



## STATE LIBRARY OF IOWA

# LSTA Five-Year Plan for FY 23 – 27

### Introduction

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The following **Library Services and Technology Act (LSTA) Five-Year Plan for Fiscal Years 2023 to 2027** reflects the entire scope of the State Library of Iowa's efforts to fulfill its mission to empower libraries and inspire Iowans by providing convenient access to information resources and delivering exceptional library services. This means the plan reflects projects and activities that will be undertaken using funding from multiple sources including local, state, private/charitable giving, other foundation and grant sources, and the Institute of Museum and Library Services (IMLS) Grants to States program.

The plan is presented as a unified document to ensure a high level of efficiency and seamless integration of the library resources and services offered to the public. Iowans want high quality services that help them succeed in their professional and personal lives.

This plan integrates projects and activities that will be undertaken using funds from multiple sources to demonstrate the relationships between and among services and to highlight the importance of the partnerships and dependence that exists among the funding sources. Services supported only with IMLS funds will be reported in the IMLS State Program Reports system as appropriate.

### State Library Vision

Iowans will become proficient information consumers in a democratic society and enjoy exceptional library service.

## State Library Mission

The State Library of Iowa strengthens Iowa library services and information access for Iowans.

For more information on the State Library of Iowa, visit [www.StateLibraryofIowa.gov](http://www.StateLibraryofIowa.gov).

## Information About Iowans and Iowa Libraries

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### State Demographic Data

According to the State Data Center using data from the U.S. Census Bureau,<sup>1</sup> Iowa is the 31<sup>st</sup> most populous state in the nation and the 26<sup>th</sup> largest by size. Iowa continues to see a decline in its rural population while still seeing modest growth in its overall population. Since 2010, 68 out of Iowa's 99 counties have lost population according to the 2020 Census. Of the 31 counties that gained population over this 10-year time period, almost all are part of or adjacent to a Metropolitan Statistical Area. Some facts about the state as compared to the nation as a whole can be found in the following table:<sup>2</sup>

Characteristics	Iowa			U.S.
<b>Population</b>	<b>Total</b>	<b>Urban</b>	<b>Rural</b>	<b>U.S.</b>
Total	3,155,070	2,027,432	1,127,638	328,239,523
Percent of population		64.3%	35.7%	
<b>Age</b>	<b>Total</b>	<b>Urban</b>	<b>Rural</b>	<b>U.S.</b>
Under 5 years	6.0%	6.2%	5.8%	5.9%
65 years and over	17.5%	16.3%	19.9%	16.5%
Median age (years)	38.5	36.4	42.6	38.5
<b>Race &amp; Ethnicity</b>	<b>Total</b>	<b>Urban</b>	<b>Rural</b>	<b>U.S.</b>
White	89.9%	86.3%	96.3%	72.0%
Black or African American	4.1%	5.9%	0.9%	12.8%

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<sup>1</sup> State Data Center <https://www.iowadatacenter.org/>

<sup>2</sup> 2019 American Community Survey / AC1-Year Estimates Data Profiles  
<https://www.census.gov/acs/www/data/data-tables-and-tools/data-profiles/>

Asian	2.4%	3.4%	0.6%	5.7%
Other	3.6%	4.4%	2.2%	9.5%
Hispanic or Latino (of any race)	6.3%	8.2%	2.9%	18.4%
<b>Educational Attainment &amp; Enrollment</b>	<b>Total</b>	<b>Urban</b>	<b>Rural</b>	<b>U.S.</b>
School enrollment - College or graduate school	26.3%	32.1%	14.1%	27.1%
High school graduate or higher	92.6%	92.0%	93.6%	88.6%
Bachelor's degree or higher	29.3%	32.4%	24.1%	33.1%
<b>Disability</b>	<b>Total</b>	<b>Urban</b>	<b>Rural</b>	<b>U.S.</b>
Percent with a disability	11.8%	12.4%	10.9%	12.7%
<b>Language Spoken at Home</b>	<b>Total</b>	<b>Urban</b>	<b>Rural</b>	<b>U.S.</b>
Language other than English	8.9%	11.5%	4.2%	22.0%
Speaks English less than "very well"	3.6%	4.8%	1.3%	8.2%
Speaks Spanish	4.4%	5.7%	2.1%	13.5%
<b>Income</b>	<b>Total</b>	<b>Urban</b>	<b>Rural</b>	<b>U.S.</b>
Median household income (dollars)	\$61,691	\$57,909	\$68,328	\$65,715
Median family income (dollars)	\$78,152	\$75,702	\$81,279	\$80,944
<b>Poverty</b>	<b>Total</b>	<b>Urban</b>	<b>Rural</b>	<b>U.S.</b>
Persons Below Poverty Level	11.2%	13.2%	7.6%	12.3%
Under 18 years of age in poverty	13.0%	15.3%	8.9%	16.8%
<b>Employment Status</b>	<b>Total</b>	<b>Urban</b>	<b>Rural</b>	<b>U.S.</b>
Unemployment rate	2.5%	2.8%	1.8%	2.9%

While Iowa's population is more homogenous than the United States as a whole, the state does continue to see increases in its racial and ethnic makeup. According to the 2020 Census, 84.5 percent of Iowa residents are White, which is a decrease of nearly 7 percent from 2010; 6.8 percent of residents are of Hispanic or Latino origin, up from 5 percent in 2010. The African American population in Iowa (4.1 percent) also saw a population increase of 1.2 percent since 2010.

Like much of the country, Iowa's population continues to age. Currently 17.5 percent are

over 65 years old, compared to 14.9 percent nationally. While Iowa saw an increase in this population group since 2010 (14.9 percent), its national ranking dropped from 5th in 2010 to 18th in 2020, indicating other states are seeing faster growth in this age group. In Iowa, a larger proportion of residents (22.9 percent) are under 18 years old, compared to 22.2 percent of residents nationally.

The U.S. Census Bureau provides some statistics through its American Community Survey (ACS)<sup>3</sup> on disability. For 2019, the ACS estimates 11.8 percent of Iowa's noninstitutionalized population has some sort of disability. For the total population, an estimated 3.7 percent have hearing difficulty, 5.7 percent have difficulty living alone, and 4.8 percent of the population have cognitive difficulty.

Iowa fares slightly better than the U.S. as a whole in terms of employment. The ACS reported an unemployment rate of 2.5 percent for Iowa in 2019, compared to a national rate of 2.9 percent.

## Library Landscape

The library landscape in Iowa is defined by the large number of public libraries. The 544 independent public libraries rank 4<sup>th</sup> nationally and account for just over 6 percent of all public libraries in the US.<sup>4</sup> Of those libraries, 407 are in small, rural towns of less than 2,500 people. Many of these smaller libraries are excellent in their own way, but most are unable to provide the same levels of service as those in larger metropolitan areas.

Many public libraries in Iowa provide library services beyond their own city limits. Of the 397 towns in Iowa without libraries, 274 have contracts with a nearby city to provide library services to their community. Each county in Iowa also contracts with libraries in their county to provide library services to rural residents. Finally, most public libraries participate in the state-funded Open Access program. Open Access enables eligible Iowans to check out physical materials at more than 600 participating public and academic libraries. As a result, Iowans have greater access to more library resources, more choices in library service, and the convenience of using a library where they live, work, shop, or visit.

The residents of Iowa have shown an outsized appreciation of this widespread library service. While Iowa only ranks 31<sup>st</sup> nationally in population, library use is quite high. As of 2019 (the most recent data available), Iowa ranks 10<sup>th</sup> nationally in library visits and number of registered borrowers and 16<sup>th</sup> in total circulation. While many libraries in Iowa are facing severe budget issues, the state still ranks 17<sup>th</sup> in staff expenditures and 21<sup>st</sup> in

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<sup>3</sup> 2019 American Community Survey one-year period estimates from the U.S. Census Bureau  
<https://www.census.gov/programs-surveys/acs/>

<sup>4</sup> Institute of Museum and Library Services 2019  
[https://www.ims.gov/sites/default/files/2021-05/fy2019\\_pls\\_tables\\_1\\_thru\\_6a.xlsx](https://www.ims.gov/sites/default/files/2021-05/fy2019_pls_tables_1_thru_6a.xlsx)

total expenditures.<sup>5</sup>

## Identifying Iowa Library & Patron Needs For This Plan

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State Library staff and interested parties collaborated on the goals, objectives, projects, and activities presented in this plan. The State Library held a work session with the Advisory Panel in January 2022 to discuss mission, vision, and challenges. A planning retreat of the Iowa Commission of Libraries and State Library Advisory Panel took place in March 2022. Attendees were instructed to study ALA's Center for the Future of Libraries<sup>6</sup> trends and determine what trends were impacting the libraries they represented and which ones they thought would affect libraries over the next two to three years. At the end of the work session, the Commission and Advisory Panel members identified the following trends for Iowa libraries: Resilience, Collective Impact, and Income Inequality. These topics are addressed in the new five-year plan.

In 2021, the State Library utilized American Rescue Plan Act (ARPA) funding to contract with Dr. Beth Wahler of the University of North Carolina at Charlotte to assess the psychosocial needs of Iowa library staff and patrons. Dr. Wahler conducted surveys, focus groups, and one-on-one visits with public libraries to gather information during the spring of 2022. While the final assessment report is not yet complete at the time of this writing, Dr. Wahler was able to identify the need to address concerns regarding staff trauma and resources for the public; these have been included in the new five-year plan.

The need for an integrated approach to legal services for everyone, but especially for low- and moderate-income Iowans, was identified by the Iowa Access to Justice Commission.<sup>7</sup> The State Library partnered with the Commission and the University of Iowa Law Library to use ARPA funding to develop the new People's Law Library of Iowa website, with the goal of helping Iowans understand their legal problems, options, and possible remedies. In the first quarter of FY23, the State Library will launch the online, plain-language legal information clearinghouse and referral website geared to Iowans' need for clear explanations of legal subjects, resources about the law, and real information about how Iowa courts work to provide justice for all. The site aims to challenge a legacy of legal complexity, and move toward the goal of individuals having genuine access to legal information and the courts. Over the next five years of the plan, the State Library is committed to maintaining and expanding the resources on the website.

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<sup>5</sup> Institute of Museum and Library Services 2019  
[https://www.ims.gov/sites/default/files/2021-05/fy2019\\_pls\\_tables\\_29\\_thru\\_43.xlsx](https://www.ims.gov/sites/default/files/2021-05/fy2019_pls_tables_29_thru_43.xlsx)

<sup>6</sup> ALA Center for the Future of Libraries <https://www.ala.org/tools/future>

<sup>7</sup> Iowa Access to Justice Commission  
<https://www.iowacourts.gov/iowa-courts/access-to-justice-commission>

The pandemic brought to light how crucial mental health, legal, and job resources are for communities. The closures of workplaces and schools also increased the digital divide, exposing the inequities that exist. While there is a breadth of projects detailed in the Iowa LSTA Five-Year Plan for FY 2023 – 2027, areas to note are:

- **Institutional Capacity:** Addressing the turnover rate among library staff with projects about pay equity and the psychosocial needs of staff. In addition, the State Library will explore alternative units of service and governing models.
- **Information Access:** Launching and expanding the People's Law Library of Iowa, a website with the mission of making legal topics accessible for Iowans.
- **Lifelong Learning:** Focusing on literacy initiatives and providing tools for veterans and job seekers to gain new skills.

## GOAL 1: INSTITUTIONAL CAPACITY

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*All Iowans are served by excellent local libraries that are technologically advanced and employ knowledgeable and community focused staff who incorporate the best professional practices to deliver high quality library services.*

### LSTA Priorities

- **LSTA Priority 2:** Establish or enhance electronic and other linkages and improved coordination among and between libraries and entities for the purpose of improving the quality of and access to library and information services.
- **LSTA Priority 3:** 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.
- **LSTA Priority 4:** Develop public and private partnerships with other agencies, tribes, and community-based organizations.
- **LSTA Priority 8:** Develop library services that provide all users access to information through local, state, regional, national, and international collaborations and networks.

### Goal 1 Objective 1

**To improve the knowledge of library staff and boards so that Iowa libraries provide excellent services to their communities.**

#### Project 1.1.1

Provide continuing education in a variety of formats for library staff and trustees that highlights best practices and improves library governance, management, and service delivery.

**Outcomes:** Participants increase their ability to implement principles of library and information science.

**LSTA Intent:** Improve the library workforce.

**Activities:**

- Present continuing education in a variety of formats for learning such as classes, fairs, circuits, and conferences. Utilize both in-person and online delivery. Post recorded webinars online for future asynchronous learning.
- Partner with state agencies and other organizations to offer continuing education opportunities to the library community.
- Scan for trends in libraries and respond to Iowa library needs through consultant training and contracting with subject matter experts.
- Enhance features in IA Learns, the State Library's learning management software.

### Project 1.1.2

Provide the Endorsement program with coursework on the foundations of library science to improve the skills of public library directors, staff, and trustees; provide recognition for public librarians; and enhance the public image of librarians and libraries.

**Outcomes:** Members of the Iowa library community are equipped and feel empowered to carry out their role in their library.

**LSTA Intent:** Improve the library workforce.

**Activities:**

- Review the endorsement program coursework, making sure content remains accurate and relevant and the delivery technology is adequate to the task.
- Improve accessibility by adding closed captioning to modules.
- Conduct a needs assessment to determine possible expansions of the Endorsement program to include additional endorsements.
- Implement findings from needs assessment.
- Evaluate the Endorsement program.

### Project 1.1.3

Provide resources to support the psychosocial needs of Iowa library staff.

**Outcome:** Iowa library staff will recognize and address their psychosocial needs.

**LSTA Intent:** Improve the library workforce.

**Activities:**

- Host webinars such as "lunch and learns" focused on psychosocial needs.
- Make Mental Health First Aid training available to all libraries in Iowa.
- Provide continuing education for library staff on trauma-informed library services, highlighting best practices for libraries to support both their patrons and their staff with experiences of trauma.

## Goal 1 Objective 2

**To improve the physical and technological infrastructure of Iowa libraries.**

### Project 1.2.1

Increase connectivity and access to the Internet in public libraries.

**Outcomes:** Iowans use library internet to complete education, jumpstart employment and entrepreneurship, for individual empowerment, and to increase community engagement.

**LSTA Intent:** Improve the library's physical and technological infrastructure.

**Activities:**

- Formalize an E-rate program to increase broadband capacity within Iowa public libraries.

- Engage with broadband initiatives in Iowa.
- Explore solutions to protect technology infrastructure and create an opportunity for public libraries to become compliant with the Children's Internet Protection Act (CIPA).
- Provide software to public libraries to count wireless access.
- Spot and respond to emerging trends in connectivity and access.

### Project 1.2.2

Provide website hosting, email service, and support for Iowa public libraries to ensure a relevant online presence.

**Outcomes:** Iowa public libraries will have an online presence.

**LSTA Intent:** Improve the library's physical and technological infrastructure.

**Activities:**

- Provide a framework for public library websites.
- Provide training, support, and maintenance for Putting Libraries on the Web (PLOW) websites.
- Provide library staff with email service by maintaining the server with updated technology.
- Evaluate the way in which websites and emails are provided to Iowa libraries.

### Project 1.2.3

Create opportunities for technological advancement within public libraries.

**Outcomes:** Iowa public libraries respond to the technology needs of the community.

**LSTA Intent:** Improve the library's physical and technological infrastructure.

**Activities:**

- Scan and respond to emerging trends in technology.
- Identify grant funding sources for technology projects.
- Identify measurement tools so funders are aware of the technology needs of public libraries.

### Project 1.2.4

Assist libraries in creating accessible, welcoming, and functional spaces.

**Outcomes:** Usability and accessibility of space is improved in public libraries.

**LSTA Intent:** Improve the library's physical and technological infrastructure.

**Activities:**

- Provide training opportunities for consultants and librarians to increase knowledge of space planning principles and trends.
- Evaluate the current space utilization grant program to determine improvements.

- Launch revitalized space utilization grant program.
- Identify opportunities for infrastructure improvement for libraries.

### Goal 1 Objective 3

To Improve the processes and procedures in Iowa libraries.

#### Project 1.3.1

Provide professional consulting for library staff on library management.

**Outcomes:** Effective library management.

**LSTA Intent:** Improve library operations.

**Activities:**

- Provide specific consulting services to Iowa libraries including: orientation and mentoring to new library directors; collection management; strategic planning facilitation; library board education; and support for county meetings.
- Present on library topics and advise on best practices in libraries.
- Explore opportunities to increase specialized consulting services.

#### Project 1.3.2

Administer an accreditation program that encourages excellent library service to Iowans, as defined by *In Service to Iowa: Public Library Standards*.

**Outcomes:** Ensures Iowa public libraries meet an identified standard of service.

**LSTA Intent:** Improve library operations.

**Activities:**

- Provide training that defines the standards and explains how they support improved library service.
- Provide funding to libraries related to tier levels.
- Review and revise allotments and formulas for the Enrich Iowa programs.
- Review and revise the standards every five years.
- Review and revise the Iowa Public Library Annual Survey.

#### Project 1.3.3

Support and expand IA Shares.

**Outcomes:** Libraries report higher satisfaction rate of interlibrary loan services.

**LSTA Intent:** Improve library operations.

**Activities:**

- Pursue a connection between IA Shares & the IALA courier service.
- Explore an increase in days per week of delivery.
- Explore sustainable funding models for IA Shares.
- Execute an RFP process for delivery service when the current contract expires.

## Goal 1 Objective 4

Improve the future of staffing and operations in Iowa libraries.

### Project 1.4.1

Investigate alternative units of service and alternative governing models for libraries.

**Outcomes:** Strengthen public libraries in Iowa.

**LSTA Intent:** Improve library operations.

**Activities:**

- Research city and county departments that utilize shared staffing models. Collaborate with Iowa League of Cities and Iowa State Association of Counties.
- Explore collaboration with Rural Shrink Smart to develop tools to help small and shrinking communities actively plan for shrinkage before population loss affects quality of life.
- Educate directors on research findings and host conversations.
- Develop criteria and identify potential pilot libraries.
- Develop a toolkit for alternative units of service.

### Project 1.4.2

Develop a comparable worth plan to address pay inequity that contributes to staffing shortages and high turnover rate in rural libraries.

**Outcomes:** Provide Iowa libraries with a resource to address pay inequity within local government and surrounding communities.

**LSTA Intent:** Improve library operations.

**Activities:**

- Contract with subject matter expert to update the Pay Equity Toolkit.
- Contract with subject matter expert to provide train-the-trainer model for library consultants on using the Pay Equity Toolkit.
- Implement a training program for library trustees and directors.

### Project 1.4.3

Develop State Library operations plan.

**Outcomes:** Succession plan in place and agency has a plan for the future.

**LSTA Intent:** Improve library operations.

**Activities:**

- Review the existing operations.
- Identify needs in the workforce.
- Create an onboarding plan.
- Create and implement an operations plan.

## GOAL 2: INFORMATION ACCESS

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*All Iowans have access to quality information resources and have the assistance needed to select and use the information for personal, professional, and academic success.*

### LSTA Priorities:

- **LSTA Priority 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.
- **LSTA Priority 2:** Establish or enhance electronic and other linkages and improved coordination among and between libraries and entities for the purpose of improving the quality of and access to library and information services.
- **LSTA Priority 4:** Develop public and private partnerships with other agencies, tribes, and community-based organizations.
- **LSTA Priority 5:** Target library services to individuals of diverse geographic, cultural, and socioeconomic backgrounds, to individuals with disabilities, and to individuals with limited functional literacy or information skills.
- **LSTA Priority 7:** Develop library services that provide all users access to information through local, State, regional, national, and international collaborations and networks.

### Goal 2 Objective 1

**To improve the ability of Iowans to discover information resources.**

#### Project 2.1.1

Provide resource tools that allow Iowans to find and access library holdings.

**Outcomes:** Iowans will find and access library materials as needed. Libraries report a high satisfaction rate of interlibrary loan services.

**LSTA Intent:** Improve users' ability to discover information resources.

#### Activities:

- Provide and maintain an online catalog of State Library holdings.
- Provide access to nationwide library holdings (i.e. OCLC).
- Administer an interlibrary loan program to provide libraries with a cost-effective framework for finding, requesting, and borrowing items from other Iowa libraries.
- Explore options to upgrade SILO Interlibrary Loan and Iowa Locator products.
- Explore opportunities for shared integrated library system(s) in Iowa.

- Explore resource sharing partnerships outside of Iowa.

### Project 2.1.2

Create a digital library center at the State Library

**Outcomes:** Iowans will have electronic access to state and historical documents.

**LSTA Intent:** Improve users' ability to discover information resources.

**Activities:**

- Explore new platforms for hosting Iowa Heritage Digital Collection (IHDC) and Iowa Publications Online (IPO).
- Collaborate with other organizations for digitization projects.
- Provide tools, consultation, training, and storage for libraries to digitize materials important to their local communities.
- Seek grants to expand materials in IHDC.

## Goal 2 Objective 2

**To improve the ability of Iowans to obtain and use information resources that enhance their lives.**

### Project 2.2.1

Provide a variety of materials to expand public libraries collections and enhance programming.

**Outcomes:** Iowans will have expanded access to materials and programming beyond the scope of what the public library could provide on its own.

**LSTA Intent:** Improve users' ability to obtain and/or use information resources.

**Activities:**

- Develop a collection of storytime and STEM kits to enhance early literacy initiatives.
- Develop a collection of materials with a focus on accessibility, diversity, equity, and inclusion.
- Evaluate the state documents repository service and develop a plan for digital versus print materials.

### Project 2.2.2

Build, enhance, and promote a legal information database known as the People's Law Library of Iowa.

**Outcomes:** Iowans will have free access to a comprehensive online plain-language legal information and referral website that clearly explains legal subjects and resources about the law and imparts knowledge about how our courts work to provide justice for all.

**LSTA Intent:** Improve users' ability to obtain and/or use information resources.

**Activities:**

- Create robust and substantive content for an average of three new research topics each year, while maintaining and updating existing content.
- Strengthen partnerships to support Iowa Access to Justice Commission initiatives and look for opportunities to form new coalitions with legal information providers.
- Recruit a network of volunteers from the legal community to provide assistance, content, and input.
- Promote, consult, and train stakeholders on the usage of the People's Law Library of Iowa.

### Project 2.2.3

Evaluate and implement changes to State Library services for state employees and the public.

**Outcomes:** State Library will provide needed services in the most efficient way.

**LSTA Intent:** Improve users' ability to obtain and/or use information resources.

**Activities:**

- Review existing services.
- Identify services needed for the future.
- Create and implement a State Library services plan.
- Incorporate the State Library services plan into the State Library operations plan.

### Project 2.2.4

Provide access to statistical data on Iowa's libraries, population, and economy.

**Outcomes:** Iowans make informed decisions using statistical data.

**LSTA Intent:** Improve users' ability to obtain and/or use information resources.

**Activities:**

- Produce and publicize statistical data from the State Data Center related to population, including population trends and population profiles.
- Communicate with libraries on census trends for Iowa.
- Develop and collect statistical information about Iowa libraries through the Public Library Annual Survey.
- Collect and publicize Enrich Iowa data.
- Create a dashboard to make data-driven decisions regarding State Library services and initiatives.

### Project 2.2.5

Facilitate Bridges, Iowa's eLibrary consortium for public libraries. **Outcomes:** Iowans will have access to a downloadable collection of library materials.

**LSTA Intent:** Improve users' ability to obtain and/or use information resources.

**Activities:**

- Manage purchasing and license renewals.
- Review collection development policy.
- Enroll Iowa libraries.
- Review membership pricing.
- Explore emerging downloadable technologies.

## GOAL 3: LIFELONG LEARNING

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*All Iowans learn to be productive 21st century citizens.*

### LSTA Priorities:

- **LSTA Priority 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.
- **LSTA Priority 5:** Target library services to individuals of diverse geographic, cultural, and socioeconomic backgrounds, to individuals with disabilities, and to individuals with limited functional literacy or information skills.
- **LSTA Priority 6:** Target library and information services to persons having difficulty using a library and to underserved urban and rural communities, including children (from birth through age 17) from families with incomes below the poverty line (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.
- **LSTA Priority 7:** Develop library services that provide all users access to information through local, State, regional, national, and international collaborations and networks.

### Goal 3 Objective 1

**To improve the general knowledge and skills of Iowans so they can be successful in their daily lives.**

#### Project 3.1.1

Provide online resources for Iowans to access education, job, and career support.

**Outcomes:** Iowans will be successful in building careers and have resources needed to further their education.

**LSTA Intent:** Improve users' general knowledge and skills.

#### Activities:

- Provide, promote, and train on an online utility geared toward education, job and career support.
- Collaborate with agencies to provide training on employment tools and resources available to libraries.
- Explore the ability to provide business and entrepreneurship resources through Iowa libraries.

### Project 3.1.2

Provide resources for libraries to support the psychosocial needs of lowans.

**Outcome:** lowans will be successful accessing mental health and wellbeing resources.

**LSTA Intent:** Improve users' general knowledge and skills.

**Activities:**

- Highlight best practices for libraries to serve patrons experiencing homelessness, mental health problems, and substance abuse.
- Disseminate information about the lessons learned from existing social work and library partnerships in the state.
- Provide and promote a resource for sharing and collaborating related to supporting patrons' overall mental health and wellbeing.

## Goal 3 Objective 2

To improve the literacy skills of lowans.

### Project 3.2.1

Provide the information and tools needed for Iowa libraries to provide a summer reading program (SRP).

**Outcomes:** Iowa children become more confident and improve their reading skills.

**LSTA Intent:** Improve users' formal education.

**Activities:**

- Maintain SRP membership for all public libraries.
- Develop and present SRP workshops to public libraries.
- Create materials, such as a book log, for public library use.
- Form a panel of librarians and reading specialists to enhance the literacy component of the SRP.

### Project 3.2.2

Provide resources that help Iowa libraries promote reading in their communities.

**Outcomes:** Iowa libraries will provide literacy programming and events.

**LSTA Intent:** Improve users' formal education.

**Activities:**

- Expand library collections and programming by providing book discussion resources for checkout from the State Library.
- Continue to select titles, offer author programming, and book discussion sets for the All Iowa Reads program.
- Collaborate with agencies to host workshops on implementing community initiatives focused on adult literacy.

### Project 3.2.3

Aid libraries in teaching early childhood literacy skills to the communities they serve.

**Outcome:** Libraries share early literacy techniques with their patrons.

**LSTA Intent:** Improve users' formal education.

**Activities:**

- Create early literacy and STEM kits available for checkout by Iowa libraries.
- Partner with groups to boost early literacy offerings in the community. Potential entities to collaborate with include Iowa PBS, ISU Extension, Reach Out and Read Iowa, Polk County Early Childhood Iowa, United Way of Central Iowa, and/or Every Child Reads (from the Iowa Dept. of Education).
- Create promotional materials with early literacy skills librarians can provide to their community.
- Consider emerging technologies the State Library could provide to enhance early literacy skills for librarians and their patrons.
- Provide training and consulting for library staff in early literacy techniques.

## Conclusion

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### Timeline

The projects outlined in this plan will take place over the course of fiscal years 2023 through 2027. Some projects are progressive in nature and some are ongoing.

### Plan Evaluation

Specific outcomes were listed as part of project descriptions. A mixed methods approach will guide the overall evaluation process. Both quantitative and qualitative data will be gathered and synthesized for maximum utility. The State Library will gather information from sources such as the Public Library Annual Survey, site visits, surveys, focus groups, and informal feedback. Project-specific outcomes will also be captured as defined in the plan through the State Program Report (SPR), submitted annually to IMLS.

### Stakeholder Involvement

The State Library of Iowa holds meetings with the Iowa Commission of Libraries quarterly. State Library staff will provide updates to the Commission regarding the progression of the LSTA Five-Year Plan for FY 2023 — 2027. The State Library Advisory Panel represents a range of libraries established throughout Iowa; the State Library solicits their feedback when embarking on large initiatives. Ongoing input will be sought through focus groups and evaluations to determine the library, information, and education needs of Iowans.

### Communication and Public Availability

The LSTA Five-Year Plan for FY 2023 — 2027 will be presented to Iowa libraries via email. The State Library will keep the library community informed of progress towards the goals of the plan. Print copies of the full plan will be available upon request and the plan will be available to access on the State Library website. The Iowa Commission of Libraries and the State Library Advisory Panel will receive periodic updates on the plan's projects and activities at their regularly scheduled meetings.

### Monitoring

Implementation of the LSTA Five-Year Plan for FY 2023 — 2027 will be monitored on a continuous basis to ensure compliance with all applicable performance and reporting requirements including, but not limited to, completion of annual State Program Reports and a five-year evaluation.