goals met

Financial Summary
- Revenue: $450,000
- Expenses: $300,000
- Net Income: $150,000

Measurement tools: SPF should consider the following:
- Library programs and how data can be used to demonstrate their value.
- Two “do’s” when analyzing libraries to see what can be learned from the impact of different measurement tools.

Measuring outcomes helps libraries answer the question, “What good does our library do?”