



IMLS Annual Performance Report

FISCAL YEAR 2025

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Message from the Agency Senior Official

As we celebrate our thirtieth anniversary, the Institute of Museum and Library Services (IMLS) has proven successfully that our community investments have not only reinforced the premise that libraries and museums offer spaces and experiences for all Americans, but have increased opportunities for individuals and organizations seeking to expand and improve in education, workforce development, local economic development, along with protecting and advancing America's Heritage. From our research, IMLS has been able to demonstrate that these investments have been linked to both positive individual and community outcomes.

I am proud that over the course of FY 2025, we achieved excellence in all our work, including thoughtful grantmaking investments across 14 programs, as described in our [FY 2025 Annual Financial Report](#) (posted in December 2025), and this FY 2025 Annual Performance Report.

Our performance research underscores considerable learnings that have focused on new and emerging challenge-based opportunities for local communities, thereby increasing their dependencies on IMLS-offered investments. Through responsive grantmaking, each individual grant awarded received extraordinary scrutiny to ensure that funds would not be used contrary to legal prohibitions on racial discrimination and demonstrated IMLS supported individualized needs to move these communities forward.

I am appreciative of the opportunity to thank so many dedicated members of the IMLS team for their professionalism and solution-oriented approaches to being good shepherds of the people's monies. What we do here at IMLS has immeasurable value and is responsibly delivered to and for the American people. It is a legacy that will make our nation and its museums and libraries stronger and even more relevant in the future.

Lisa Solomson

Deputy Director, Office of Library Services

Senior Official Performing the Duties of the IMLS Director

Section 1: Agency and Mission Information

A. IMLS OVERVIEW AND MISSION

The Institute of Museum and Library Services (IMLS) is a federal grantmaking agency and the primary source of federal support for the nation's libraries and museums. IMLS's mission is to advance, support, and empower America's museums, libraries, and related organizations through grantmaking, research, and policy development. Our vision is a nation where museums and libraries work together to transform the lives of individuals and communities.

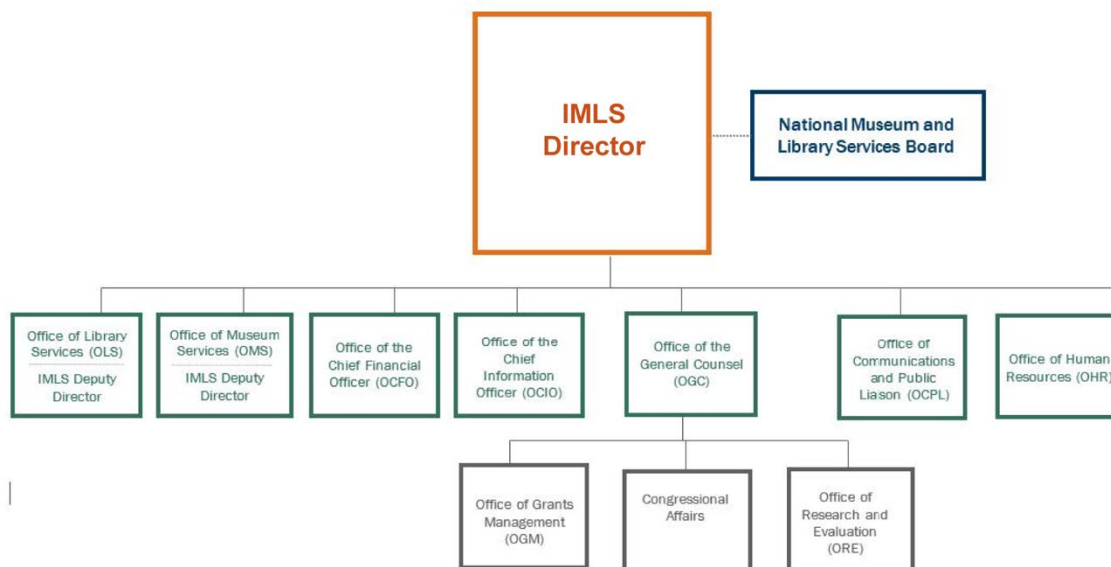
IMLS was created with the passage of Museum and Library Services Act of 1996, which was reauthorized on December 31, 2018. The Agency has statutory authority to award financial assistance, collect data, form strategic partnerships, and advise policymakers and other federal agencies on museums, libraries, and information services. The Agency consolidates federal library programs dating back to 1956 and museum programs dating back to 1976. IMLS helps to ensure that all Americans have access to museum, library, and information services, and invests in new and exploratory approaches, as well as proven and tested methods. The Agency's funding supports work that advances collective knowledge, promotes lifelong learning, and strengthens cultural and civic engagement. Additionally, the Agency builds capacity within museum and library fields to enable better service to communities and to enhance community decision making by sharing trends and data.

IMLS has an expansive reach. The Agency is the largest source of federal funding for libraries in the nation, directing population-based funding to all 50 states, the District of Columbia, the US territories, and the Freely Associated States through its Grants to States (G2S) program. The Agency's discretionary grants are selected through a highly respected and competitive peer review process, drawing on professionals located across the nation. This work enables museums and libraries located in a variety of areas facing differing geographic and economic circumstances to deliver essential services that make it possible for individuals and communities to flourish.

For Fiscal Year (FY) 2025, IMLS produced an Annual Financial Report (AFR), and is producing this FY 2025 Annual Performance Report (APR). The Agency posted the AFR in December 2025 and will be posting this report in February 2026 on the IMLS website.

B. ORGANIZATIONAL STRUCTURE

IMLS ORGANIZATIONAL CHART



UPDATED: September 2025

C. CROSS-AGENCY COLLABORATORS

IMLS makes awards across the museum and library sectors. However, IMLS also engages in high-level strategic work and focused initiatives across the Agency, and in FY 2025, IMLS made the most of its resources through intra-agency collaboration.

US SEMIQUINCENTENNIAL COMMISSION (AMERICA250)

America250 is a multi-year effort to commemorate the 250th anniversary of the founding of the United States. In December 2020, Congress enacted amendments to the US Semiquincentennial Commission Act, establishing a Commission of public and private partners to plan, encourage, develop, and coordinate commemorative activities that will culminate on July 4, 2026, while also building community infrastructure for the future.

The Act designates the Director of IMLS as an ex officio member of the Commission, along with the Secretaries of the Interior, State, Defense, Education, and the Smithsonian Institution; the Attorney General; the Supreme Court; the Librarian of Congress; the Archivist of the United States; and the Chairs of the National Endowments of the Arts and the Humanities. IMLS continues to engage with the America250 Commission, providing agency updates and feedback on Commission activities. Please see Section 4 of this report for details on how IMLS carried out this vital engagement in 2025.

NATION-TO-NATION CONSULTATION AND ENGAGEMENT

Following through on the Presidential Memorandum on “Tribal Consultation and Strengthening Nation-to-Nation Relationships” (January 26, 2021), IMLS developed a Tribal Consultation Plan. The Consultation Plan has helped the Agency to consider ways to most meaningfully structure IMLS programs of support for Tribal library and museum services. Please see Section 4 of this report for details on how IMLS carried out this vital engagement in 2025.

COMMUNITY DEVELOPMENT AND CIVIC ENGAGEMENT

Information Literacy

IMLS was authorized to create an Information Literacy Taskforce to develop guidance, instructional materials, and national strategies on the subject, including a website to: (1) serve as a clearinghouse for information on literacy programs; (2) offer strategies and tools tailored to both native and non-native English speakers and communities; and (3) coordinate information on federal initiatives, programs, grants, publications, and materials promoting enhanced information literacy. The Taskforce was directed to take steps necessary to coordinate and promote information literacy efforts across departments and agencies throughout the Federal Government and with libraries and museums at the state and local level, including promoting partnerships among federal, state, and local governments, nonprofit organizations, and private enterprises. Please see the Goal 4 section of this report for more details.

NATIONAL BOOK FESTIVAL

Through its support to the Library of Congress, IMLS contributed funding for the 25th National Book Festival, held on September 6, 2025. Through a cooperative agreement with the Chief Officers of State Library Agencies, IMLS sponsored and participated in the National Book Festival’s Roadmap to Reading. Representatives from State Libraries and Centers for the Book across the country interacted with festival attendees of all ages, providing information on each state’s literary heritage, local libraries, authors, and readings, and careers and opportunities in library and information science. The Roadmap to Reading was one of the most highly attended activities at the National Book Festival, drawing families, teachers, and students from across the country.

PRESERVATION, DISASTER-PLANNING, AND RESPONSE

Department of Interior Technical Assistance

The Recovery Support Function Leadership Group (RSFLG) is a federal interagency body established to improve the effectiveness and unity of effort in coordinating federal support to help communities’ recovery from a disaster. IMLS is a supporting organization and participates in one of six Recovery Support Functions (RSFs): Natural and Cultural Resources (NCR). The NCR RSF brings together a variety of federal agencies under the leadership of the Department of Interior to support the protection of natural and cultural resources and historic properties through appropriate response and recovery actions.

Cultural Heritage Coordinating Committee

IMLS partners with other agencies, including the US Departments of State, Defense, Homeland Security, Interior, Justice, and Treasury to strengthen the Federal Government’s ability to protect and preserve cultural property at risk from instability, natural disasters, and other emergencies and threats. More information is available on the Cultural Heritage Coordinating Committee (CHCC) website. IMLS is focused on supporting a partnership between the CHCC and the Cultural Heritage Center at the Penn Museum to expand the recruitment of museum professionals to support law enforcement needs with respect to art and artifact trafficking.

Section 2: Strategic Goals and Objectives

When IMLS was established by the Museum and Library Services Act of 1996, bringing together federal programs dating back to 1956 and 1976, lawmakers recognized that libraries and museums are powerful national assets. They saw “great potential in an Institute that focused on the combined roles that libraries and museums play in our community life.” The law charges IMLS with advising policymakers on library, museum, and information services and supporting a wide range of programs that improve the lives of millions.

IMLS carries out this charge as it adapts to meet the changing needs of our nation’s museums and libraries and their communities. The Agency’s role—to advance, support, and empower America’s museums and libraries throughout grantmaking, research, data collection, and policy development—is essential to helping these institutions navigate change and continue to improve their services.

IMLS developed a strategic plan for 2022–2026 that was [published in February 2022](#). This FY 2025 APR reports on these strategic goals and objectives.

FY 2022 – 2026 STRATEGIC GOALS AND OBJECTIVES

Champion Lifelong Learning.

- 1.1 Advance shared knowledge and learning opportunities for all.
- 1.2 Support the training and professional development of the museum and library workforce.

Strengthen Community Engagement.

- 2.1. Promote broad public engagement.
- 2.2. Support community collaboration and foster civic discourse.

Advance Collections Stewardship and Access.

- 3.1. Support collections care and management.
- 3.2. Promote access to museum and library collections.

Demonstrate Excellence in Public Service.

- 4.1. Maximize public investments by cultivating a culture of planning, evaluation, and evidence-based practice.
- 4.2. Increase the impact of IMLS through strategic engagement with public and private sector stakeholders.
- 4.3. Increase the efficiency and effectiveness of Agency operations.

Section 3: FY 2025 Progress Toward Goal 1 through 3

This FY 2025 APR highlights the key goals reflected in the Agency's FY 2022-2026 Strategic Plan, providing the President, Congress, and the American public a high-level overview of how IMLS is working towards accomplishing its mission. This section first summarizes new FY 2025 awards. Next, it provides updates on awards from prior years that made substantial progress in or were closed out during FY 2025, and which also advance current Administration priorities. These award updates highlight IMLS's progress in support of each goal, while also highlighting progress toward key performance measures.

Together, these activities demonstrate how IMLS investments advance the Agency's Strategic Plan and align with the current Administration's priorities, reflecting a continued focus on responsible stewardship of federal resources and measurable public benefit. These awards and outcomes illustrate how IMLS strengthens library and museum capacity, expands literacy and learning, and safeguards cultural heritage. These efforts include initiatives supporting workforce development, veterans, Historically Black Colleges and Universities (HBCUs), Artificial Intelligence (AI) literacy, and combatting antisemitism. Collectively, these investments reflect IMLS's commitment to responsible stewardship, measurable impact, and ensuring that libraries and museums remain vital public institutions serving communities nationwide.

TABLE 1: SUMMARY OF FY 2020 – 2025 GRANTS AND COOPERATIVE AGREEMENTS

Total Awards by Category*	FY 2020 Awards/Applicants	FY 2021 Awards/Applicants	FY 2022 Awards/Applicants	FY 2023 Awards/Applicants	FY 2024 Awards/Applicants	FY 2025 Awards/Applicants
Grants to State Library Administrative Agencies (LSTA Formula)	59/59†	59/59	59/59	59/59	59/59	59/59
National Leadership Grants – Libraries ±	42/85/155	39/94/172	44/78/139	36/65/128	52/88/156	8/100/191
Laura Bush 21 st Century Librarian Program ‡	37/65/113	39/71/127	34/61/104	33/71/123	37/84/153	24/82/141
Native American Library Services: Basic Grants (non-competitive)	172/175	172/172	118/118	144/144	157/157	158/158
Native American Library Services: Enhancement Grants	23/37	24/28	23/27	29/31	28/65	26/54
Native Hawaiian Library Services	3/8	3/8	3/6	6/8	5/8	2/7
National Leadership Grants – Museums	19/67	18/79	20/50	22/52	20/64	9/57
Museums for America	109/345	125/394	120/320	122/279	115/383	62/458
Museum Grants for African American History and Culture	22/58	24/72	36/49	34/72	31/90	31/85
Museums Empowered #	21/56	22/63	20/49	19/53	18/78	3/69
Native American/Native Hawaiian Museum Services	21/28	26/34	25/30	35/39	18/58	17/77
Inspire! Grants for Small Museums	60/230	60/301	59/219	77/234	78/307	25/375

Total Awards by Category*	FY 2020 Awards/Applicants	FY 2021 Awards/Applicants	FY 2022 Awards/Applicants	FY 2023 Awards/Applicants	FY 2024 Awards/Applicants	FY 2025 Awards/Applicants
American Latino Museum Internship and Fellowship Initiative	N/A	N/A	Special funding opportunity launched	8/22	5/6	11/32

* A portion of available funds is used to support projects that may not be reflected in the total number of awards.

†Starting in FY 2020, the Pacific Competitive program was eliminated by statute and all entities received allotments.

‡A two-phase, peer-reviewed process with an open round of preliminary proposals, from which selected applicants are invited to submit full applications. The first number indicates the number of awards, the second number denotes the number of full applications, and the third number indicates the number of preliminary proposals.

A special funding opportunity within Museums for America

A detailed description of the Grants to States program and the types of projects supported by LSTA Formula Grant funds can be found in the [FY 2025 AFR](#) and on the [Grants to States](#) page on the IMLS website.

A. GOAL 1: PROMOTE LIFELONG LEARNING

LANDSCAPE

IMLS seeks to champion lifelong learning by supporting library and museum projects that foster literacy, support cross-disciplinary and inquiry-based methods of learning, focus on lifelong learning for families and individuals, and leverage the role of museums and libraries as trusted sources of information. In FY 2025, IMLS-supported projects expanded access to libraries and museums, enhanced educational programming, and developed the museum and library workforce. These efforts included enhancing veteran-centered exhibits, fostering broad use of AI, developing institutional planning capacity, and serving American communities with disabilities.

NEW AWARDS

In support of Goal 1, IMLS awarded 288 discretionary grants totaling \$47,840,770 with an awardee match of \$19,104,509.

HIGHLIGHTS FROM PRIOR-YEAR AWARDS

Objective 1.1: Advance shared knowledge and learning opportunities for all

[Broomfield Veterans Museum](#) in Broomfield, Colorado created an interactive, digital display to share the stories of Colorado veterans. Previously, information about local veterans was displayed at the museum in plastic binders containing images and biographies alongside name plaques. Updating this display to make it more engaging was identified as a top priority in the museum's recent strategic plan. The museum contracted with an imaging firm to digitize materials and purchased a custom exhibit display case. The museum also worked with a multimedia designer to create and install customized software for both the in-gallery display and the museum's website. As a result of this project, the museum developed both a physical and virtual resource that honors local veterans and enables visitors and the broader public to learn about military service and global conflict from the perspective of those who served.

[The Paine Art Center and Gardens](#) in Wisconsin partnered with the University of Wisconsin-Oshkosh and the Oshkosh Area School District to develop ArtsCore Adventures, a new set of arts-integrated field trips and

activities for PreK-12 students. These field trips enhanced the museum's existing ArtsCore program, a professional development initiative for teachers that provides training in arts integration. Project activities included staff development to increase capacity to offer new programs, the development and evaluation of two to four new pilots, ArtsCore Adventures, and the full implementation of the new Adventures. Upon project completion, ArtsCore teacher alumni gained access to at least ten (10) new ArtsCore Adventures, supporting the development and implementation of arts-integrated curricula and providing students with engaging field trip experiences at the Paine Art Center and Gardens.

[The University of Virginia Library](#), in partnership with the Institute for the Study of Knowledge Management in Education, developed a community web portal that focused on harnessing generative artificial intelligence (GenAI) technologies to foster the creation and adaption of [open educational resources \(OER\)](#). The project aimed at supporting librarians, educators, AI practitioners, and students from K-12 libraries to higher education. The project's portal will continue to serve as a dynamic space where participants can collaborate and share knowledge, tools, and strategies related to the use of AI in support of OER. These efforts were supported by a range of resources, including a repository, discussion forum, and events calendar.

Objective 1.2: Support the training and professional development of the museum and library workforce

[Connecticut State Library](#) partnered with Kedge: The Futures School to provide Strategic Foresight training to 300 public, academic, school, and special librarians. As a framework, strategic foresight served in creating multiple future scenarios, envisioning outcomes, and evaluating current and emerging strategies to support present-day decision-making and action across a range of possible futures. Participants worked with library-specific focal issues to develop multiple scenarios envisioning libraries 10-15 years into the future. Library staff developed skills to identify and capitalize on emerging trends, weak signals, and changing patterns through the use of tangible models and reusable templates, which enabled immediate application of their learning.

[The Boise Art Museum](#) in Idaho increased its ability to serve its community with disabilities, with a particular emphasis on the Deaf and hard of hearing community. The museum facilitated a series of participatory planning processes with consultants, community members, and American Sign Language (ASL) interpreters to identify and test tools to improve accessibility. Project activities responded to needs previously identified by community members and included testing the use of ASL video interpretation for artwork labels, interpretive panels, and audio guides. The museum also engaged local arts leaders in discussions and implementation efforts aimed at making arts experiences more inclusive and accessible to all audiences.

B. GOAL 2: STRENGTHEN COMMUNITY ENGAGEMENT

LANDSCAPE

IMLS seeks to build field capacity by supporting the development of library and museum staff, adopting best practices and innovations, and strengthening museums and libraries' capacity to serve as trusted spaces for community engagement and dialogue. In FY 2025, IMLS-supported projects advanced research, partnership-building, and community resilience by addressing workforce development, science literacy, cultural preservation, and civic engagement. Highlights included utilizing emerging technologies for workforce development, creating statewide science education initiatives, preserving native heritage, conducting community emergency preparedness collaborations, supporting the America 250 celebration through community dialogue, and countering antisemitism through education and cross-sector partnerships.

NEW AWARDS

In support of Goal 2, IMLS awarded 27 discretionary grants totaling \$4,604,124 with an awardee match of \$1,774,711.

HIGHLIGHTS FROM PRIOR-YEAR AWARDS

Objective 2.1: Promote broad public engagement

[The Middle Tennessee State University](#) conducted applied research to investigate virtual reality (VR) career exploration and training initiatives in libraries and their role in supporting positive workforce outcomes for patrons. The project partnered with public libraries in economically distressed, at-risk, and transitioning areas and provided them with VR technology equipped with workforce simulations. The project surveyed and interviewed library patrons, staff, and stakeholders about their experiences with VR programming, including how participation was associated with workforce outcomes such as technical skill development, industry credentials, and new employment. The project produced publications, presentations, podcasts, testimonies, and a best-practice guide to share findings and promote broader adoption of VR programming in libraries for workforce development, benefiting under-skilled library patrons and staff, employers, and communities.

[The Adler Planetarium](#) collaborated with Illinois library system partners to reach audiences across the state in advance of the October 2023 and April 2024 solar eclipses. The planetarium developed a booklet and poster for librarians featuring educational activities and content related to solar eclipses. These resources, along with solar viewing glasses, were distributed to every public library in Illinois, enabling libraries to share sky-observing resources with their communities. The planetarium also facilitated in-person and online professional development opportunities for librarians focused on solar-eclipse related projects. Through these efforts, the project advanced Adler Planetarium's goal of reducing barriers to science and science resources, while enhancing participating librarians' astronomy knowledge and their ability to offer related programming and respond to public questions.

[The San Carlos Apache](#) Tribe in Arizona developed and offered programming to reintroduce traditional Apache games to tribal youth and families. Meetings and workshops conducted with Apache elders and traditional practitioners enabled participants to create the objects and instruments used in the games, learn Apache vocabulary, harvest traditional plants and foods, and engage in seasonal ceremonies focused on wellness and renewal. The project culminated in an "Apache Olympics," which invited participation from Apache tribes in Arizona and New Mexico and helped revitalize and sustain traditional games that had not been played since the late 1950s. The San Carlos Apache Culture Center Museum stored and displayed the crafted objects and instruments used in the games and created reference booklets while also recording songs and stories to serve as an ongoing knowledge resource for Tribal members.

Objective 2.2: Support community collaboration and foster civic discourse

[The Illinois Fire Service Institute and University of Illinois at Urbana-Champaign \(UIUC\)](#), in partnership with the Consortium of Academic and Research Libraries in Illinois and School of Information Sciences at UIUC, conducted a preliminary investigation into partnerships between libraries and community emergency response groups. The investigation focused on three key areas: 1) types of emergencies that libraries have responded to in the past; 2) scope and nature of library-community partnerships; and 3) role of libraries during a crisis. The project developed case studies, surveyed libraries and community partners, and hosted two Community Engagement Roundtables (CERs) with library staff, community partners, and participants from across the nation. Project deliverables included a survey report, two CERs findings reports, and a project white paper. These outputs provided a baseline understanding of how libraries can establish and maintain successful partnerships with community emergency response groups during crises.

[The Federation of State Humanities Councils \(FSHC\)](#) in Virginia built and leveraged partnerships among libraries and local state and jurisdictional humanities councils to explore issues of pressing concern to communities across the United States. During the one-year planning grant, FSHC and its partners trained at least 175 community members in facilitating and leading community conversations. State humanities councils

in Arizona, Illinois, Indiana, Oregon, and Pennsylvania identified in-state library partners and planned three years of collaborative programming focused on community conversations that highlighted the voices of their communities. The planning year culminated in a convening where council partners shared their America250 programming ideas. Additionally, twenty or more humanities councils and library partners were invited to plan and conduct public programming in other states to commemorate America's 250th anniversary.

The [Council of American Jewish Museums, Inc.](#) in Mississippi partnered with IMLS and culturally specific museums in response to the ongoing threats and realities of contemporary antisemitism to advance the capacity and understanding of the role of museums, libraries, and archives in countering antisemitism in America. Project activities included producing a summit program that highlighted new directions in museum education, fostered cross-community partnerships and shared strategies, and increased museums' engagement with external stakeholders on this issue. The project resulted in the development of an online toolkit of resources created by Jewish museums and other institutions designed to strengthen the capacity of museums, libraries, and archives to counter antisemitism through community education.

C. GOAL 3: ADVANCE COLLECTION AND STEWARDSHIP ACCESS

LANDSCAPE

IMLS works to increase public access to museums and libraries supporting institution stewardship, investing in tools and technology that enable people of all backgrounds and abilities to use museums and libraries, contributing to policies and partnerships that address barriers to access, and engaging in effective communications. In FY 2025, IMLS investments advanced collections stewardship and access by supporting conservation, digitization, and improved collections management across museums and libraries. These projects safeguarded culturally and historically significant materials while expanding public and scholarly access to collections documenting early American history, natives heritage, and institutional memory.

NEW AWARDS

In support of Goal 3, IMLS awarded 80 discretionary grants totaling \$16,882,322 with an awardee match of \$8,702,427.

HIGHLIGHTS FROM PRIOR-YEAR AWARDS

Objective 3.1: Support collections care and management

[The Library of Virginia Foundation](#) conserved and digitized the executive papers of Thomas Nelson, Virginia's fourth governor, who was elected in 1781. The Thomas Nelson collection consisted of 2,048 documents, including letters from prominent figures of the Revolutionary War such as the Marquis de Lafayette, George Washington, and Nathanael Greene. Project staff delaminated materials to prevent further damage, repaired manuscripts, and mended tears and breaks. The collection was rehoused in archival folders and boxes. Prior to project completion, staff digitized and created access copies for public use.

[The Catawba Indian Nation](#) in South Carolina upgraded material artifact storage for the Catawba Nation Archives (CNA) through the purchase & installation of five museum-grade storage cabinets for their collection of Catawba pottery, basketry, and other material artifacts. Grant funds also supported professional digitization of Catawba language materials currently only available on microfilm; oral histories on obsolete media such as digital audio tapes (DAT); and microcassettes, and still images only available as 35mm slides. As a result of this project, pottery and other material artifacts became more accessible while benefiting from safe, preservative storage, and rare linguistic materials, oral histories, and images were made more widely accessible through the [Catawba Nation Archives online](#).

[The G.R. Little Library at Elizabeth City State University \(ECSU\)](#) in North Carolina stabilized storage environments and improved storage conditions in the University Archives & Special Collections to minimize damage caused by unsuitable temperatures, relative humidity, and other deteriorating conditions affecting these fragile collections. The project included the installation of four portable air conditioning units to regulate and manage temperature and humidity. New and replacement shelving, along with archival housing materials and improved storage containers, provided enhanced support and protection for the collections. As a result, the project created a more stable environment for historical materials and ensured their preservation and continued usability for local, regional, and statewide educators and researchers.

Objective 3.2: Promote access to museum and library collections

[The R.G. LeTourneau Museum and Archives](#) at LeTourneau University in Texas advanced the management and care of its collection by creating a centralized repository for the digital archives to ensure improved accessibility and search capabilities. The reference librarian completed a certification program in archival management to gain the expertise needed to complete the project and served as the project supervisor, drafted metadata standards, and created policies, procedures, training resources, and finding aides. Museum staff participated in training to manage and sustain the collections on an ongoing basis. Throughout the project, student assistants created webpages to highlight the project as well as special interest items in the collection. As a result, the project made the collection more readily accessible to university students, researchers, and museum visitors.

[The Mercer Museum](#) in Pennsylvania improved the care, management, and intellectual control of 500 objects installed in 1916 in its Central Court, which has been preserved and exhibited as an historic interior. The museum hired a full-time temporary project assistant to work with museum staff and external consultants to fully inventory, clean, catalog, and assess the condition of objects that are free-standing and suspended from ceilings and mezzanines. The project team photographed the collections, assessed lighting conditions, and conducted historical and contextual research to inform future interpretive plans and enhance gallery guides' knowledge. New data and information about the Central Court objects were made publicly available online through a web-based catalog. The project represented the first step in a longer-term effort to enhance visitor engagement with this historic collection.

Section 4: FY 2025 Progress Toward Goal 4: Demonstrate Excellence in Public Service

Goal 4 reflects IMLS's commitment to achieving excellence by strategically aligning its resources and partnerships to support libraries and museums nationwide. Its objectives address both internal processes that advance the Agency's mission and priority areas, and the external efforts that leverage partnerships with other agencies and organizations. The internal performance targets outlined below encompass four broad areas: IMLS grantmaking; survey collections and research; policy development, partnerships, and interagency activities; and other activities demonstrating excellence in supporting IMLS's mission.

Objective 4.1: Maximize public investments by cultivating a culture of planning, evaluation, and evidence-based practice.

Objective 4.2: Increase the impact of IMLS through strategic engagement with public and private sector stakeholders.

Objective 4.3: Increase the efficiency and effectiveness of Agency operations

A. IMLS GRANTMAKING

Many of IMLS's performance targets highlight aspects of the award lifecycle, beginning with planning (including implementation of new programs); securing clearance for and announcing funding opportunities; reaching out to potential applicants; receiving and processing applicants to ensure quality peer review; and making progress towards issuing awards, providing support and oversight through awards monitoring and final closeout. In addition, targets below also include those supporting both public access to IMLS-funded resources and products, and better Agency understanding of funded projects for use in future efforts.

AWARD LIFECYCLE

Ongoing Grantee Support

Grants to States (G2S) Conference

IN FY 2025, G2S adapted to ongoing travel and budget uncertainties by shifting from an in-person event to a four (4)-hour virtual offering. Held on September 16, 2025, the virtual conference was developed in collaboration with the Office of Research and Evaluation (ORE) and focused on timely topics such as the launch of the five-year evaluation and guidance on allowable costs in the State Program Report. Although no formal evaluation was conducted, state grantees shared overwhelmingly positive feedback. One attendee remarked, "You all did an amazing job of recreating camaraderie, enthusiasm, and warmth of our in-person events in the online world. The afternoon really did fly by!"

To support success, G2S incorporated state input on procuring independent evaluators, making the process more tangible for others. Additionally, slides were posted in advance on the IMLS website, allowing participants to engage more fully without the burden of taking notes.

Adoption of 2 CFR (U.S. Code of Federal Regulations) Revisions

In FY 2025, OGM continued leading the agency's adoption of the 2 CFR revisions that took effect on October 1, 2024. This included updating references and resources for both awardees and staff members. The office also spearheaded revisions to the General Terms and Conditions for IMLS Discretionary Awards, updated award letters, and other administrative documents.

IMLS-FUNDED RESOURCES AND PRODUCTS

Cross-Agency Coordination on Federally Funded Research Access

In FY 2025, IMLS collaborated across offices to advance compliance with the Office of Science and Technology Policy (OSTP) Memo on Access to Federally Funded Research. In preparation for the FY 2026 requirement to designate an agency-specific repository for data and peer-reviewed research outputs, IMLS offices jointly developed repository specifications, determined the repository would be agency-managed, and successfully built a working prototype by the end of the fiscal year. Despite the departure of the OLS subject matter expert later in the year, the agency continued to advance implementation efforts and published an informational page outlining these efforts on the IMLS website (<https://www.imls.gov/about-us/additional-resources/policy-notice/public-access>).

B. SURVEY COLLECTIONS AND RESEARCH

In FY 2025, IMLS continued activities in its established library survey collections, along with work on the first National Museum Survey that launched in early 2025. ORE also continued studying libraries' contributions to childhood reading, literacy, and the future of museums.

STATE LIBRARY ADMINISTRATIVE AGENCY (SLAA) SURVEY

The SLAA is conducted every two years to examine trends among state library administrative agencies. In FY 2025, the Agency completed the FY 2024 SLAA Survey, achieving a 100 percent response rate from all states and Washington, D.C. In FY 2026, IMLS will release findings on financial health, workforce, and the services provided by SLAAs to public, academic, school, special libraries, and library cooperatives. The Agency will also update the online SLAA Survey Overview and Comparison Tool.

PUBLIC LIBRARIES SURVEY (PLS)

The PLS is an annual collection of data from over 9,200 public library systems in the United States and outlying territories. For over 30 years, more than 95 percent of our nation's public libraries have provided reliable data on key library metrics of library health and services. Used by policymakers, practitioners, and researchers, PLS data and research provide long-term trends in library services.

IMLS successfully completed the FY 2024 PLS collection with a response rate of over 95 percent. The agency continues to focus on ensuring quality, reliability, and usability of the PLS and in FY 2025 IMLS collaborated with key stakeholders to approve new metrics on meeting rooms and other reservable spaces for addition to the FY 2026 PLS instrument.

NATIONAL MUSEUM SURVEY (NMS)

Beginning in 2021, IMLS began planning to develop a national survey of the nation's museums to serve as a part of the federal statistical system. The population for this new federal statistical collection encompasses more than 17,000 museums across multiple disciplines and comprises small and large organizations located in metropolitan and non-metropolitan locales throughout the country. With the active engagement of the museum sector and in partnership with third-party statistical and survey methodologists, IMLS completed the first ever NMS data collection in FY 2025. IMLS will publish results in FY 2026 as well as conduct its second annual NMS collection.

CHILDHOOD READING LITERACY RESEARCH

The landscape of literacy has undergone seismic shifts with the increase in digital content, and an increasing body of scholarship has documented the correlation of such content to children's literacy. In response, IMLS has continued to shape a national discourse on this issue, focusing on the roles of public libraries. This effort began with a national two-day convening of library leaders and literacy experts in March 2022 and led to a second two-day convening in September 2023 with national library leaders and leading researchers. During FY

2025, IMLS completed a secondary research report to better understand the components of reading engagement, how public libraries foster that engagement, and the role that public libraries play in the greater literacy ecosystem. The study will be published in FY 2026. IMLS also began primary (qualitative) research on childhood reading literacy in FY 2025 and will continue this work in FY 2026.

FUTURE OF MUSEUMS RESEARCH

IMLS brought together nearly 100 museum leaders from across the field in Washington, DC, for the Museum Leadership in Dynamic Times convening in March 2023 to discuss the future of the museum sector. Building on the learnings from this convening, IMLS has focused on investigating issues relating to leadership and management challenges, as well as issues related to revenue streams, staffing, volunteers, community needs, and future planning. IMLS completed a secondary research analysis on these topics during FY 2024 and began primary (qualitative) research in FY 2025 which will continue in FY 2026.

OFFICE OF COMMUNICATIONS AND PUBLIC LIAISON (OCPL)

OCPL staff worked with offices across the Agency to review the current content on the IMLS website and address needs for new information. This exercise was useful in facilitating cross-office discussion about streamlining public content to make the website more efficient for users. In addition, OCPL is working with offices to garner outcomes data from grantees that support the Administration's agenda.

C. POLICY DEVELOPMENT, PARTNERSHIPS, AND INTER-AGENCY ACTIVITIES

In FY 2025, IMLS set and met numerous targets related to policy development, partnerships, and interagency activities. By statute, the Agency is responsible for advancing museums, libraries, and information services through multiple approaches. Beyond its grantmaking, research, and data collection and activities, IMLS advises the President, Congress, and other federal entities, and develops strategic partnerships to fulfill its mission. The Agency further maximizes its impact by leveraging knowledge gained across its programs.

ENGAGEMENT

America250 Commission

America250 is a multi-year effort to commemorate the 250th anniversary of the founding of the United States. The Semiquincentennial Commission Act of 2016, Public Law 114-196, as amended, established a Commission of public and private partners to plan, encourage, develop, and coordinate commemorative activities, culminating on July 4, 2026, and building community infrastructure for the future. IMLS funded some initial projects in preparation for this anniversary. By statute, the IMLS Director serves as an ex-officio member of the Semiquincentennial Commission.

Collaboration of Cultural Property Protection

In FY 2025, IMLS continued to collaborate with the Department of State, the Federal Bureau of Investigations, and the University of Pennsylvania (UPenn) to engage cultural practitioners in efforts to identify stolen cultural property. As part of this initiative, IMLS supplemented an existing grant to UPenn to significantly expand work related to the Cultural Property Expert Call (CPEOC) program.

NATIVE COMMUNITIES ENGAGEMENT

In the first quarter of FY 2025, IMLS continued outreach to and engagement with Native American, Alaska Native, and Native Hawaiian communities. This included attending the White House Council on Native American Affairs (WHCNA) Native Languages Summit, which took place in Palm Springs, CA from October 7-8, 2024, as well as staffing a booth and presenting numerous information-sharing sessions at the Association of

Tribal Archives, Libraries, and Museums (ATALM) conference, which was held in Palm Springs, CA from November 12-15, 2024.

OMS staff also continued to actively participate on the WHCNAA Committee on International Indigenous issues, primarily by coordinating with the President’s Committee on the Arts and Humanities (PCAH) to plan and co-host a convening with the Department of Interior, which was focused on ethical returns of Native cultural items and human remains. “Facilitating Pathways: A Convening on Repatriation and Ethical Returns” took place in Washington, D.C., on Friday, January 10, 2025, with representatives from Native American Tribes, federal agencies, and non-federal funding organizations in attendance.

These events provided valuable opportunities to engage with Native leaders, address key issues, and promote IMLS initiatives supporting Native communities.

INFORMATION LITERACY

In FY 2022 Consolidated Appropriations Act, IMLS was directed to establish an Information Literacy Taskforce charged with developing guidance, instructional materials, and national strategies on information literacy. In FY 2023, IMLS and the Taskforce gained insights from multiple stakeholders including departments and agencies throughout the Federal Government, libraries and museums at the State and local level, and Federal, State, and local governments, nonprofit organizations, and private enterprises to develop an online portal. This portal would disseminate best practices on information literacy and toolkits specially designed to help people of all ages understand, evaluate, and discern the reliability and accuracy of information. In FY 2024, [InformationLiteracy.gov](https://www.informationliteracy.gov) went live, offering strategies and tools tailored to both native and non-native English speakers and communities, with information on federal initiatives, programs, grants, publications, and materials promoting enhanced information literacy. The site includes two toolkits for museum and library practitioners, one for teaching information literacy skills in a variety of areas, and a second is a toolkit for spreading the word about the website and highlighting the importance of information literacy skills in their communities. In FY 2025, the Agency added an AI literacy focus area, supporting the use of AI tools productively and responsibly, as well as revised and updated toolkits and the site’s “journey” to information literacy guide.

NATIONAL MUSEUM AND LIBRARY SERVICES BOARD

Two board meetings were held in FY 2025, one hybrid and one virtual—sharing updates on Agency activities and gathering input from the board on a variety of topics. IMLS held the [50th Meeting of the National Museum and Library Services Board](#) in Washington, DC, on December 10, 2024. IMLS held a [Special Meeting of the National Museum and Library Services Board](#) on February 6, 2025, to review nominations for the 2025 National Medal for Museum and Library Service.

D. OTHER ACTIVITIES DEMONSTRATING EXCELLENCE IN SUPPORTING IMLS’ MISSION

IMLS offices contribute to supporting the Agency’s mission of advancing, supporting, and empowering America’s museums, libraries, and related organizations through grantmaking, research, and policy development. The following offices have made significant contributions in support of IMLS’s mission: the Office of Museum Services (OMS) and Office of Library Services (OLS), the Office of Grants Management (OGM), the Office of Human Resources (OHR), the Office of the Chief Operating Officer (OCOO), the Office of Communications and Public Liaison (OCPL), the Office of Research and Evaluation (ORE), the Office of the Chief Financial Officer (OCFO), the Office of the General Counsel (OGC), and the Office of the Director (OD) set performance targets for activities that support IMLS’s overall mission. The following section highlights additional FY 2025 activities that demonstrate continued excellence in supporting IMLS’s mission.

CYBERSECURITY AND DATA INFRASTRUCTURE

The OCIO continued its efforts to strengthen the agency's cybersecurity posture by implementing risk management practices, expanding security monitoring, and improving compliance readiness across all systems. Additionally, OCIO partnered with OCPL on the modernization of the agency's public-facing website, implementing improved security controls, updated infrastructure, and a more user-centric design. These efforts collectively elevated the agency's security maturity, reduced operational risk, and positioned the organization for continued digital transformation.

FINANCIAL MANAGEMENT AND SERVICES

IMLS received an unmodified audit opinion for FY 2025 with zero auditor findings. The audit report was received on December 16, 2025, and is included in the FY 2025 AFR. The OCFO maintained its audit liaison role with the auditors, meeting bi-weekly throughout the audit period to support timely collaboration. Continuous review of internal controls at all levels of the Agency ensures accurate, timely, and compliant transactions. IMLS submitted all USASpending.gov reports with zero unexplainable reconciliation items; all control checks and edits from the DATA Act Broker upload process were successfully passed.

Section 5: Other Information

A. EVIDENCE BUILDING

As an Executive Branch agency within the Federal Government, IMLS strives to maintain public trust by carrying out its statutory responsibilities in a professional, accountable, and transparent manner. Requirements and guidance from the 2010 Government Performance and Results and Modernization Act (GPRAMA) and the OMB Circular A-11 shape IMLS's work to improve the Agency's performance management framework and plan, leading to continued development of more specific and measurable performance and implementation targets.

With IMLS's transition from the Performance Accountability Report to the APR in FY 2019 came an opportunity to introduce a new performance measurement baseline from which to build the Agency's performance measurement work. The FY 2025 APR continues to showcase IMLS's progress using this new performance framework, also highlighting how IMLS continues to carry out its mission objectives. The effort to continuously improve persists; FY 2025 represented the fourth year of IMLS's new strategic plan, and this APR outlines the Agency's goals and priorities, with various outcomes aligned to IMLS's strategic objectives.

In building and sustaining a robust evidence base, the Agency continues to invest in efforts that blend performance measurement with ongoing monitoring of the grant programs' portfolios and systematic evaluations of IMLS's signature grant programs. Doing so involves mixing the expertise and resources of the Agency's staff and third parties, including enhancing IMLS's national statistical collections and independent research studies.

B. IMLS HYPERLINKS

- **IMLS Website:** <https://www.imls.gov/>
- **Strategic Plan FY 2022 – 2026:** <https://www.imls.gov/about/learn-about-imls/our-strategic-plan>
- **Public Library Survey (PLS):** <https://www.imls.gov/research-evaluation/surveys/public-libraries-survey-pls>
- **Public Library Search and Compare Tool:** <https://www.imls.gov/search-compare>
- **State Library Administrative Agency (SLAA) Survey:** <https://www.imls.gov/research-evaluation/surveys/state-library-administrative-agency-survey-slaa>
- **Publications:** <https://www.imls.gov/newsroom/publications>
- **Awarded Grants Search:** <https://www.imls.gov/grants/awarded-grants>
- **Funding Opportunities:** <https://www.imls.gov/find-funding/funding-opportunities/grant-programs>

C. DATA VALIDATION AND VERIFICATION

For FY 2025, the IMLS Chief Financial Officer certified the performance data contained in the report as complete and reliable, as required by the GPRA Modernization Act of 2010 (Public Law 111-352). IMLS management is responsible for establishing and maintaining effective internal control systems that meet IMLS's performance measurement objectives. For FY 2025 performance reporting, IMLS gathered data from each; Agency leadership then reviewed the data for accuracy.

IMLS requires accurate data to assess the Agency's progress toward its strategic and performance goals and to make good management decisions, and IMLS's performance data reflects information collected throughout the year. Although the information herein has not been subject to a formal validation process, IMLS leadership had reviewed it for accuracy. Agency staff gathered evidence of success and progress from various sources, including emails to and from IMLS staff and stakeholders, agendas and minutes, publication and approval dates, metrics from analytic tools, website postings, and signed agreements.

IMLS has established a continuous process of performance measurement that focuses on alignment with and realization of the Agency's FY 2022-2026 Strategic Plan. IMLS recognizes the importance of establishing and maintaining adequate controls over its programs and administrative functions. Management continues to evaluate and modify existing controls—and establish new ones as appropriate—to ensure full accountability of federal funds and resources.