

PENNSYLVANIA'S LIBRARY SERVICES AND TECHNOLOGY ACT GRANTS TO STATES FIVE-YEAR PLAN (2023-2027)

Submitted by: Pennsylvania Department of Education, Office of
Commonwealth Libraries
Susan Banks, MLIS, Deputy Secretary and State Librarian
June 30, 2022



TABLE OF CONTENTS

INTRODUCTION	2
MISSION STATEMENT	4
NEEDS ASSESSMENT	4
GOALS OVERVIEW	9
GOALS	10
GOAL 1: Statewide Infrastructure - Provide support and services through sustainable structures to ensure equity of access to library resources for all Pennsylvanians, regardless of economy or geography.	10
Project Area 1.1 Service Structure Evolution	10
Project Area 1.2 Digital Library Support	11
Project Area 1.3 Environmental Impact	12
GOAL 2: Libraries as Community Catalyst - Enable and encourage every library to understand and serve the needs of their communities through deep engagement, effective partnerships, and strategic resource sharing.	13
Project Area 2.1 Library Empowerment	13
Project Area 2.2 User-Focused Service Design	14
Project Area 2.3 Strengthening Governance and Leadership	14
GOAL 3: Libraries integral to the lifelong educational ecosystem - Leverage the responsibilities libraries share with educational partners to create a seamless and supportive fabric of learning.	15
Project Area 3.1 Elevating Libraries	16
Project Area 3.2 Literacy Leadership	16
Project Area 3.3 Professional Development	17
COORDINATION EFFORTS	18
EVALUATION PLAN	18
STAKEHOLDER INVOLVEMENT	19
COMMUNICATION AND PUBLIC AVAILABILITY	19
MONITORING	20
APPENDIX A: PENNSYLVANIA DEMOGRAPHICS	21
APPENDIX B: CROSSWALK	29
APPENDIX C: LIBRARIES IN PENNSYLVANIA	34
APPENDIX D: ASSURANCES	36

INTRODUCTION

The Library Services and Technology Act (LSTA) authorizes state program grants to certified state library administrative agencies (SLAAs). In order to be eligible for funding, SLAAs must submit a five-year plan for implementation that is consistent with the stated purposes of LSTA and with the priorities of the “Grants to States” program. Each year, SLAAs throughout the nation carry out more than 1,500 projects that are supported by this program. Funds are distributed to the states and territories and are monitored by the Institute of Museum and Library Services (IMLS). Following are the purposes of LSTA and the priorities¹ of the Grants to States program.

Purposes of LSTA (20 U.S.C. § 9121)

1. Enhance coordination among Federal programs that relate to library, education, and information services;
2. Promote continuous improvement in library services in all types of libraries in order to better serve the people of the United States;
3. Facilitate access to resources in all types of libraries for the purpose of cultivating an educated and informed citizenry;
4. Encourage resource sharing among all types of libraries for the purpose of achieving economical and efficient delivery of library services to the public;
5. Promote literacy, education, and lifelong learning, including by building learning partnerships with school libraries in our Nation’s schools, including tribal schools, and developing resources, capabilities, and programs in support of State, tribal, and local efforts to offer a well-rounded educational experience to all students;
6. Enable libraries to develop services that meet the needs of communities throughout the Nation, including people of diverse geographic, cultural, and socioeconomic backgrounds, individuals with disabilities, residents of rural and urban areas, Native Americans, military families, veterans, and caregivers;
7. Enable libraries to serve as anchor institutions to support community revitalization through enhancing and expanding the services and resources provided by libraries, including those services and resources relating to workforce development, economic and business development, critical thinking skills, health information, digital literacy skills, financial literacy and other types of literacy skills, and new and emerging technology;
8. Enhance the skills of the current library workforce and recruit future professionals, including those from diverse and underrepresented backgrounds, to the field of library and information services;
9. Ensure the preservation of knowledge and library collections in all formats and enable libraries to serve their communities during disasters;
10. Enhance the role of libraries within the information infrastructure of the United States in order to support research, education, and innovation;
11. Promote library services that provide users with access to information through national, State, local, regional, and international collaborations and networks; and

¹ <https://www.ims.gov/grants/grants-state/purposes-and-priorities-lsta>

12. Encourage, support, and disseminate model programs of library and museum collaboration.

Grants to States (20 U.S.C. § 9141)

1. Expand services for learning and access to information and educational resources in a variety of formats (including new and emerging technology), in all types of libraries, for individuals of all ages in order to support such individuals' needs for education, lifelong learning, workforce development, economic and business development, health information, critical thinking skills, digital literacy skills, and financial literacy and other types of literacy skills;
2. Establish or enhance electronic and other linkages and improved 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;
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, including those from diverse and underrepresented backgrounds, to the field of library and information services;
4. Develop public and private partnerships with other agencies, tribes, and community-based organizations;
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;
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 (as defined by the Office of Management and Budget and revised annually in accordance with section 9902(2) of title 42) applicable to a family of the size involved;
7. Develop library services that provide all users access to information through local, State, regional, national, and international collaborations and networks; and
8. Carry out other activities consistent with the purposes set forth in 20 U.S.C. § 9121, as described in the State library administrative agency's plan.

The following document presents the Pennsylvania Department of Education, Office of Commonwealth Libraries FFY 2023-2027 LSTA Plan for fulfilling the requirements of the LSTA Grants to States program. It summarizes the needs of Pennsylvania's libraries as well as the library and information needs of Pennsylvania residents. These needs have been identified through an examination of a variety of factors including demographic data, relevant societal indicators, and findings and insights from the recently completed evaluation of Pennsylvania Department of Education, Office of Commonwealth Libraries' implementation of its 2018-2022 LSTA Five-Year Plan. The new 2023-2027 LSTA Five-Year Plan sets forth goals and identifies anticipated projects designed to address these needs.

MISSION STATEMENT

The Office of Commonwealth Libraries (OCL) within the Pennsylvania Department of Education (PDE) operates a major research library and collects, preserves, and connects state government, libraries, and all residents with the information and resources needed for education, enrichment, and advancement.

Our three goals aim to reflect the library ecosystem as part of the larger Pennsylvania educational ecosystem by supporting statewide (Goal 1) and local library activities (Goal 2) and ensuring we connect to the larger educational structures of which we are a part (Goal 3).

[This is a link to the PA Consolidated Statutes \(PA C.S. 24 §9311\(b\)\) which outlines the Powers and Duties of the State Library and State Librarian](#)

NEEDS ASSESSMENT

Entering Pennsylvania

Pennsylvania is bordered in the north by Lake Erie and New York, on the east by New York and New Jersey, on the south by Delaware, Maryland and West Virginia, and on the west by West Virginia and Ohio. Two major urban centers, Philadelphia in the east and Pittsburgh in the west, frame the geography of the state, with the capital and state government operations based in the city of Harrisburg. The economy has been transformed from one based on coal, steel, and agriculture to one where health care and life sciences are the leading industry in the Commonwealth, chiefly centered at the urban centers, followed by manufacturing, retail, and education.

Britannica highlights the cultural life in Pennsylvania's countryside as follows: "Pennsylvania has retained strong elements of folk culture among its diverse ethnic groups ... [including] The Plain People—the Amish, the Mennonites, and other small sects."² It is a state with vibrant urban centers and large bucolic rural areas in between.

Census

Pennsylvania's population hit 13 million in the 2020 Census.

The following table uses race estimates from the QuickFacts page of the Census website.

Source: Vintage 2019 Population Estimates: Estimates are not comparable to other geographic levels due to methodology differences that may exist between different data sources.³

² <https://www.britannica.com/place/Pennsylvania-state/Cultural-life>

³ <https://www.census.gov/quickfacts/fact/table/PA,US/PST045221>

Select Demographic Data	Pennsylvania	United States
Population Estimate, July 1, 2021	12,964,056	331,893,745
Population, Census, April 1, 2020	13,002,700	331,449,281
Persons under 5 years percent	5.50%	6.00%
Persons under 18 years percent	20.60%	22.30%
Persons 65 years and over percent	18.70%	16.50%
White alone, percent	81.60%	76.30%
Black or African American alone, percent	12.00%	13.40%
American Indian and Alaska Native alone, percent	0.40%	1.30%
Asian alone, percent	3.80%	5.90%
Native Hawaiian and Other Pacific Islander alone, percent	0.10%	0.20%
Two or More Races, percent	2.10%	2.80%
Hispanic or Latino, percent	7.80%	18.50%
White alone, not Hispanic or Latino, percent	75.70%	60.10%
Foreign born persons, percent, 2016-2020	7.00%	13.50%
Veterans	731,411	17,835,456
Veterans, percent (QM calc)	7.20%	5.37%
Language other than English spoken at home, percent of persons age 5 years+, 2-16-2020	11.50%	21.50%
Households with a computer, percent, 2016-2020	89.60%	91.90%
Households with a broadband internet subscription, percent 2016-2020	84.00%	85.20%
High school graduate of higher, percent of persons age 25+, 2016-2020	91.00%	88.50%
Bachelor's degree or higher, percent of persons age 25 years+, 2016-2020	32.30%	32.90%
With a disability, under age 65 years, percent, 2016-2020	9.80%	8.70%
Median household income (in 2020 dollars), 2016-2020	\$63,627	\$64,994
Persons in poverty, percent	10.90%	11.40%

Libraries

Public Libraries Survey (2019) Metrics	Pennsylvania Rank	Pennsylvania	United States
Total Library Operating Revenue per Capita	44	\$23.88	\$44.88
Collection Expenditures per Capita	44	\$2.79	\$4.51
Library Visits per Capita	39	3.24	3.93/capita
Print Materials per Capita	33	1.92	2.17/capita
Circulation per Capita	40	5.15	6.86/capita

Public Libraries Survey (2019) Metrics	Pennsylvania Rank	Pennsylvania	United States
Programs Offered per 1,000 Population	21	21.83	18.65/ 1,000 pop.
Total Paid Full-Time Equivalent Staff per 25,000 Population	38	9.63	11.37/ 25,000 pop.
Percentage of Paid Full-Time Equivalent Staff with ALA-Accredited Master's Degree		23.86%	23.64%
Percentage of Public Library Jurisdictions with ALA-Accredited Master's Personnel		46.02%	45.53%

- Pennsylvania has 452 state-funded library entities,⁵ the 5th largest number of state-funded library entities, exceeded only by New York, Illinois, Texas, and Iowa.
- Operating revenue per capita shows underfunding of the dispersed and numerous universe of library entities in a library landscape with a large number of infrastructure basic needs in many areas of the Commonwealth.
- The primacy of local control challenges building economies of scale for small to mid-sized libraries and the development of staff expertise for some smaller libraries.

Incarcerated People

Among the growing pains in Pennsylvania, the incarceration rates are worth highlighting. Incarceration rates in Pennsylvania are in the middle of the US average (rank 25th) and US incarceration rates are growing while they decline across the world.⁶ Correctional standards specify the need for an MLS librarian in each prison.⁷ “The mass in mass incarceration has now come to represent the likelihood that nearly 50 percent of all adults in America have an immediate family member who has been incarcerated in a jail or prison for at least one night, and this percentage is even higher for Black and Latinx adults in the United States.”⁸ With the advent of Pell Grants in 2023 in prisons, after an absence of 40 years, there is an opportune time to assess the state of the prison libraries in Pennsylvania. It is also an opportune time for academic libraries to address prison library resources as they may be offering transferable for-credit college classes.

People with Print Disabilities

According to the American Federation for the Blind, there were a total of 291,394 people with vision difficulties in Pennsylvania in 2019. The majority of them are in the 34-65 age cohort (115,583 people), and only 1,766 are under age 5, and 74,455 are 75 and older.⁹ In addition to that population, the needs of print-disabled Pennsylvanians are identified and served by the

⁵ Public Library Statistics, 2019.

⁶ [World Population Review. Incarceration rates 2022.](#)

⁷ Austin, Jeanie. 2022. Library Services and Incarceration. ALA.

⁸ Enns, P.K., et al. 2019 “What percentage of Americans Have Ever Had a Family Member Incarcerated? Evidence from the Family History of Incarceration Survey (FamHIS).” Socius, March 4:5.

⁹ American Federation for the Blind: Pennsylvania <https://www.afb.org/research-and-initiatives/statistics/state-specific-stats/pennsylvania>

Library of Accessible Media for Pennsylvanians, regional libraries of the National Library Service for the Blind and Print Disabled - part of the Library of Congress. Print Disability is defined by any of the following categories:

- Blind persons whose visual acuity, as determined by competent authority, is 20/200 or less in the better eye with correcting lenses, or whose widest diameter of visual field subtends an angular distance no greater than 20 degrees.
- Persons whose visual disability, with correction and regardless of optical measurement, is certified by competent authority as preventing the reading of standard printed material
- Persons certified by competent authority as unable to read or unable to use standard printed material as a result of physical limitations.
- Persons certified by competent authority as having a perceptual or reading disability and unable to read printed works to substantially the same degree as a person without an impairment or disability.
- Persons eligible for service (falling into any of the above categories) who are now living as residents of the United States (including its territories, insular possessions, and the District of Columbia), or are American citizens eligible for service who are now living abroad, or dependents of active military personnel or diplomats.

This includes individuals who have had a qualifying disability from birth, individuals who are disabled because of medical conditions or trauma, and individuals who become disabled as they age. Individuals who have a temporary disability may qualify for service on a temporary basis. Individuals who are blind or have a physical disability and who have been honorably discharged from the armed forces of the United States receive special priority.

Education

Overall, Pennsylvania is doing well in literacy ratings and rankings compared to the rest of the United States. Fourth grade National Assessment of Educational Progress (NAEP) places 40% of Pennsylvania fourth graders at the proficient level compared to 34% at the national level; similarly, eighth grade NAEP scores at the proficient level include 35% of eighth graders in Pennsylvania compared to 32% at the national level. The Basic Prose Literacy Rate for Pennsylvania is similar to the national average. And, high school graduation based on America's Health Rankings is in the middle of the nation.

Health

In many of the health related indicators in America's Health Rankings Pennsylvania ranks well. There are a couple of notable exceptions that indicate needs though. In particular, mental health providers per 100,000 population are fewer in Pennsylvania compared to other states and preventable hospitalizations is another area where it ranks less than other states. In terms of sleep health, Pennsylvania ranks 43rd. Improvements have been achieved between 2019 and 2020 in terms of the adults who avoided care due to cost from 10.8% to 7.8%. And there was an improvement in drug related deaths from 42.9 to 34.6 deaths per 100,000 population between 2017 and 2019.

A summary table with select indicators is provided below.

Selected Social Indicators	Pennsylvania	United States
4th Grade - Percentage at or Above National Assessment of Educational Progress (NAEP) Proficient Level	40%	34%
8th Grade - Percentage at or Above National Assessment of Educational Progress (NAEP) Proficient Level	35%	32%
Basic Prose Literacy Rate (Based on data from the National Center for Educational Statistics [NCES])	87.40%	88.00%
High School Graduation (% of students) (America's Health Rankings)	25	
Access to Care: Providers per 100,000 population - Mental Health (America's Health Rankings)	31	
Quality of Care: Preventable Hospitalizations (America's Health Rankings)	30	
Insufficient Sleep (America's Health Rankings)	43	
Food Insecurity Rank (America's Health Rankings)	19	
U.S. News and World Report Infant Mortality Rank Among States	26	
Access to Care Rank (America's Health Rankings)	9	
U.S. News and World Report Obesity Rank Among States	29	
Fruit and Vegetable Consumption (America's Health Rankings)	35	
Avoided Care Due to Cost (America's Health Rankings)	6	

Needs refined through the evaluation

The development of this Library Services and Technology Act (LSTA) five-year plan was the culmination of continuous evaluation of the 2018-2022 five-year plan that was conducted during that period by OCL staff, including annual evaluation of State Program Report data. This internal evaluation was supplemented by an in-depth evaluation of three years of performance for Federal Fiscal Years (FFY) 2018, 2019, and 2020 that was conducted by QualityMetrics, Library Consultants, a library consulting firm headquartered in Silver Spring, Maryland. The review leveraged the expertise of three of QualityMetrics' independent consultants: Martha Kyrillidou, Ph.D., William Wilson, M.L.S., and Jonathan LeBreton, M.S.L.S.

The independent evaluation began in September 2021 and concluded in March 2022. It employed a variety of methods including:

1. Interviews with 12 OCL staff who had direct LSTA program involvement and leadership of key partner organizations.
2. Analysis of demographic data for Pennsylvania;
3. Reviews of State Program Reports, internal LSTA documentation, websites, and social media;

4. Four stakeholder focus groups conducted virtually with a total of 135 participants.
5. Telephone interviews with key stakeholders; and
6. Web-based survey Nov 2021 - Jan 2022 of the Pennsylvania library community (718 responses). Seventy-three (73%) of respondents represented public libraries, 18% K-12 school libraries, 6% academic libraries, and 2% special libraries. Respondents were located in 62 of Pennsylvania's 67 counties.

Needs Addressed:

- There is a need for libraries to provide new services and transform themselves, provide adequate and well used electronic resources while ensuring curation of digital assets, and support for sustainable and environmentally sound approaches while protecting and preparing for disaster planning and climate change effects.
- There is a need for libraries to be responsive to community needs and engage actively with communities with particular focus on populations in the margins, a need for support in strategic foresight and established healthy governance structures.
- There is a need for diverse and adequate talent and a robust education pipeline for the library workforce, continuing education especially in relation to new service areas and programs, and leadership support as people assume new and more responsible roles within the libraries. It is critical to plan for succession planning and be able to use existing educational structures.

Development of 2023-2027 LSTA Goals and Projects

The consultants' report was reviewed at length by OCL leadership during March and May of 2022. Outputs and outcomes from recent LSTA projects (especially the ones listed above deemed as highly impactful by libraries across the state) were also reviewed.

Draft goals were crafted reflecting the totality of the OCL's operations. A staff survey asked to map assignments to proposed goals and solicited feedback for revising the goals. A one-question web-based survey of the Pennsylvania library community was conducted in May 2022 which elicited more than 1,500 responses from library staff and active and prospective library users to an open ended, forward looking question "what do you want your library to offer in the next 3-5 years?" The draft goals and objectives were revised again and the final plan was developed. Drafts were reviewed a number of times by OCL staff before the plan was finalized.

GOALS OVERVIEW

GOAL 1: Statewide Infrastructure - Provide support and services through sustainable structures to ensure equity of access to library resources for all Pennsylvanians, regardless of economy or geography.

GOAL 2: Libraries as Community Catalyst - Enable and encourage every library to understand and serve the needs of their communities through deep engagement, effective partnerships, and strategic resource sharing.

GOAL 3: Libraries integral to the lifelong educational ecosystem - Leverage the responsibilities libraries share with educational partners to create a seamless and supportive fabric of learning.

GOALS

GOAL 1: Statewide Infrastructure - Provide support and services through sustainable structures to ensure equity of access to library resources for all Pennsylvanians, regardless of economy or geography.

Need Addressed:

- There is a need for libraries to provide new services and transform themselves, provide adequate and well-used electronic resources while ensuring curation of digital assets, and support for sustainable and environmentally sound approaches while protecting and preparing for disaster planning and climate change effects.
- Addresses LSTA Priority 2, 4, 7 and 8.
- Addresses LSTA Purpose 1, 2, 3, 4, 6, 9, 10, 11, and 12.

Project Area 1.1 Service Structure Evolution

Evolve service structures for cooperative library development that benefit the local user.

Activity Areas:

- **Conduct needs assessment of users and non-users that could be met with Statewide resources.**

Potential activities: Statewide longitudinal assessments, creation and maintenance of data dashboard, annual prioritization of service responses based on trends.

- **Coordinate collaborative planning on evolving administrative structures that equitably serve the people of Pennsylvania.**

Potential activities: Pilot new approaches to library advising and development services, pursue options for administrative support structures, develop model policies and policy templates, revisit standards for all library structures.

- **Support strategic resource sharing through software and physical item delivery solutions.**

Potential activities: Coordination of materials delivery options, open-source options for integrated library systems, statewide resource sharing.

Target Audience – Library staff, volunteers, and Trustees

Evaluation: Evidence and documentation regarding progress on key milestones.

Timeline: Work will progress over the five years of the plan.

Milestones:

- Year 1: Needs assessment results, review of current practices in delivery and resource sharing.
- Year 2: Priorities established for statewide administrative structure changes, model policies location established, standards revisions timeline in place.
- Year 3: Resource sharing expansion pilots planned, data dashboard created,
- Year 4: Annual prioritization and content decision-making process in place

IMLS Focal Area - Institutional Capacity

IMLS Intent - Improve Library Operations

Project Area 1.2 Digital Library Support

Support digital library services that complement and expand what is offered at the local level.

Activity Areas

- **Evaluate consistently and report on the impact of statewide electronic resources.**

Potential activities: Resource evaluation task force creation, communications on what resources are impacting which users.

- **Build and maintain virtual collections with a focus on user accessibility - including equity and inclusion of stories of people at the margin.**

Potential activities: Provide statewide accessible electronic resources, virtual reference services meeting cultural and educational needs, digital resource collections and repositories.

- **Expand Library Services for the Print Disabled (also funded by the Commonwealth of Pennsylvania).**

Potential activities: Partnerships with formal education providers and vocational rehabilitation.

Target Audience: General public

Evaluation: Evidence and documentation regarding progress on key milestones; output measures such as the number of authenticated search sessions and downloaded materials; number of virtual reference sessions and user satisfaction ratings; number of registered patrons of Library of Accessible Media for Pennsylvanians (LAMP) services

Timeline: Work will progress over the five years of the plan.

Milestones:

- Year 1: Procedures and priorities for evaluation and reporting process in place, underserved and underrepresented users and information sources identified and needs assessed.
- Year 2: Priorities established for strategic development of statewide electronic resources.
- Year 3: Specific areas of inequity in distribution and use of digital library resources are identified and targeted for action
- Year 4: Partners in statewide establishment of digital library services provision identified and activated

IMLS Focal Area - Information Access

IMLS Intent - Improve users' ability to obtain information resources

Project Area 1.3 Environmental Impact

Advance resources and services that consider environmental impact on libraries, preservation, and disaster recovery.

- **Provide special projects funding for preservation and disaster planning.**
Potential activities: Preservation training, disaster preparedness and recovery planning sub-grants, preservation and/or conservation of rare materials.
- **Provide special projects funding for resources and services that promote environmental sustainability and acknowledge and combat the impact of climate change and limited natural resources.**
Potential activities: Green libraries sub-grant(s).

Target Audience: Library staff, volunteers, and Trustees

Evaluation: Number of items preserved and impact statements on those collections. Number of libraries with disaster plans in place. Outcomes from grants made for preservation and environmental projects.

Timeline: Work will progress over the five years of the plan.

Milestones:

- Year 1: Preservation and conservation needs assessed, and priorities identified
- Year 2: Statewide partnerships with institutions in place to share expertise and training
- Year 3: Funding programs specific to preservation established
- Year 4: Funding programs specific to environmental impact established

IMLS Focal Area - Institutional Capacity

IMLS Intent - Improve library operations

GOAL 2: Libraries as Community Catalyst - Enable and encourage every library to understand and serve the needs of their communities through deep engagement, effective partnerships, and strategic resource sharing.

Need Addressed:

- There is a need for libraries to be responsive to community needs and engage actively with communities with particular focus on populations in the margins, a need for support in strategic foresight and established healthy governance structures.
- Addresses LSTA Priority 1, 3, 4, 6 and 8.
- Addresses LSTA Purpose 4, 5, and 6.

Project Area 2.1 Library Empowerment

Empower libraries to connect with community partners to build equitable libraries.

Activity Areas

- **Provide special projects funding to support inventive local partnerships that connect libraries to the needs of their communities as active responders.**
 - Potential activities: Equity and inclusion sub-grants, broadband and digital equity partnerships, workforce development initiatives, civic engagement and civil discourse initiatives.
- **Support community engagement that positions libraries at the center of identifying and responding to emerging needs, particularly in populations in the margins.**
 - Potential activities: Collection development projects to reflect the community, library services for immigrants and refugees, people living in poverty, older adults and veterans, initiatives to celebrate contributions of unseen populations.

Target Audience: General public

Evaluation: Libraries report changes connected to their programs in populations targeted. Libraries conduct collection assessments, identify needs for development, assess user satisfaction and use after addressing those needs.

Timeline: Work will progress over the five years of the plan.

Milestones:

- Year 1: Establish structure for project funding, regular guides for partnership possibilities and emerging programs
- Year 2: First round of project grants to communities, evaluation and revision
- Year 3: Record experiences of communities, evaluate outcomes, revise
- Year 4: Measure changes in communities

IMLS Focal Area - Civic Engagement

IMLS Intent - Improve users' ability to participate in their community

Project Area 2.2 User-Focused Service Design

Support user-focused planning and service design to reinforce that libraries belong to everyone and everyone belongs in libraries.

Activity Areas

- **Provide consultation and support for strategic foresight, environmental scanning, user-focused service design, and proactive response to changing situations**
 - Potential activities: Assistance and training in planning and service design for local libraries, tool kits and data dashboards for local libraries, systems and districts.
- **Continue/Expand local implementation of OCL-designed programs to create sustainable, welcoming and supportive libraries**
 - Potential activities: Locally led and executed versions of programs like Including YOU, Building Belonging, Video Game Clubs of America, Teen Reading Lounge, Summer Library Program, Summer STEM Outreach, Teen Services initiatives, Family Place, StoryWalk initiative.

Target Audience: Library Staff, volunteers and/or trustees; General Public

Evaluation: Establish target number of libraries that engage in planning activities. Number of completed library plans shared with the state. Collect library staff and user stories on their experience with the processes. Number and impact of programs conducted; changes recorded in specific areas of community need. IMLS-related questions capturing changes in attitude, behavior and skills; preferably pre- and post-designated programs when possible.

Timeline: Work will progress over the five years of the plan.

Milestones:

- Year 1: OCL programs packaged for local implementation. Program parameters set, consultants and pilot communities selected
- Year 2: First pilot sites planning process and evaluation
- Year 3: Expansion of planning sites and service design pilots, evaluation
- Year 4: Expansion of service design sites, planning continues, evaluation of OCL programs

IMLS Focal Area - Lifelong Learning

IMLS Intent - Improve users' general knowledge and skills

Project Area 2.3 Strengthening Governance and Leadership

Improve governance and leadership of libraries at the local level to reflect future-focused library practice and the diversity of our communities.

Activity Areas

- **Develop and recommend robust board standards and resources, including evaluation and recognition of excellence in governance through peer guidance.**
 - Potential activities: Board retreats, trustee peer advisor initiatives, board excellence recognition program, promising practices documentation.
- **Support the development of local library leadership with Directors and Trustees.**
 - Potential activities: Project funding for library directors, staff, volunteers and trustees to participate in community partnerships and initiatives that put the library at the center of community improvement.

Target Audience: Library staff, volunteers and/or trustees

Evaluation: Trustees improving on assessment ratings. Directors report a good relationship with their trustees. Director retention. Stronger local support.

Timeline: Work will progress over the five years of the plan.

Milestones:

- Year 1: Develop parameters of recognition program, plan for board retreats, conduct assessments
- Year 2: Parameters of project funding program, conduct board retreats, pilot recognition program, evaluate
- Year 3: Parameters of peer advisor program, document promising practices, implement project funding for partnership initiatives, evaluate
- Year 4: Evaluate recognition program, conduct assessments again, record outcomes of project funding for partnerships

IMLS Focal Area - Institutional Capacity

IMLS Intent - Improve library operations

GOAL 3: Libraries integral to the lifelong educational ecosystem -

Leverage the responsibilities libraries share with educational partners to create a seamless and supportive fabric of learning.

Need Addressed:

- There is a need for diverse and adequate talent and a robust education pipeline for the library workforce, continuing education especially in relation to new service areas and programs, and leadership support as people assume new and more responsible roles within the libraries. It is critical to plan for succession planning and be able to use existing educational structures.
- Addresses LSTA Priority 1, 3, 4, 5 and 8.
- Addresses LSTA Purpose 5, 8, and 12.

Project Area 3.1 Elevating Libraries

Coordinate with education providers to elevate libraries and library workforce as valuable, professional contributors by building expertise, practice, and recognition of good work.

Activity Areas

- **Engage with post-secondary education providers to ensure development of a more diverse library worker/librarian pipeline.**
 - Potential activities: Vocational training programs, targeted recruitment efforts, MLIS tuition reimbursement programs.
- **Support communities of practice that link library practitioners across the state and build the perception of professionalism within librarians and within the educational ecosystem.**
 - Potential activities: Project funding for school librarians, academic librarians, special librarians and public librarians to connect with their educational or economic partners to address shared needs; recognition program for excellence in library services; dissemination of promising practices.

Target Audience: Library staff, volunteers and/or trustees

Evaluation: Librarians consistently included in local regional and statewide efforts and planning. Librarians and libraries in leadership positions in educational agencies and initiatives.

Timeline: Work will progress over the five years of the plan.

Milestones:

- Year 1: agreements and plans with library education institutions, evaluation of current state of librarian field, parameters for project funding for librarians
- Year 2: Pilot recruitment, reimbursement programs, evaluate, implement project funding for librarian partnership projects
- Year 3: Summit for library educators and education, evaluate
- Year 4: sustainable funding for tuition program in place

IMLS Focal Area - Institutional Capacity

IMLS Intent - Improve the library workforce

Project Area 3.2 Literacy Leadership

Radically redefine libraries' role in literacy for all ages through partnerships and coordinated services.

- **Support libraries engaged in meeting literacy and social-emotional learning needs of all learners.**
 - Potential activities: Digital Navigator training and programs, digital literacy staff development and project funding, adult and family literacy in targeted topic areas (civic/social, finance, health, information, basic, etc.), activities for emerging readers and learners, and STEM and Maker activities.

Target Audience: People with limited functional literacy or informational skills; Unemployed; Families

Evaluation: State data-collection efforts indicate a positive change in the communities in which these programs have been instituted

Timeline: Work will progress over the five years of the plan.

Milestones:

- Year 1: Implement digital navigator program, conduct literacy programs, evaluate
- Year 2: Partner to assess and target literacy needs
- Year 3: Evaluate impact of initiatives and recurring programs
- Year 4: Share outcomes through stories and public events

IMLS Focal Area - Lifelong Learning

IMLS Intent - Improve users' general knowledge and skills

Project Area 3.3 Professional Development

Ensure the continuity of statewide library leadership and expand access to high-quality and relevant professional growth for a library workforce that reflects the communities we serve.

Activity Areas

- **Develop leadership and training of the library workforce**
 - Potential activities: New director orientation, online learning management system with robust instructional content, statewide leadership development

Target Audience: Library staff, volunteers and/or trustees

Evaluation: Library leadership is a sought-after role. Library leaders work together to plan and produce future-oriented initiatives. Library directors report they feel confident in their roles and the retention of directors increases. Case can be made for increasing the pay of librarians and library staff.

Timeline: Work will progress over the five years of the plan.

Milestones

- Year 1: Redesign existing programs, establish targets and outcomes
- Year 2: Conduct programs, evaluate, refine/revise programs
- Year 3: Review and refine content on LMS, connect to other needs
- Year 4: Assess needs of library field for professional development, revise and refresh training programs

IMLS Focal Area - Institutional Capacity

IMLS Intent - Improve the library workforce

COORDINATION EFFORTS

The Plan's narrative organizes all projects for which LSTA funding is anticipated under the IMLS Measuring Success Focal Areas and Intents. Additional crosswalk tables displaying these relationships in a graphic format can be found in APPENDIX B.

A representative and non-exhaustive listing of partnerships OCL may pursue with other agencies and organizations around the state for the benefit of library operations include the following. Library organizations are encouraged to collaborate and coordinate with community entities. The list below shares a few sample organization types that may be considered:

- Pennsylvania schools, colleges, and universities
- Various departments, agencies, and commissions within the Commonwealth of Pennsylvania
- Intermediate Units (29 regional support structures for formal education and professional development for educators, primarily K-12 public education)
- Historical societies
- Affinity groups and cultural networks
- Other SLAAs
- Pennsylvania counties and municipalities
- Non-government agencies and associations.

EVALUATION PLAN

The OCL will use a variety of methodologies to evaluate the success of the projects in meeting the goals of the LSTA Five-Year Plan FFY 2023-2027. These include ongoing evaluation throughout the period of the Plan:

- Surveys (paper and web-based) and/or interviews upon completion of grant-funded projects.
- Surveys (paper and web-based) and/or discussions at library administrator meetings annually to determine outcomes and effectiveness of projects related to the goals.
- Project reports from grantees upon program completion, to include outcomes based on expectations set in applications. State Program Reports (SPR) will be completed and submitted to IMLS every year.
- Town hall meetings half way through the period of the Plan to assess progress towards goals and outcomes, and to make midcourse adjustments. Participants in these meetings will include library users, community leaders, library trustees and other elected or appointed officials, and library staff.
- Possible questions embedded in statewide surveys and/or polls conducted by external evaluators (research centers/teams possibly in collaboration with other state agencies if convenient).
- Collections and analysis of PLS data and other data identified by the OCL staff.

In addition, the OCL will engage an outside evaluator to conduct an assessment of the completed Plan as required by IMLS. Included in this evaluation will be an examination of data and evaluations conducted throughout the period of the Plan, stakeholder input activities to be determined by the evaluator, and discussions with the OCL staff and leadership, and key partners.

STAKEHOLDER INVOLVEMENT

The ***Library Services and Technology Act (LSTA) Grants to States Five-Year Plan (2023-2027)*** is based on extensive input from the library community, from independent evaluators, and from other stakeholders. This includes information and data gathered through individual interviews, focus groups, and surveys.

In June of 2021, the OCL issued a Request for Proposals (RFP) for a “Library Services and Technology Act Five-Year Plan Evaluation 2018-2022.” QualityMetrics LLC, headquartered in Silver Spring, Maryland, was selected to carry out the evaluation of the LSTA plan. The assessment of the OCL’s efforts in carrying out the 2018-2022 Plan was conducted by QualityMetrics Chief Executive Officer Dr. Martha Kyrillidou assisted by associate researchers. The process used in the assessment included both retrospective and prospective components and gathered valuable information both for the evaluation and for the subsequent planning process. Interviews, focus groups, a web-based survey of libraries and librarians, were conducted in addition to an extensive review of State Program Report (SPR) data.

QualityMetrics was subsequently engaged to facilitate the OCL’s LSTA planning process. A review of the evidence with a focus on prospective changes was conducted. Frequent Zoom sessions were conducted by QualityMetrics that involved the State Librarian and the LSTA Coordinator, and planning sessions with the Library Leadership team, and a review of documents, reports, and meeting data from planning happening within the library and state agency communities. Input on the evaluation and the plan was sought from OCL staff and the parent agency leadership as well. The resulting plan was formed based on the input received, analyzed, and synthesized.

COMMUNICATION AND PUBLIC AVAILABILITY

Once the ***Library Services and Technology Act (LSTA) Grants to States Five-Year Plan (2023-2027)*** has been approved by IMLS, the OCL will post the goals and projects on the agency website where it will remain throughout the duration of its implementation. The OCL’s leadership will present the Plan to agency staff and preparation for the implementation of the Plan will commence.

The Plan's goals may be amended if such an alteration is dictated by community needs. Budgets, specific activities, and anticipated products and services may also be adjusted based on the OCL capacity to carry out the Plan as proposed. However, any substantive revisions to the Plan will be submitted to IMLS in accordance with IMLS guidelines and the provisions of the Museum and Library Services Act. The OCL will publicize the achievement of significant projects and associated milestones identified in the Plan as well as ongoing results of its efforts. The OCL will also comply with reporting requirements through the SPR. Finally, both achievements and shortcomings will be shared with stakeholders within the state as part of an ongoing effort to improve performance and to increase the positive impact of projects and activities.

MONITORING

The implementation of Pennsylvania's ***Library Services and Technology Act (LSTA) Grants to States Five-Year Plan (2023-2027)*** will be monitored on a continuous basis. Appropriate OCL staff will be assigned to track the execution of all aspects of the Plan. Specific staff will be tasked with preparing and generating relevant reports as required and to inform decision making. A component of this tracking will be the monitoring of any sub-grant projects that are funded with LSTA dollars. Sub-grantees will be required to submit semi-annual status reports and final reports on the status and results of each project. This will be supplemented with a combination of on-site monitoring visits, phone calls, emails, and other virtual contact.

All projects, including any sub-grant projects as well as those directly administered by OCL, will be monitored on a regular basis as ongoing activities are conducted, documented, and measured. Information and data collected as part of this process will be used to inform OCL reporting to IMLS in the annual SPR.

Monitoring will comply with the requirements and procedures outlined in 2 CFR 200.327-332

- 2 CFR 200.327 - Financial Reporting
- 2 CFR 200.328 - Monitoring and Reporting Program Performance
- 2 CFR 200.329 - Reporting on Real Property
- 2 CFR 200.330 - Subrecipient and Contractor Determination
- 2 CFR 200.331 - Requirements for Pass-Through Entities
- 2 CFR 200.332 - Fixed Amount Subawards

APPENDIX A: PENNSYLVANIA DEMOGRAPHICS

Preface on Data Used

Most of the data used in this report is from the U.S. Census; other sources are cited where used. The census data used for the overview section includes data from the decennial census, both the 2020 redistricting data and the 2010 decennial data. Any data cited from 2020, both in the overview and what makes up the majority of the data in the rest of this report, is from the 2020 5-year (2016-2020) American Community Survey (ACS), which includes a greater number of topics than that found in decennial census data. 2015 comparisons for this data are from the 2011-2015 ACS. The highly rural nature of many Pennsylvania counties means that the 5-year ACS estimates had to be used, rather than the 1-year estimates (which are [only available for areas with populations over 65,000](#)).

AGE	% Total 2010	% Total 2015	% Total 2020
Under 5 years	5.8	5.6	5.5
5 to 9 years	6	5.9	5.6
10 to 14 years	6.4	6	6
15 to 19 years	7.3	6.7	6.3
20 to 24 years	6.7	6.8	6.3
25 to 29 years	6.1	6.5	6.7
30 to 34 years	5.7	6.1	6.5
35 to 39 years	6.4	5.7	6
40 to 44 years	7	6.3	5.7
45 to 49 years	7.7	6.9	6.2
50 to 54 years	7.6	7.5	6.7
55 to 59 years	6.7	7.3	7.2
60 to 64 years	5.4	6.3	6.9
65 to 69 years	4.2	5	5.9
70 to 74 years	3.3	3.7	4.4
75 to 79 years	3	2.8	3.1
80 to 84 years	2.5	2.3	2.2
85 years and over	2.3	2.5	2.6

Population 25 years and over	Pennsylvania		United States	
<i>TOTAL POPULATION</i>	8,989,998	%	222,836,834	%
Less than 9th grade	275,881	3.1%	10,923,030	4.9%
9th to 12th grade, no diploma	534,086	5.9%	14,639,650	6.6%
High school graduate (includes equivalency)	3,072,381	34.2%	59,421,419	26.7%
Some college, no degree	1,425,593	15.9%	45,242,162	20.3%
Associate's degree	775,540	8.6%	19,254,254	8.6%
Bachelor's degree	1,754,311	19.5%	45,034,610	20.2%
Graduate or professional degree	1,152,206	12.8%	28,321,709	12.7%
High school graduate or higher	8,180,031	91.0%	197,274,154	88.5%
Bachelor's degree or higher	2,906,517	32.3%	73,356,319	32.9%

Source:

<https://data.census.gov/cedsci/table?q=S0501&g=0400000US42&tid=ACSST5Y2020.S0501&mo=false>

Label (Grouping)	Pennsylvania Total	United States Total
Population (ACS 2016-2020)	12,794,885	326,569,308
SEX AND AGE		
Male	49.0%	49.2%
Female	51.0%	50.8%
Under 5 years	5.5%	6.0%
5 to 17 years	15.2%	16.4%
18 to 24 years	9.0%	9.3%
25 to 44 years	25.0%	26.6%
45 to 54 years	12.9%	12.7%
55 to 64 years	14.1%	12.9%
65 to 74 years	10.3%	9.4%
75 to 84 years	5.3%	4.7%
85 years and over	2.6%	2.0%
Median age (years)	40.9%	38.2
RACE AND HISPANIC OR LATINO ORIGIN		
One race	96.6%	94.8%
White	79.4%	70.4%
Black or African American	11.1%	12.6%
American Indian and Alaska Native	0.2%	0.8%
Asian	3.5%	5.6%
Native Hawaiian and Other Pacific Islander	0.0%	0.2%
Some other race	2.4%	5.1%
Two or more races	3.4%	5.2%
Hispanic or Latino origin (of any race)	7.6%	18.2%
White alone, not Hispanic or Latino	75.7%	60.1%
HOUSEHOLD TYPE		
In married-couple family	58.0%	58.6%
In other households	38.7%	38.9%
Average household size	2.42%	2.6
Average family size	3.02%	3.21

Label (Grouping)	Pennsylvania Total	United States Total
MARITAL STATUS		
Population 15 years and over	10,612,286	265,832,167
Never married	33.5%	33.5%
Now married, except separated	48.3%	48.1%
Divorced or separated	11.6%	12.7%
Widowed	6.6%	5.7%
SCHOOL ENROLLMENT		
Population 3 years and over enrolled in school	2,908,512	80,497,960
Nursery school, preschool	6.2%	6.1%
Elementary school (grades K-8)	44.9%	45.4%
High school (grades 9-12)	21.2%	21.0%
College or graduate school	27.7%	27.6%
EDUCATIONAL ATTAINMENT		
Population 25 years and over	8,989,998	222,836,834
Less than high school graduate	9.0%	11.5%
High school graduate (includes equivalency)	34.2%	26.7%
Some college or associate's degree	24.5%	28.9%
Bachelor's degree	19.5%	20.2%
Graduate or professional degree	12.8%	12.7%
LANGUAGE SPOKEN AT HOME AND ABILITY TO SPEAK ENGLISH		
Population 5 years and over	12,092,654	306,919,116
English only	88.5%	78.5%
Language other than English	11.5%	21.5%
Speak English less than "very well"	4.4%	8.2%
EMPLOYMENT STATUS		
Population 16 years and over	10,456,049	261,649,873
In labor force	62.8%	63.4%
Civilian labor force	62.7%	63.0%
Employed	59.4%	59.6%
Unemployed	3.4%	3.4%
Percent of civilian labor force	5.4%	5.4%
Armed Forces	0.1%	0.4%
Not in labor force	37.2%	36.6%

Label (Grouping)	Pennsylvania Total	United States Total
Civilian employed population 16 years and over	6,206,839	155,888,980
CLASS OF WORKER		
Private wage and salary workers	84.1%	79.9%
Government workers	10.7%	13.9%
Self-employed workers in own not incorporated business	5.0%	5.9%
Unpaid family workers	0.2%	0.2%
OCCUPATION		
Management, business, science, and arts occupations	39.9%	39.5%
Service occupations	17.0%	17.4%
Sales and office occupations	20.8%	21.3%
Natural resources, construction, and maintenance occupations	8.0%	8.7%
Production, transportation, and material moving occupations	14.2%	13.1%
INDUSTRY		
Agriculture, forestry, fishing and hunting, and mining	1.3%	1.7%
Construction	6.0%	6.7%
Manufacturing	11.6%	10.0%
Wholesale trade	2.6%	2.5%
Retail trade	11.0%	11.0%
Transportation and warehousing, and utilities	5.8%	5.5%
Information	1.6%	2.0%
Finance and insurance, and real estate and rental and leasing	6.6%	6.6%
Professional, scientific, and management, and administrative and waste management services	10.6%	11.7%
Educational services, and health care and social assistance	26.2%	23.3%
Arts, entertainment, and recreation, and accommodation and food services	8.1%	9.4%
Other services (except public administration)	4.7%	4.8%
Public administration	4.0%	4.7%

Label (Grouping)	Pennsylvania Total	United States Total
EARNINGS IN THE PAST 12 MONTHS (IN 2019 INFLATION-ADJUSTED DOLLARS) FOR FULL-TIME, YEAR-ROUND WORKERS		
Population 16 years and over with earnings	4,445,886	112,255,754
\$1 to \$9,999 or less	1.6%	1.6%
\$10,000 to \$14,999	2.2%	2.7%
\$15,000 to \$24,999	9.0%	10.6%
\$25,000 to \$34,999	14.8%	15.2%
\$35,000 to \$49,999	20.3%	19.4%
\$50,000 to \$74,999	24.4%	22.4%
\$75,000 or more	27.6%	28.1%
Median earnings (dollars) for full-time, year-round workers:		
Male	56,266	54,323
Female	44,779	44,220
INCOME IN THE PAST 12 MONTHS (IN 2019 INFLATION-ADJUSTED DOLLARS)		
Households	5,106,601	122,354,219
With earnings	75.7%	77.7%
Mean earnings (dollars)	90,412	93,265
With Social Security income	35.2%	31.4%
Mean Social Security income (dollars)	20,529	20,126
With Supplemental Security Income	5.6%	5.2%
Mean Supplemental Security Income (dollars)	10,277	10,115
With cash public assistance income	3.2%	2.4%
Mean cash public assistance income (dollars)	2,349	3,271
With retirement income	23.6%	21.1%
Mean retirement income (dollars)	24,392	28,376
With Food Stamp/SNAP benefits	13.1%	11.4%
Median Household income (dollars)	63,627	64,994
Average number of workers per household	1.18%	1.24%
POVERTY STATUS IN THE PAST 12 MONTHS		
Population for whom poverty status is determined	12,387,061	318,564,128
Below 100 percent of the poverty level	12.0%	12.8%
100 to 199 percent of the poverty level	15.6%	16.9%

Label (Grouping)	Pennsylvania Total	United States Total
At or above 200 percent of the poverty level	72.4%	70.2%
POVERTY RATES FOR FAMILIES FOR WHOM POVERTY STATUS IS DETERMINED		
All families	8.1%	9.1%
With related children of the householder under 18 years	13.6%	14.3%
With related children of the householder under 5 years only	12.7%	13.5%
Married-couple family	3.4%	4.6%
With related children of the householder under 18 years	4.8%	6.2%
With related children of the householder under 5 years only	3.5%	4.8%
Female householder, no spouse present, family	24.9%	25.1%
With related children of the householder under 18 years	34.6%	34.4%
With related children of the householder under 5 years only	37.3%	38.8%
Occupied housing units	5,106,601	122,354,219
HOUSING TENURE		
Owner-occupied housing units	69.0%	64.4%
Renter-occupied housing units	31.0%	35.6%
Average household size of owner-occupied unit	2.54%	2.69%
Average household size of renter-occupied unit	2.16%	2.45%
ROOMS		
1 room	1.7%	2.1%
2 or 3 rooms	8.6%	11.1%
4 or 5 rooms	26.7%	34.1%
6 or 7 rooms	35.9%	30.8%
8 or more rooms	27.0%	22.0%
Median number of rooms	6.1%	5.7%
1.01 or more occupants per room	1.4%	3.3%
VEHICLES AVAILABLE		
None	10.7%	8.5%
1 or more	89.3%	91.5%
SELECTED CHARACTERISTICS		

Label (Grouping)	Pennsylvania Total	United States Total
No telephone service available	1.4%	1.6%
Limited English Speaking Households	2.4%	4.3%
Owner-occupied housing units	3,522,269	78,801,376
SELECTED MONTHLY OWNER COSTS AS A PERCENTAGE OF HOUSEHOLD INCOME IN THE PAST 12 MONTHS		
Less than 30 percent	80.0%	78.1%
30 percent or more	20.0%	21.9%
Renter-occupied housing units	1,584,332	43,552,843
GROSS RENT AS A PERCENTAGE OF HOUSEHOLD INCOME IN THE PAST 12 MONTHS		
Less than 30 percent	56.9%	54.3%
30 percent or more	43.1%	45.7%

APPENDIX B: CROSSWALK

PENNSYLVANIA

GOAL 1: Statewide Infrastructure. Provide support and services through sustainable structures to ensure equity of access to library resources for all Pennsylvanians, regardless of economy or geography.

Measuring Success Focal Areas and Intents

	Project Area 1.1 Service Structure Evolution	Project Area 1.2 Digital Library Support	Project Area 1.3 Environmental Impact
Lifelong Learning			
Improve users' formal education			
Improve users' general knowledge and skills			
Information Access		YES	
Improve users' ability to discover information resources			
Improve users' ability to obtain and/or use information resources		YES	
Institutional Capacity	YES		YES
Improve the library workforce			
Improve the library's physical and technological infrastructure			
Improve library operations	YES		YES
Economic & Employment Development			
Improve users' ability to use resources and apply information for employment support			
Improve users' ability to use and apply business resources			
Human Resources			
Improve users' ability to apply information that furthers their personal, family or household finances			
Improve users' ability to apply information that furthers their personal or family health & wellness			
Improve users' ability to apply information that furthers their parenting and family skills			
Civic Engagement			
Improve users' ability to participate in their community			
Improve users' ability to participate in community conversations around topics of concern			

PENNSYLVANIA

GOAL 2: Libraries as Community Catalyst - Enable and encourage every library to understand and serve the needs of their communities through deep engagement, effective partnerships, and strategic resource sharing.

Measuring Success Focal Areas and Intents

Project Area 2.1 Library Empowerment
 Project Area 2.2 User-Focused Service Design
 Project Area 2.3 Strengthening Governance and Leadership

	Project Area 2.1 Library Empowerment	Project Area 2.2 User-Focused Service Design	Project Area 2.3 Strengthening Governance and Leadership					
Lifelong Learning		YES						
Improve users' formal education								
Improve users' general knowledge and skills		YES						
Information Access								
Improve users' ability to discover information resources								
Improve users' ability to obtain and/or use information resources								
Institutional Capacity			YES					
Improve the library workforce								
Improve the library's physical and technological infrastructure								
Improve library operations			YES					
Economic & Employment Development								
Improve users' ability to use resources and apply information for employment support								
Improve users' ability to use and apply business resources								
Human Resources								
Improve users' ability to apply information that furthers their personal, family or household finances								
Improve users' ability to apply information that furthers their personal or family health & wellness								
Improve users' ability to apply information that furthers their parenting and family skills								
Civic Engagement	YES							
Improve users' ability to participate in their community	YES							
Improve users' ability to participate in community conversations around topics of concern								

PENNSYLVANIA

**GOAL 3: Libraries integral to the lifelong educational ecosystem -
Leverage the responsibilities libraries share with educational partners to
create a seamless and supportive fabric of learning.**

Measuring Success Focal Areas and Intents

	Project Area 3.1 Elevating Libraries	Project Area 3.2 Literacy Leadership	Project Area 3.3 Professional Development
Lifelong Learning		YES	
Improve users' formal education			
Improve users' general knowledge and skills		YES	
Information Access			
Improve users' ability to discover information resources			
Improve users' ability to obtain and/or use information resources			
Institutional Capacity	YES		YES
Improve the library workforce	YES		YES
Improve the library's physical and technological infrastructure			
Improve library operations			
Economic & Employment Development			
Improve users' ability to use resources and apply information for employment support			
Improve users' ability to use and apply business resources			
Human Resources			
Improve users' ability to apply information that furthers their personal, family or household finances			
Improve users' ability to apply information that furthers their personal or family health & wellness			
Improve users' ability to apply information that furthers their parenting and family skills			
Civic Engagement			
Improve users' ability to participate in their community			
Improve users' ability to participate in community conversations around topics of concern			

PENNSYLVANIA GOALS AND LSTA PURPOSES (12 purpose statements)

		GOAL 1: Statewide Infrastructure. Provide support and services through sustainable structures to ensure equity of access to library resources to Pennsylvanians, regardless of economy or geography.	GOAL 2: Libraries as Community Anchors - Enable and encourage every library to understand and serve the needs of their communities through deep engagement, effective partnerships, and strategic resource sharing.	GOAL 3: Libraries integral to the lifelong educational ecosystem - Leverage the responsibilities libraries share with educational partners to create a seamless and supportive fabric of learning.		
1	Enhance coordination among Federal programs that relate to library, education, and information services;	X				
2	Promote continuous improvement in library services in all types of libraries in order to better serve the people of the United States;	X				
3	Facilitate access to resources in all types of libraries for the purpose of cultivating an educated and informed citizenry;	X				
4	Encourage resource sharing among all types of libraries for the purpose of achieving economical and efficient delivery of library services to the public;	X	X			
5	Promote literacy, education, and lifelong learning, including by building learning partnerships with school libraries in our Nation's schools, including tribal schools, and developing resources, capabilities, and programs in support of State, tribal, and local efforts to offer a well-rounded educational experience to all students;			X		
6	Enable libraries to develop services that meet the needs of communities throughout the Nation, including people of diverse geographic, cultural, and socioeconomic backgrounds, individuals with disabilities, residents of rural and urban areas, Native Americans, military families, veterans, and caregivers;	X	X			
7	Enable libraries to serve as anchor institutions to support community revitalization through enhancing and expanding the services and resources provided by libraries, including those services and resources relating to workforce development, economic and business development, critical thinking skills, health information, digital literacy skills, financial literacy and other types of literacy skills, and new and emerging technology;		X			
8	Enhance the skills of the current library workforce and recruit future professionals, including those from diverse and underrepresented backgrounds, to the field of library and information services;			X		
9	Ensure the preservation of knowledge and library collections in all formats and enable libraries to serve their communities during disasters;	X				
10	Enhance the role of libraries within the information infrastructure of the United States in order to support research, education, and innovation;	X				
11	Promote library services that provide users with access to information through national, State, local, regional, and international collaborations and networks; and	X				
12	Encourage, support, and disseminate model programs of library and museum collaboration.	X		X		

PENNSYLVANIA GOALS & LSTA Priorities (8 priorities)

GOAL 1: Statewide Infrastructure. Provide support and services through sustainable structures to ensure equity of access to library resources to Pennsylvanians, regardless of economy or geography.

GOAL 2: Libraries as Community Anchors. Enable and encourage every library to understand and serve the needs of their communities through deep engagement, effective partnerships, and strategic resource sharing.

GOAL 3: Libraries integral to the lifelong educational ecosystem. Leverage the responsibilities libraries share with educational partners to create a seamless and supportive fabric of learning.

1	Expand services for learning and access to information and educational resources in a variety of formats (including new and emerging technology), in all types of libraries, for individuals of all ages in order to support such individuals' needs for education, lifelong learning, workforce development, economic and business development, health information, critical thinking skills, digital literacy skills, and financial literacy and other types of literacy skills;		X		X
2	Establish or enhance electronic and other linkages and improved 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;	X			
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, including those from diverse and underrepresented backgrounds, to the field of library and information services;		X		X
4	Develop public and private partnerships with other agencies, tribes, and community-based organizations;	X	X		X
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;				X
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 (as defined by the Office of Management and Budget and revised annually in accordance with section 9902(2) of title 42) applicable to a family of the size involved;		X		
7	Develop library services that provide all users access to information through local, State, regional, national, and international collaborations and networks; and	X			
8	Carry out other activities consistent with the purposes set forth in 20 U.S.C. § 9121, as described in the State library administrative agency's plan.	X	X		X

APPENDIX C: LIBRARIES IN PENNSYLVANIA

Public Libraries:

178 library organizations receive the Public Library Subsidy, which includes library systems which then distribute the funds to member libraries, independent local libraries, district libraries, and Statewide library resource centers. These organizations that receive state aid account for about 650 library service outlets including branches and bookmobiles. The Public Library Statistics (PLS) 2019 reports a total of 452 entities reporting data.

Libraries can hold several designations as it relates to their qualification for the various categories of state aid. For example, the Free Library of Philadelphia is a local library, a district library, and a Statewide library resource center.

As defined in the Public Library Code, a local library is “any free, public, nonsectarian library, whether established and maintained by a municipality or by a private association, corporation or group, which serves the informational, educational and recreational needs of all the residents of the area for which its governing body is responsible, by providing free access to:

- (1) An organized and currently useful collection of printed items and other materials, including free lending and reference services
- (2) The services of a staff trained to recognize and provide for these needs.

A library system is defined as a county-level or multicounty-level federation of at least two local libraries which:

- (1) Serves at least 25,000 people.
- (2) Has voluntarily agreed to participate in the federation.
- (3) Has delegated the policymaking functions to a system board of directors.

In Pennsylvania, there are currently 33 state-aided library systems.

District Library Centers: With the approval of the governor's advisory council, the State Librarian designates up to 30 libraries as district library centers.

District library centers

- Coordinate services of local libraries within the district
- Provide direct library service without charge to all residents of the district
- Provide supplementary library services to all local libraries within the district
- And they may exchange or provide services with other district library centers

Currently there are 29 district libraries in Pennsylvania.

The Public Library Code lists four libraries with the designation of Statewide library

resource center

- (1) Free Library of Philadelphia
- (2) Pennsylvania State Library
- (3) Pennsylvania State University Library
- (4) Carnegie Library of Pittsburgh

Statewide library resource centers have the responsibility and power to acquire major research collections, and to make those collections available to all residents of Pennsylvania.

All public library entities are eligible to apply for LSTA funds.

Academic Libraries:

The 2020 National Center for Educational Statistics (NCES) Integrated Postsecondary Data System (IPEDS) Academic Libraries Survey (ALS) reported that 167 of 235 institutions of higher education employ 1,254.16 FTE librarians in Pennsylvania. Those institutions include career and technical schools, a state-operated college of technology, community colleges, private colleges and universities, private state-aided institutions, private two-year colleges, state universities, state-related Commonwealth universities and theological seminaries. Many of these institutions of higher education are eligible to apply for LSTA funds.

School Libraries:

Between 2009 and 2019, according to national data, Pennsylvania ranked third among the states losing the most school librarians – a loss of 589 full-time equivalents statewide. There are no requirements for school libraries or librarians in PA public schools. Unlike public libraries that are funded through a line item in annual Commonwealth appropriations, school library funding is at the discretion of each school district. Each school district, and in some cases, each principal, decides whether students will have a school library and an instructional library program with a certified school librarian. This is referred to as site-based management. According to the 2018-2019 National Center for Educational Statistics' (NCES) Elementary/Secondary Information System (EISi), Pennsylvania's 788 public school districts employ 1,588.63 full-time librarians. All school libraries are eligible to apply for LSTA funds.

Professional Associations:

Pennsylvania has many professional associations such as the Pennsylvania Library Association (public and academic libraries), Pennsylvania School Librarians Association, regional associations and consortia for special library types including law, health and academic libraries. All library based associations organized as tax-exempt are eligible to apply for LSTA funds.

APPENDIX D: ASSURANCES

The following assurances have been submitted with this Plan:

- Program Assurances for 2023 Grant Award (Includes compliance with Internet Safety; Trafficking in Persons; Nondiscrimination; Debarment and Suspension; Drug-Free Workplace; Federal Debt Status; and Lobbying requirements)
- Non-Construction Assurance Form (SF-424B)
- State Legal Officer's Certification of Authorized Certifying Official
- Internet Safety Certification for Applicant Public Libraries, Public Elementary and Secondary School Libraries and Consortia with Public and/or Public School Libraries