

## DRAFT Missouri LSTA Plan for 2013-2018

### GOAL STATEMENT A:

**Missourians will have expanded services for learning and equity of access to quality library resources, services and technology to support individuals' needs for education, lifelong learning, workforce development, and digital literacy skills.**

#### **LSTA Goal Theme: Building/Sustaining Information Resources**

##### ***LSTA Priority 1***

*Expand services for learning and access to quality information and educational resources in a variety of formats, in all types of libraries, for individuals of all ages in order to support individuals' needs for education, lifelong learning, workforce development, and digital literacy skills.*

##### ***LSTA Priority 2***

*Establish or enhance electronic and other linkages and improve coordination among and between libraries and entities, as described in 20 U.S.C. 9134(b)(6), for the purpose of improving the quality of and access to library and information services*

#### **OUTCOME 1 (LSTA PRIORITY 1): Missourians will have expanded services for learning and knowledge of and equity of access to quality library resources and services**

### STRATEGIES

**Strategy 1:** The State Library will support a strong information resource and resource-sharing infrastructure to support individuals' needs for education, lifelong learning, job skills development, and digital literacy skills

### PROGRAMS

- a. Online Resources Program:** The State Library will partner with MOREnet, Missouri libraries, and other entities as appropriate to provide statewide access to online resources; training in use of the resources; instructional curriculum for use with library staff and patrons; and to assist with other consortial online resource offerings as appropriate (Years 1-5)
- b. Bibliographic Resources Program:** The State Library will partner with OCLC, a worldwide library consortium, to provide bibliographic discovery and resource-sharing tools (Years 1-5)
- c. Courier Service:** The State Library and a statewide project partner will provide courier service for interlibrary delivery of materials (Years 1-5)
- d. Shared Integrated Library System:** The State Library will participate in and provide funding to support a consortium of libraries using an open-source system for resource-sharing among libraries. (Years 1-5)
- e. Discovery Services:** The State Library will monitor trends in discovery services and assess feasibility for implementation in Missouri to increase access to library resources.

Discovery services will be implemented if fiscally and technically feasible; pilot projects may be supported to test feasibility in certain environments. (Years 1-5)

- f. **Digitization Program:** The State Library will partner with the State Archives and other Missouri cultural heritage institutions to create, maintain, expand and promote online digital collections (Years 1-5)
- g. **Digital Transition:** The State Library will help libraries manage the transition from print-based to electronic library services to ensure services and content are accessible over current and future platforms (Years 1-5)
- h. **Training and Consultant Services:** Provide and/or promote training opportunities and one-on-one assistance to enhance skills and programs pertaining to information resources, resource-sharing and services for learning (Years 1-5)
- i. **Outreach and Promotion:** In partnership with state and local agencies, develop and implement a statewide awareness campaign to increase knowledge about and use of statewide initiatives supporting services for learning and access to content. (Years 1-5)
- j. **Grants and Other Funding:** Provide grants for and other assistance in obtaining funding for projects supporting information resources, resource-sharing and services for learning (Years 1-5)
- k. **Library Content and Resource Sharing Trends:** The State Library will monitor trends in content and its accessibility, encouraging the implementation of and training in new or improved resources, services, and best practices to support services for learning and access to content when fiscally and technologically prudent (Years 1-5)

## **OUTCOME 2 (LSTA PRIORITY 2): Missouri libraries will utilize a strong statewide and local technology infrastructure to best meet patron needs**

### **STRATEGIES**

**Strategy 1:** The State Library will partner with MOREnet, Missouri libraries and other entities as appropriate, using state appropriations and other funds to provide a strong statewide and local technology infrastructure

### **PROGRAMS**

- a. **REAL Program:** Continuance of public library participation for statewide connectivity, technical support and training through the REAL Program (Years 1-5)
- b. **Network Development:** The State Library and partners will monitor bandwidth use and demand and other network details to ensure strong technology infrastructures at the statewide and local levels (Years 1-5)
- c. **Training and Consultant Services:** Provide and/or promote training opportunities and one-on-one assistance to enhance skills in technology planning and the effective use of technology (Years 1-5)
- d. **Grants and Other Funding:** Provide grants for and other assistance in obtaining funding for projects that improve the quality and quantity of technology offered by local libraries to their communities (Years 1-5)

- e. **Emerging Technologies:** Monitor trends in technology, implementing new technologies and best practices to support statewide and local technology infrastructures when fiscally and technologically prudent (Years 1-5)

**GOAL STATEMENT B:**

**Strengthen and expand both quality and availability of library services appropriate to meet the educational, cultural, intellectual, personal and social development needs of Missourians, particularly persons with difficulty using the library and underserved rural and urban areas.**

**LSTA Goal Theme: Targeting Library and Information Services**

***LSTA Priority 5***

*Target library services to individuals of diverse geographic, cultural, and socioeconomic backgrounds, to individuals with disabilities, and to individuals with limited functional literacy or information skills.*

***LSTA Priority 6***

*Target library and information services to persons having difficulty using a library and to underserved urban and rural communities, including children (from birth through age 17) from families with incomes below the poverty line.*

**OUTCOME 1 (LSTA PRIORITY 5): Missourians with print and other disabilities will have access to resources and services to meet their educational, cultural, intellectual, personal and social development needs**

**STRATEGIES**

**Strategy 1:** The State Library will continue to support inclusive and accessible services for library users with print disabilities by providing library services in alternative formats through Wolfner Talking Book and Braille Library using state, federal and other funding resources

**PROGRAMS**

- a. **Wolfner Library Services:** Provide support of Wolfner Talking Book and Braille Library to meet patron needs (Years 1-5)
- b. **Wolfner Library Promotion:** Promote the availability of Wolfner Talking Book and Braille Library services to qualifying individuals through outreach efforts, including to potential referral agents, partners and other key stakeholders who serve the target population (Years 1-5)

**Strategy 2:** The State Library will partner with other agencies and local libraries in the improvement, expansion and/or development of inclusive and accessible library services and resources to meet the needs of people with disabilities

- a. **Training and Consultant Services:** In partnership with state and local agencies, provide trainings, one-on-one assistance and other resources to improve library services to people with disabilities (Years 1-5)

- b. **Grants and Other Funding:** Provide grants for and other assistance in obtaining funding to support programs and services relating to library services targeting people with disabilities (Years 1-5)
- c. **Trends in Development of Inclusive Library Services:** The State Library will monitor trends in library services to people with disabilities, encouraging the implementation of and training in new or improved resources, services, and best practices to support library services to people with disabilities when fiscally and technologically prudent (Years 1-5)

**OUTCOME 2 (LSTA PRIORITY 5): Missourians with developing or limited functional literacy or information skills will have access to resources and services to meet their educational, cultural, intellectual, personal and social development needs**

**STRATEGIES**

**Strategy 1:** The State Library and partners will conduct and promote trainings and other activities that encourage library service improvements to meet the educational, cultural, intellectual, personal and social development needs of people with developing or limited functional literacy

**PROGRAMS**

- a. **Literacy Programs Development:** In partnership with other agencies around the state, promote and present training in the areas of literacy services encompassing a wide variety of topics and target audiences, including but not limited to, summer reading programs, early literacy, family literacy, health literacy, and GED support (Years 1-5)
- b. **Cultural and Intellectual Stimulation Programs Development:** In partnership with other agencies around the state, support and promote programs that enhance the cultural and intellectual understanding of individuals (Years 1-5)
- c. **Grants and Other Funding:** Provide grants for and other assistance in obtaining funding for projects that support programs relating to literacy skills development (Years 1-5)
- d. **Literacy Services Trends:** The State Library will monitor trends in library services to people with developing or low literacy skills, encouraging the implementation of and training in new or improved resources, services, and best practices to support library services to these populations when fiscally and technologically prudent (Years 1-5)

**OUTCOME 3 (LSTA PRIORITY 6): Persons having difficulty using a library and underserved urban and rural communities will have improved access to library services that are pertinent to their unique needs**

**STRATEGIES**

**Strategy 1:** The State Library and partners will conduct and promote trainings and other activities to improve, expand and/or develop library services to targeted and underserved populations.

**PROGRAMS**

- a. **Youth Services Programs:** Develop children and youth services training, provide one-on-one assistance and other support activities for library staff working with children age 0-18 to develop, expand and/or improve library services to these populations (Years 1-5)
- b. **Adult/Senior Services Programs:** Develop adult and senior services training, provide one-on-one assistance and other support activities for library staff working with adults and seniors. Topics will include but are not limited to adult reading programs, services to seniors, and other topics pertinent to adult and senior services (Years 1-5)
- c. **Underserved Populations Programs:** Develop targeted population services training, provide one-on-one assistance and other support activities for library staff working with targeted underserved populations to develop, expand and/or improve library services to these groups (Years 1-5)
- d. **Planning, Outreach and Promotion:** In partnership with state and local agencies, assist libraries in identifying, planning and promoting library services and resources to targeted populations (Years 1-5)
- e. **Grants and Other Funding:** Provide grants for and other assistance in funding projects that support services to targeted populations (Years 1-5)
- f. **Trends in Services for Targeted Populations:** The State Library will monitor trends in library services to targeted populations, encouraging the implementation of and training in new or improved resources, services, and best practices to support library services to these populations when fiscally and technologically prudent (Years 1-5)

**GOAL STATEMENT C:**

**Current library workforce and leadership develop and enhance their skills to advance the effective delivery of library and information services.**

**LSTA Goal 3 Theme: Strengthening the Library Workforce**

***LSTA Priority 3***

*(a) Provide training and professional development, including continuing education, to enhance the skills of the current library workforce and leadership, and advance the delivery of library and information services, and (b) enhance efforts to recruit future professionals to the field of library and information services.*

**Outcome 1 (LSTA PRIORITY 3): Library staff members develop and enhance skills that improve service delivery to the public**

**STRATEGIES**

**Strategy 1:** The State Library and partners will support the continuing education of library staff in order to develop and enhance skills needed to improve library services.

**PROGRAMS**

- a. **Library Staff Skills Trainings:** Library staff will be offered up-to-date continuing education on a wide variety of topics and in a wide variety of formats (Years 1-5)
- b. **Training Promotion:** Trainings will be widely promoted to reach the greatest possible appropriate audience (Years 1-5)
- c. **Grants and Other Funding:** Provide grants for and other assistance in obtaining funds for individuals or groups to participate in continuing education events to enhance library knowledge and skill level of the participant(s) (Years 1-5)

**Strategy 2:** The State Library will invest in the professional development of the library workforce and leadership by providing resources and information that support planning, development and management of strong local library service

**PROGRAMS**

- a. **Library Science Resources:** Provide a current collection of library science materials available for loan through the Missouri State Library (Years 1-5)
- b. **Library Service Trends, Issues, and Opportunities:** Monitor and promote awareness of library service trends and opportunities through regular communications including weekly newsletter, SOS website, and other means. (Years 1-5)
- c. **Data Analysis:** Compile, analyze, and publish data on Missouri library services, and provide comparisons for use in planning services. (Years 1-5)
- d. **Consultant Services:** Provide point of need assistance on library issues to library staff and trustees as needed to address local library services needs (Years 1-5)

- e. **Best Practices and Standards:** Provide program evaluation, including use of peer evaluation, balanced scorecard, benchmarking, comparative statistics and other means for identifying, developing and implementing best practices and standards to improve library services (Years 1-5)

**Strategy 3:** The State Library will support students in obtaining their graduate degree in library science needed for the obtainment of professional positions

#### **PROGRAMS**

- a. **Scholarship Program:** Current scholarship students will be tracked until all commitments are completed (Years 1-4)

**Outcome 2 (LSTA PRIORITY 3): Library directors, managers and trustees will develop and enhance skills to effectively lead Missouri libraries.**

#### **STRATEGIES**

**Strategy 1:** The State Library and partners will support library leadership by providing high quality resources and training to library trustees, directors and managers that promote outstanding leadership and management practices, as well as help leaders assess communities' needs, and evaluate and enhance their institutions' capacity to meet them

#### **PROGRAMS**

- a. **Library Leadership Trainings:** Library trustees, directors and managers will be offered up-to-date continuing education in a wide variety of formats on pertinent topics such as, but not limited to, strategic planning, policy development, budgeting, best practices, and trends in library service and related fields. (Years 1-5)
- b. **Grants and Other Funding:** Provide grants for and other assistance in obtaining funding for individuals or groups to participate in continuing education events to enhance library leadership, planning and management skills (Years 1-5)