

Nebraska Library Commission

**Library Services and Technology Act
Five-Year Plan 2023-2027**

Submitted to the Institute of Museum and Library Services
June 2022

Rod Wagner, Director
Nebraska Library Commission
The Atrium, 1200 N Street, Suite 120
Lincoln, NE 68508-2023

Table of Contents

Introduction	3
Vision.....	3
Mission.....	3
Policy Statement for Use of Funds for Five-Year Plan Activities.....	4
Methodology of the Planning Process.....	4
LSTA-Specified Grants to States Priorities	4
Needs Assessment	5
State Demographics.....	5
Trends in Nebraska Libraries.....	5
Talking Book and Braille Service (TBBS) Trends.....	6
Goals	7
Goal 1	7
Goal 1 Projects	8
Goal 2	12
Goal 2 Projects	13
Goal 3	18
Goal 3 Projects	18
Implementation	22
Evaluation Plan.....	22
Stakeholder Involvement.....	22
State Advisory Council on Libraries.....	22
Library Commissioners.....	23
Communication Procedures	23
Monitoring Procedures	23

Introduction

Nebraska libraries are vital links to local, regional, state, and global information resources, and as such are valuable community and state assets. The purpose of the Nebraska Library Commission's Library Services and Technology Act (LSTA) Plan 2023-2027 is to outline goals, projects, and activities designed to improve library services for all Nebraskans. These objectives are based on the library and information service needs of Nebraskans as determined through broad based communication and information sources, including the Commission's recent five-year LSTA program evaluation and input from stakeholders. Plans and subsequent revisions are subject to continuous assessment, changes in trends, experiences, innovations, and evolving needs.

Specifically, Nebraska's LSTA five-year plan sets forth the mission, needs, goals, projects, intended outcomes, timeline, planning, and implementation procedures for administering Nebraska's LSTA program for federal fiscal years 2023 through 2027. It defines stakeholders and their roles, and the communication and monitoring procedures for involvement of the library community and the public in the execution of Nebraska's LSTA state program.

The Nebraska Library Commission (NLC) is the state library administrative agency, and supports library programs, projects and services with a combination of state general funds and federal LSTA funds. LSTA funds comprise approximately 30% of Library Commission's total funding. State general funds and LSTA funds are combined in Library Commission operations, as well as specific library aid programs and services.

The LSTA five-year plan has been updated and revised based on the Commission's ongoing administration of Nebraska's LSTA state program, emerging issues and trends, input from the library community and public, five-year program evaluation (completed earlier this year), input from the State Advisory Council on Libraries, and input from Library Commission members.

The LSTA Plan will be available electronically through the NLC website at <http://nlc.nebraska.gov/aboutus/plandoc.aspx>

Vision

To provide accessible, affordable, reliable, empowering, and equitable library services for all Nebraskans regardless of their economic status and geographic location.

Mission

Statewide promotion, development, and coordination of library and information services. As the state library agency, the Commission is an advocate for the library and information service needs of all Nebraskans.

Policy Statement for Use of Funds for Five-Year Plan Activities

The Library Services and Technology Act state program is a shared federal and state effort. Projects and activities in the plan are funded with a combination of state and federal monies used to fulfill the Library Commission's statutory responsibilities and as match and maintenance of effort for LSTA state program funds. LSTA funds are used to meet the purposes of the LSTA Grants to States Program within the scope of this plan's three goals.

Methodology of the Planning Process

As a part of the 2018-2022 LSTA evaluation, focus groups were conducted with the twenty-one member NLC State Advisory Council on Libraries, the NLC Commissioners, and the directors of the four geographically divided library systems. Additionally, the 2018-2022 evaluation process involved a survey distributed to Nebraska public, school, and institutional librarians to inform the vision for Nebraska's LSTA funded programs, projects, and services.

LSTA-Specified Grants to States Priorities

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.

Needs Assessment

State Demographics

Nebraska's population count for April 1, 2020 is 1,961,504, and Nebraska is now the 37th largest state, moving up one spot by passing West Virginia. This is the first time since the 1900 census that Nebraska has moved up in the U.S. ranking. Nebraska's population rose 135,164, or 7.4% from 2010. A 7.4% growth rate is ranked 21st among the states. The majority of that growth comes from births outnumbering deaths. The state also saw more people move to Nebraska (inmigration) than leave (outmigration). The net figure of inmigration was 37,037. Nebraska households returned 2020 Census forms at a very high rate. Self-response ranked fourth highest in the nation.

Nebraska's population mostly lives in the eastern third of its 77,358 square miles. The median community size is just 291 persons. While the population overall is largely white/non-Hispanic (78.3%), 11.2% of the population is Hispanic and 4.8% African American. In Nebraska's 93 counties, 85 saw decreases among whites and increases among persons of color. The remaining 8 counties saw increases among both groups, between 2010 and 2020. Population gains are recognized among the largest 3 counties in Nebraska (Lancaster, Douglas, and Sarpy), with overall decreases in the rest of the 90 counties in the state.

The median household income is \$63,015 (compared to the national average of \$67,521), and 9.2% live in poverty (compared to the national average of 11.4%). As of January 2022, Nebraska had a seasonally adjusted unemployment rate of 2.2% (compared to the U.S. as a whole, 4%).

According to the United States Census Bureau's American Community Survey (ACS) for 2020, 12% of Nebraska residents five years of age or older speak a language other than English at home. In addition, 92.5% of those over 24 years of age have graduated from high school, and 38.5% have a bachelor's or higher degree. Thirty-seven percent of children in Nebraska age 5 and younger are considered at-risk of failure in school (57,486 children). Just 1% of residents say all children birth to age 5 in Nebraska receive high-quality early care and education.

In 2019, Nebraska ranked 11th in overall business climate as measured by Forbes. According to CNBC's rankings (2021), Nebraska ranked as the 13th top state for business. Nebraska ranked toward the top of its peer states, ahead of Iowa (20th), Wisconsin (21st), Missouri (25th), Kansas (28th), and South Dakota (29th). Minnesota (7th), and Colorado (8th) ranked higher.

Trends in Nebraska Libraries

Nebraska has 53 postsecondary academic libraries, 273 public libraries, 1,151 elementary and secondary school libraries, 23 institutional libraries, 98 special libraries, 93 county law libraries, and 6 state agency libraries. All libraries can share materials through a statewide network supported by NLC. Of the 273 public libraries, 163 or 60% serve populations of fewer than 1,000 people. Only 3.3% of Nebraska's libraries (9 libraries) have service populations of 25,000 or greater.

A trend in Nebraska libraries is an increase in use of electronic materials. Between 2017 and 2021, circulation of electronic materials in Nebraska public libraries increased by more than 98%. Additionally, libraries are spending less per item circulated, with \$.86 spent per item circulated in 2021, compared to \$1.42 per item in 2017.

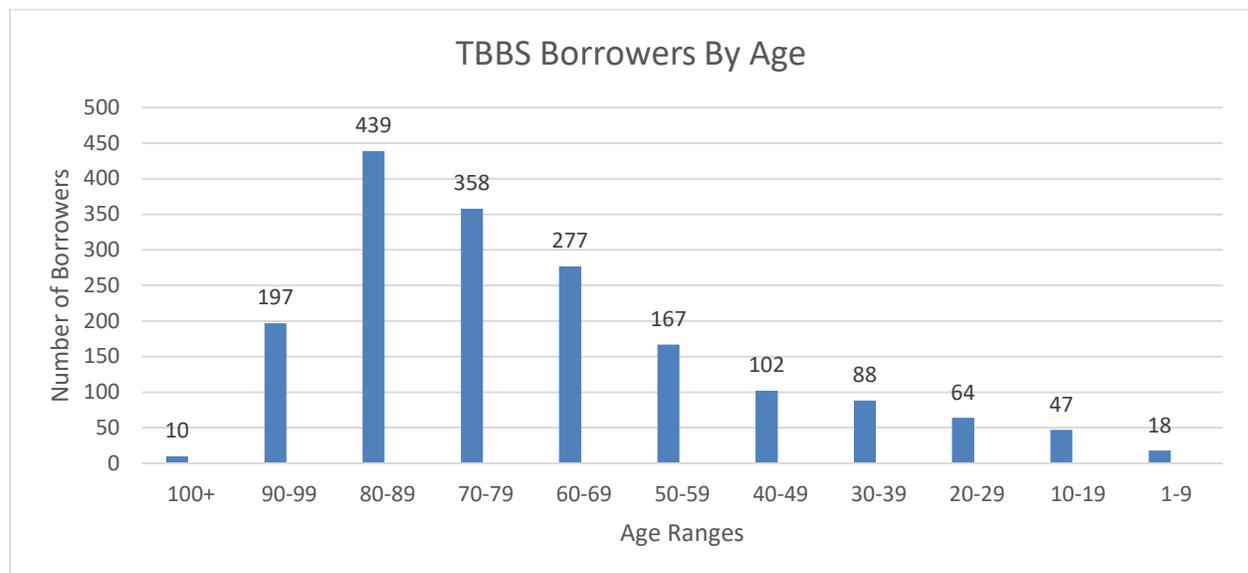
Out of the 231 public libraries submitting a public library survey for the 2021 fiscal year, 98% offered free Internet access, and 96% offered free Wi-Fi. Public libraries in Nebraska were visited 3,680,256 times in 2021, and 11,453,859 items were circulated. Programs and program attendance have declined in 2021, likely due to lingering effects of COVID modified schedules, with 18,047 programs offered in 2021, and 341,392 attendees.

According to the 2021 public library survey, 84 libraries (36% of the 231 respondents) reported internet speeds of less than 24 Mbps. Additionally, only 33% (77 libraries) reported offering a fiber optic internet connection. Approximately 80% of Nebraska public libraries have non-fiber internet and 60% are defined as 'unserved' with bandwidths below 25 Mbps download and 3 Mbps upload. Public libraries represent community anchor institutions that can act as a rapid-response interim solution for rural patron services while longer-term infrastructure projects struggle to make it to every address.

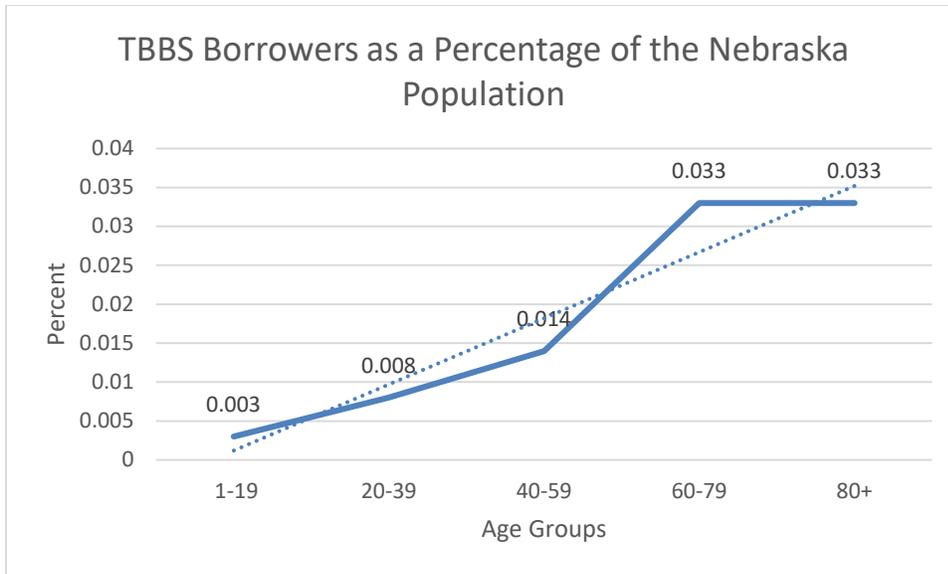
Talking Book and Braille Service (TBBS) Trends

TBBS borrowers tend to be older than the general population of Nebraskans. About 70 TBBS borrowers are under 20 years of age. About the same number (64), are in their 20's, slightly more (88) are in their 30's, and 100 in their 40's. This rises to over 160 in their 50's, around 275 in their 60's, and more than 350 in their 70's. Over 400 are in their 80's, and over 200 are 90 or older.

Two trends contribute to the number of borrowers in each age range. First, the Nebraska population holds steady until a steep decline after age 60. Secondly, an aging population increasingly turns to TBBS for reading materials.



Nebraskans under the age of 20 make up 27% of the population. Those between 20 and 39 years of age make up 27%. Those between 40 and 59 make up 23%, age 60 and 79, 18%, and those older than 80, 4%.



As the age of the population increases, a higher percentage of Nebraskans use TBBS. Those 60 and older use TBBS at a much higher rate than other age groups.

Goals

1. All Nebraskans will benefit from opportunities for lifelong learning, personal and collective growth, self-awareness, and community connections delivered through library programs and services.
2. Library staff and supporters will have the tools, skills, knowledge, infrastructure, and support to provide and sustain essential programs and services to their target audiences and communities.
3. The Nebraska Library Commission will promote library services statewide and collaborate with libraries to effectively cultivate their programs, services, and demonstrate value to the community.

These three goals begin as a strategic planning process would begin—by first determining, then attempting to meet, the community’s needs. Goal 1 reflects the mission of the Nebraska Library Commission and serves as the starting point for all efforts. Goal 2 examines capacity building, including the question what do Nebraska libraries and their supporters need in order to provide and sustain effective library services? Finally, Goal 3 addresses how both the Commission and Nebraska libraries can effectively market their services so that Nebraskans know what services and resources are available, and how they can access those services for their own purposes and needs. In essence, this closes the planning circle, by successfully illustrating the value of library services to the community.

Goal 1

All Nebraskans will benefit from lifelong learning and cultural enrichment delivered through their library programs and services. Objectives and activities undertaken to achieve this goal are as follows:

Objective 1.1: In response to Nebraskans’ interests and needs, libraries will establish and improve services for lifelong learning and cultural enrichment.

Objective 1.2: NLC will create, provide, and improve online/digital resources.

Objective 1.3: Libraries will support citizens' use of e-government.

Objective 1.4: Libraries will support building Nebraskans' digital literacy and other 21st Century skills.

Objective 1.5: NLC will produce and distribute audio and Braille materials to qualifying Nebraskans.

Objective 1.6: NLC will support reading and literacy.

Goal 1 Projects

1. NLC will provide Nebraskans improved access to physical and digital resources. Current and proposed activities:
 - a. Timely processing and delivery of requested materials through interlibrary loan service to Nebraska public libraries, school libraries, and state agencies
 - b. Work by NLC with institutions to preserve and digitize their historic collections through projects such as *Nebraska Memories* (<http://memories.ne.gov/>)
 - c. Statewide access to digital information resources through NebraskAccess (<http://nebraskaccess.ne.gov/>) databases
 - d. Provide tech kits through the mail to Nebraska libraries
 - e. Downloading of digital documents via Nebraska State Publications Online, and the creation of a digital archive of Nebraska state agency publications (<http://govdocs.nebraska.gov/index.asp>)
 - f. Analysis by NLC of website search logs and activity logs each month
 - g. Improvement of NLC web-based services based on needs, usage analysis, and customer input
 - h. Maintaining and updating of the Nebraska FAQ and other web pages on the NLC NebraskAccess website
 - i. Provide OCLC catalog records to libraries for digital state documents

Timeline: Ongoing.

Expected results:

- Library sharing of their content world-wide while protecting fragile materials
- Increase in the number of digital documents available from state agency publications
- Changes to site content, organization, and indexing of the NLC website to improve site usefulness to its audience
- Direct and improved links to government resources via NLC web pages
- Improved access and increased use of digital state documents to meet library customer needs
- Increased access to materials for STEM and STEAM projects and programs

2. NLC will provide economy-of-scale purchasing and provision of services for Nebraska libraries.

Current and proposed activities:

- a. Educational and informational online databases available statewide through NebraskAccess
- b. Provision of summer reading-related print and digital materials through statewide membership for all Nebraska public libraries in the Collaborative Summer Library Program
- c. Membership in United for Libraries: Association of Library Trustees, Advocates, Friends, and Foundations for all public libraries and for the four regional library systems (information resources for libraries – e.g., training, fundraising, programming, governance)
- d. Hosting of library websites, through the **Nebraska Libraries on the Web** project (<http://libraries.ne.gov/projectblog/>)
- e. Availability of membership and support for libraries in the Nebraska OverDrive Libraries consortium (Nebraska eReads) <http://nlc.nebraska.gov/overdrive/>
- f. Negotiated discounts for purchases made through a variety of library-related vendors

Timeline: Ongoing.

Expected results:

- Reduced access rates for database subscriptions
 - Increased use of online resources
 - Ensured quality and greater likelihood of summer reading program for all public libraries
 - Reduced cost for products and services available from United for Libraries, and improved knowledge of the roles of library boards, library friends, and foundations
 - Increased access to and provision of digital ebooks and downloadable audiobooks by libraries to meet customer demands
 - Cost savings for libraries to acquire various library-related products and services
 - User satisfaction with hosted library websites
3. NLC's Talking Book and Braille Service (TBBS) will provide free accessible books and magazines to borrowers who have reading disabilities. TBBS will supplement the Braille, digital cartridge, and Braille and Audio Reading Download (BARD) materials from the Library of Congress with locally recorded books and magazines. TBBS will also collaborate with schools and other facilities in providing materials to their clients who have reading disabilities. Current and proposed activities:
- a. Expansion of Nebraska's locally produced books, available on BARD
 - b. Production and provision of access to time-sensitive and local interest materials
 - c. Partnering with health care professionals and other service providers to promote the service to prospective applicants, to promote reading leveraging the assistance of other agencies and community organizations, and to recruit volunteers
 - d. Annual recording of One Book One Nebraska title

Timeline: Begin implementation in FY2023. Thereafter, ongoing.

Expected results:

- Increased number of locally produced book titles
 - Provide materials that connect readers to local and state culture
 - Increased access to TBBS information and services to patrons through their preferred style of communication
 - A more efficient use of time and resources in TBBS with the aid of an active volunteer base
 - Increased number of new borrowers
 - Sharing of information about TBBS services through state, local, and regional partners
 - Referral of borrowers by local libraries and school districts to TBBS services
4. NLC will explore options and solutions to address Nebraska’s unserved and underserved populations. Current and proposed activities:
- a. Determining the breadth of the issue and service strategies
 - b. Working with regional library systems, libraries, and other entities in areas with unserved populations to identify gaps and to design solutions
 - c. Offer digital literacy support resources to Nebraska libraries and the general public
 - d. Database subscriptions (NebraskAccess) statewide for all Nebraska residents
 - e. Providing guidelines and support to state institutional libraries

Timeline: Annual.

Expected results:

- Arrangements with existing libraries to meet these needs, potentially beyond their current service areas
 - Development and presentation of new service models to meet these needs as well as support materials and resources
 - Reduction in the number of unserved and underserved Nebraskans
 - Increased use of online resources
5. NLC will provide programming related to library services for children and young adults. Current and proposed activities include:
- a. Active involvement with the national Collaborative Summer Library Program (CSLP) and commitment to purchase adequate related materials and applications for all Nebraska public libraries
 - b. Administration of Youth Grants for Excellence
 - c. Administration of One Book for Nebraska Kids and Teens
 - d. Book reviews by the Coordinator of Children’s and Young Adult Library Services
 - e. Participation with groups and organizations that promote youth programs and literacies

Timeline: Annual, ongoing.

Expected results:

- Increased adult, youth, and child participation in summer library programs
 - Parental and youth satisfaction with summer library programs
 - Improvement in knowledge, skills, abilities, or attitudes of youth participating in One Book for Nebraska Kids and Teens programs, and other youth programs and activities
 - Improvement in knowledge, skills, abilities, or attitudes of youth impacted by Youth Grants for Excellence projects
6. NLC will facilitate training and delivery of information to citizens via library programming and services. Current and proposed activities:
- a. Partner with agencies and organizations to train citizens in digital literacy and other 21st Century skills
 - b. Promote access to e-government services
 - c. Administer Library Improvement Grants to enable libraries to innovate, improve, and develop programs and services

Timeline: Ongoing.

Expected results:

- Increased level of comfort with library-related technology among library staff
 - Improved access to and increased use of government services, which are increasingly available only electronically
 - Ongoing updating of library worker skills to ensure quality library service
 - More libraries demonstrating the application of new ideas, encouraging innovation through the provision of Library Improvement Grants and other opportunities
 - Improvement in knowledge, skills, abilities, or attitudes of individuals participating in digital literacy and other 21st Century skills training and consultation
 - Improvement in knowledge, skills, abilities, or attitudes of individuals impacted by Library Improvement Grant projects
7. NLC will provide statewide reference services, reading enrichment, and cultural literacy services for Nebraskans. Current and proposed activities:
- a. Provide back-up reference service for libraries statewide
 - b. Provide reference services to state government agencies and employees
 - c. Develop and maintain a growing number of book club kits for loan to book discussion groups statewide

Timeline: Ongoing.

Expected results:

- Nebraska libraries receive timely and accurate reference services by NLC staff

- Maintain current book club kit collection
 - Increased circulation of the book club kit collection
8. NLC will support and promote the Nebraska Center for the Book (NCB) (affiliate of the Library of Congress Center for the Book). Current and proposed activities:
- a. Host and maintain the NCB and affiliated websites and social media sites (<http://centerforthebook.nebraska.gov/>)
 - b. Support and promote Letters About Literature program
 - c. Support and promote One Book One Nebraska program
 - d. Support and promote Nebraska Book Festival as a partner organization and participant
 - e. Support and promote the Celebration of Nebraska Books awards event as a sponsor and host organization
 - f. Support and promote the Nebraska Book Awards program as a sponsor and host organization (staffing, coordination, and promotion)
 - g. Support and promotion of Nebraska books and authors by participation in the annual National Book Festival

Timeline: Ongoing.

Expected results:

- Change in knowledge or attitudes of individuals participating in One Book One Nebraska programs
- Increased participation in NCB programs
- Satisfaction with and use of NCB and One Book One Nebraska websites
- Greater visibility for Nebraska books, writers, and publishers through the Nebraska Book Festival and Celebration of Nebraska Books programs
- Continued participation and support of the Letters About Literature program

Goal 2

Library staff and supporters will have the tools and skills to provide and sustain needed programs and services to their target audiences.

Objectives and activities undertaken to achieve this goal and its objectives will address the following priorities:

Objective 2.1: In response to specific needs, NLC will provide consulting.

Objective 2.2: NLC will develop and improve training and continuing education.

Objective 2.3: NLC will administer services and processes to support library sustainability.

Objective 2.4: NLC will support and enhance formal and informal education of future Nebraska librarians.

Objective 2.5: NLC will maintain computer hardware, software, infrastructure, and support for staff that allows them to effectively and efficiently meet agency goals and objectives.

Goal 2 Projects

1. NLC staff will conduct research for libraries that request data to support their services, programs and funding. Current and proposed activities:
 - a. Collection and compilation of annual public library statistics
 - b. Collection of reports from local libraries for statistical data that will help with local planning and other efforts
 - c. Provide comparative peer library data and benchmarks for libraries, as a part of the public library accreditation process

Timeline: Annual, ongoing.

Expected results:

- Increased confidence by library directors and library boards to make decisions based on accurate and appropriate data
- Production of customized data sets for local libraries

2. NLC will administer guidelines for public library service. Current and proposed activities:

- a. Review and updating, as needed, of the *Public Library Accreditation Guidelines*
- b. Consultation with library directors and library boards
- c. Administration of the public library board and public librarian certification programs
- d. Provide reference materials for public libraries, including the Nebraska Library Board Manual, and the Public Library Director's Guidebook

Timeline: Annual, ongoing.

Expected results:

- Improved local library services
- Increased use of local planning as a basis for determining and delivering community-specific library services
- Provision of library services designed to meet specific community needs

3. Through online and face-to-face workshops and self-directed activities, NLC will train library staff and supporters on current issues, emerging technologies, and other library related topics. Current and proposed activities:

- a. Continuation and enhancement of *NCompass Live*, NLC's weekly online program of timely topics for libraries (<http://nlc.nebraska.gov/ncompasslive/>) and other webinar-based training
- b. Providing general technology training virtually and in person

- c. Assisting libraries in adapting to emerging technologies
- d. Providing website design and web-based marketing tools and resources
- e. Providing training and troubleshooting for common social media platforms
- f. Contracting with Regional Library Systems for library staff training
- g. Continuation and enhancement of Basic Skills, cataloging, and other online courses, focusing on introductory level and emerging topics
- h. Promotion, support, and membership for training tools such as WebJunction, Niche Academy, and United for Libraries

Timeline: Annual, ongoing.

Expected results:

- Increased knowledge of new and emerging technologies by library staff
- Regular delivery of current and emerging technology information to the library community
- Sharing innovations for improving library services
- Increased knowledge and confidence level of library topics and issues by participants

4. NLC will create and maintain a database of presenters related to library programming for children and young adults. Current and proposed activities:

- a. Engage in cooperative planning with regional library system directors
- b. Establish and maintain methods for posting Nebraska librarians' reviews of children and young adult program presenters
- c. Regularly update database information

Timeline: Ongoing.

Expected results:

- Improved and timely access to programming and presenter information
- Improved organization and planning of programs for these target groups, especially related to summer library programs
- Programs are meeting the needs of audiences due to quality and availability of presenters

5. NLC will facilitate libraries' ability to install, enhance, and sustain effective broadband Internet connectivity for customers to ensure the availability of high-speed broadband for libraries to meet the digital demands of their communities. Current and proposed activities:

- a. Continuation of E-rate training and consultation by NLC
- b. Research on changes at the state and federal levels that effect internet access for libraries
- c. Provision of updated, pertinent information to public libraries on changes affecting internet access
- d. Develop strategies and facilitate opportunities to assist Nebraska public libraries to meet or exceed the current definition of broadband download speed of 25 Mbps, while striving to meet speeds of up to and exceeding 100 Mbps

- e. Identify partnerships between Nebraska public libraries and the public, private, and voluntary sectors to increase libraries' broadband speeds
- f. Support efforts to increase the libraries participation in the E-rate program to enable libraries to utilize their E-rate discounts to maximize broadband purchasing abilities and participate in infrastructure improvement projects
- g. Provide information, advice, and support for broadband services essential to quality library and information services

Timeline: Ongoing.

Expected results:

- Successful continuation of E-rate funding for participating libraries
- Improved access to the internet for library customers
- To improve and update network infrastructure in Nebraska libraries

6. NLC will support the open source-based Pioneer Consortium (Koha ILS) and other library automation activities. Current and proposed activities:

- a. Continual evaluation of the most effective means for encouraging cooperative resource sharing for Nebraska libraries
- b. Provision of a means for libraries to initiate or support current library information systems that are affordable, scalable, and customizable

Timeline: Ongoing.

Expected results:

- Growth in the number of cooperative resource sharing activities among Nebraska libraries
- Local implementation and maintenance of library information systems that are responsive to community needs

7. NLC will recruit future Nebraska professionals to the field of library and information services. Current and proposed activities:

- a. Investigate and examine library labor and employment trends and other data related to the market for hiring graduates
- b. Administer the library Internship Grant program which provides internships to high school and college level students
- c. Investigate potential sources for aid to students and to libraries that hire interns
- d. Support, continuation, and promotion of the public librarian certification and Basic Skills programs

Timeline: Annual, ongoing.

Expected results:

- Initiation or continuation of a recruitment program that reflects needs of Nebraska libraries
- Continuation of financial and other support to ensure balance between education provision and hiring need
- Participants report positive experiences and have an increased interest in library education and careers
- Library staff report positive experiences with their interns and are more likely to hire interns in the future

8. NLC will provide continuing education opportunities for library staff, board members, and other participants. Current and proposed activities:

- a. Monthly listing of free webinars
- b. Continuous improvement of the Basic Skills classes for non-MLS librarian training
- c. Provide continuing education resources for library staff and board members
- d. Support and continuation of the library accreditation program
- e. Support and continuation of the librarian and library board certification programs
- f. Administer the Continuing Education and Training Grants
- g. Continuation and enhancement of *NCompass Live*, NLC's weekly online program of timely topics for libraries (<http://nlc.nebraska.gov/ncompasslive/>)
- h. Continuation and enhancement of *Big Talk From Small Libraries*, NLC's annual free one day conference aimed at small libraries, co-sponsored by the Association for Rural and Small Libraries (ARSL)

Timeline: Annual, ongoing.

Expected results:

- Improved ability of library boards to govern and advise
- Improvement in knowledge, skills, and abilities of library staff, board members, and other participants in NLC's continuing education efforts
- Increased confidence by library staff to provide quality library services
- Sustain the quality of Nebraska's public libraries

9. NLC will provide consultation services to library directors, staff, board members, library supporters, and local and state decision makers. Current and proposed activities:

- a. Consultation on generalized topics such as library management, personnel, fundraising, strategic and long-range planning, community needs response planning, library boards, elected officials (e.g. city managers, boards, etc.), and legal aspects
- b. Consultation on specific topics such as children and young adult library services, reference, technology-related services, digital literacy and other 21st Century skills training, collection management, cataloging, and other library programs and services

Timeline: Ongoing.

Expected results:

- Improved quality of community library services
- Improved confidence and competence of participants

10. NLC will initiate and sustain partnerships with other entities to promote and provide improved library services. Current and proposed partnerships:

- a. Community Development Block Grants and U.S. Department of Agriculture (Nebraska regional office) for grants for library buildings
- b. Nebraska Information Technology Commission for information technology and broadband service improvements
- c. Office of the Chief Information Officer, State of Nebraska
- d. Nebraska Community Foundation for grants to local libraries
- e. Nebraska Extension, University of Nebraska-Lincoln, and the Nebraska Innovation Studio
- f. League of Nebraska Municipalities and Nebraska Association of County Officials
- g. Nebraska Association of School Boards for Open Meetings Law training
- h. Pioneer Consortium
- i. Regional library systems
- j. Library professional associations at state, regional, and national levels (e.g. WebJunction, United for Libraries, ARSL, etc.)
- k. Library science education departments of Nebraska's post-secondary schools
- l. Nebraska Department of Education and the Career and Technical Education (CTE) Division
- m. Nebraska Educational Service Units (ESU's)
- n. Nebraska Department of Labor
- o. Nebraska Technology Collaborative
- p. University of Nebraska - Omaha (UNO) Data and Decision Sciences Group
- q. Nebraska libraries (staff, governing bodies, supporters, and customers)
- r. State Advisory Council on Libraries
- s. Nebraska Library Association
- t. Nebraska School Librarians Association
- u. Nebraska Center for the Book
- v. University of Nebraska Press
- w. Humanities Nebraska
- x. Nebraska State Historical Society (History Nebraska)
- y. Gigabit Libraries and Beyond

Timeline: Ongoing.

Expected results:

- Increased funding for local library projects and services
- Improved coordination of services with other supportive entities
- Increased understanding of relationships helpful to successful library services
- Improved education and training of librarians and library supporters

Goal 3

The Nebraska Library Commission promotes library services statewide and collaborates with libraries to effectively market LSTA programs, and demonstrate their value to the community.

Objectives and activities undertaken to achieve this goal and its objectives will address the following priorities:

Objective 3.1: NLC will engage in communication efforts, including design and direct dissemination of marketing pieces for statewide LSTA programs and LSTA sub-grants, in a variety of formats.

Objective 3.2: NLC will disseminate marketing templates, public relations ideas, promotional documents, and examples of social media posts to Nebraska Libraries, to assist those libraries with the promotion of statewide LSTA programs and local LSTA sub-grants.

Goal 3 Projects

1. Create and deliver promotional messages about LSTA programs and services
2. Consult with and train library staff about effective marketing techniques and campaigns
3. Create and disseminate customizable promotional materials to help libraries communicate about LSTA programs and services, and articulation of their value to the community
4. Explore social media marketing options and assist libraries with using social media for communication regarding statewide LSTA funded programs and LSTA sub-grants, directed to target audiences

Timeline: Ongoing.

Expected results:

- Increased use of customizable tools by library staff
- Improve knowledge, skills, and abilities of library staff participating in marketing technique training
- Improved awareness of and support for LSTA funded library programs at the local and state levels

Measuring Success Focal Areas

- Lifelong Learning
 - Improve users' formal education
 - Improve users' general knowledge and skills
- Information Access
 - Improve users' ability to discover information resources
 - Improve users' ability to obtain and/or use information resources
 - Improve library operations

- Institutional Capacity
 - Improve the library workforce
 - 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 Services
 - 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

Coordination Efforts

State Goal	IMLS Focal Area	Associated Project	IMLS Intent
1. All Nebraskans will benefit from lifelong learning and cultural enrichment delivered through their library programs and services.	Information Access	Reference and Interlibrary Loan Services	Improve users’ general knowledge and skills
	Lifelong Learning	Nebraska Memories	Improve users’ general knowledge and skills
	Information Access	Digital Documents Nebraska Publications Clearinghouse	Improve users’ ability to obtain and/or use information resources
	Lifelong Learning	Nebraska Center for the Book	Improve users’ general knowledge and skills
	Information Access	OverDrive Libraries Consortium (Nebraska eReads)	Improve users’ ability to obtain and/or use information resources

	Lifelong Learning	NebraskAccess	Improve users' general knowledge and skills
	Lifelong Learning	Talking Book and Braille Service	Improve users' general knowledge and skills
	Institutional Capacity	Nebraska Libraries on the Web	Improve the library's physical and technological infrastructure
	Information Access	Unserved and Underserved Populations	Improve users' ability to obtain and/or use information resources

State Goal	IMLS Focal Area	Associated Project	IMLS Intent
2. Library staff and supporters will have the tools and skills to provide and sustain needed programs and services to their target audiences.	Institutional Capacity	Library Improvement through Consultation and Training	Improve library operations
	Information Access	Interlibrary Loan and Reference Service	Improve users' ability to obtain and/or use information resources
	Institutional Capacity	Lender Compensation	Improve library operations
	Information Access	Technology Innovation	Improve users' ability to obtain and/or use information resources
	Institutional Capacity	Statewide Library Improvement Services	Improve library operations
	Institutional Capacity	Library Data Services	Improve library operations
	Institutional Capacity	Public Library Accreditation Guidelines	Improve library operations

	Lifelong Learning	NCompass Live	Improve library operations
	Institutional Capacity	Technology Training & Support	Improve users' general knowledge and skills
	Institutional Capacity	Library Broadband Utilization & Support	Improve the library's physical and technological infrastructure
	Institutional Capacity	E-rate Consultation & Support	Improve the library's physical and technological infrastructure
	Institutional Capacity	Pioneer Consortium and Library Automation Development	Improve users' ability to discover information resources
	Lifelong Learning	Library Workforce Education & Training	Improve users' ability to discover information resources
	Institutional Capacity	Trustee Training Civic Engagement Library Internships Develop and Sustain Partnerships	Improve users' ability to participate in their community

State Goal	IMLS Focal Area	Associated Project	IMLS Intent
3. The Nebraska Library Commission promotes library services statewide and collaborates with libraries to effectively market LSTA programs, services, and demonstrate their value to the community.	Institutional Capacity	Local and statewide LSTA marketing planning and delivery	Improve library operations

Implementation

The following sections summarize evaluation components, stakeholder involvement, communication, and monitoring for implementation and administration of the five-year plan.

Evaluation Plan

The following means will be used to evaluate the goals, activities, and intended outcomes and outputs of the LSTA Plan:

- Solicit input from the public, including library personnel, trustees and supporters, on library and information service needs.
- Monitor selected LSTA funded projects.
- Require reports that utilize outcome-based evaluation on LSTA funded projects.
- Develop consistent reporting documents and data collection mechanisms to ensure timely, accurate, and ongoing collection of outcome based evaluation components.
- Submit annual reports to IMLS detailing the status of the goals, projects, activities, outcomes, and outputs.
- Submit a five-year evaluation report to IMLS detailing accomplishments and observations for 2023-2027.

Stakeholder Involvement

The Nebraska Library Commission will seek input in the development, implementation, and evaluation of the five-year plan.

In developing the five-year plan the Library Commission received input from a broadly distributed survey developed for Nebraska’s current five-year plan and for future program and project support. The plan was developed with input from the State Advisory Council on Libraries, Regional Library System Directors, and Commission staff.

State Advisory Council on Libraries

The State Advisory Council on Libraries is broadly representative of public, school, academic, special and

institutional libraries and libraries serving the handicapped and of persons using such libraries and of geographic areas of the state. Membership includes eighteen members appointed at-large by the Nebraska Library Commission. In addition, there are ex-officio members from the Nebraska Library Association and the Nebraska School Librarians Association.

The State Advisory Council on Libraries is utilized for:

- Advice and planning on such matters on which the Commission may seek counsel.
- Review and evaluation of interlibrary cooperative and resource sharing plans and programs.
- Development, review and evaluation of the Library Services and Technology Act (LSTA) Plan.

Library Commissioners

The Commission's six members are appointed by the Governor to three-year terms with members serving no more than two consecutive terms. Commission roles and responsibilities relating to the LSTA Plan include:

- Approval of LSTA Plan and revisions.
- Appointment of members to the Nebraska State Advisory Council on Libraries.
- Assessment and input on library service needs
- Serve as the decision body for appeals of LSTA grant awards.

Communication Procedures

Nebraska's LSTA five-year plan, upon approval by IMLS, will be accessible to Nebraska libraries and citizens from the Library Commission website (<http://nlc.nebraska.gov/>). The Library Commission will supply print copies upon request. Substantive revisions to the LSTA five-year plan, due to changing conditions or a refocusing of goals and activities, will be submitted to IMLS and made available to appropriate stakeholders.

Monitoring Procedures

The Nebraska Library Commission will designate staff responsible for implementing and tracking progress on the LSTA five-year plan goals, activities and intended outcomes. This will include monitoring of sub-grantee projects and activities funded under the LSTA grant program. Onsite visits will be conducted for selected projects and consistent data collected to include in annual State Program Reports submitted to IMLS.