

PLSR Implementation Update 2020 Trustee Training Week



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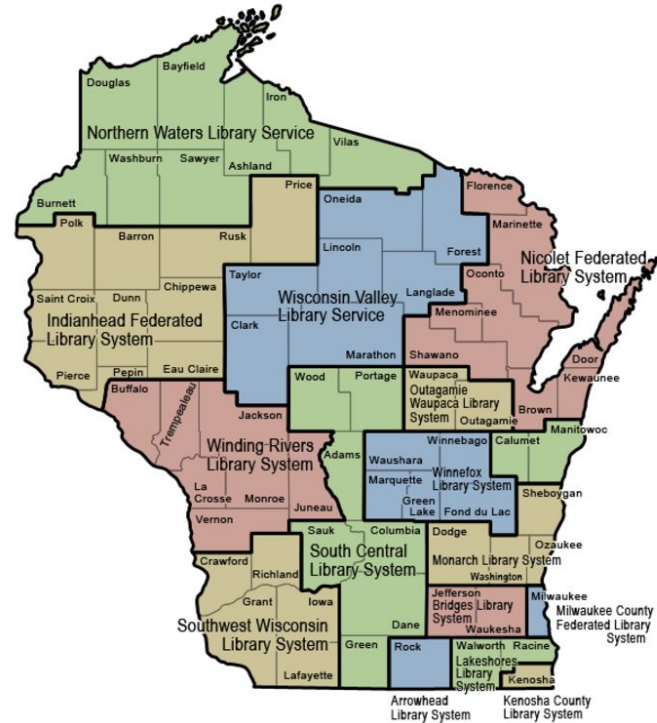
What is PLSR?

Before Public Library System Redesign (PLSR).....

- System and Resource Library Administrators Association of Wisconsin (SRLAAW): Creating More Effective Library Systems - 2013
- Lean System Study Work Group Recommendations - 2014
- Council on Library and Network Development (COLAND): Strategic Vision Library Systems the 21st Century - 2015

What is PLSR?

The Wisconsin Public Library System Redesign (PLSR) project is a multi-year process to consider new models for how services are provided by public library systems.



What is PLSR?

Equity

Ensure all Wisconsin public libraries have the capacity to provide equitable access to excellent library services regardless of the race, ethnicity, income, gender, or employment status of the people they serve, or their location within the state.

What is PLSR?

The development of PLSR Recommendations delivered to the State Superintendent was a community-led process.

PLSR Steering Committee

PLSR Workgroups

PLSR Recommendations

1. Develop Standards, Best Practices, and Accountability Structures for Public Library Systems
2. Enhance Collaboration by Creating Incentives and Removing Barriers
3. Reduce the Number of Public Library Systems
4. Analyze the Current Funding Formula
5. Initiate Delivery Service Pilot Projects
6. Create an Effective, Well Managed, State-Scale Discovery Layer
7. Implement a Learning Management System for Professional Development

PLSR Implementation

DPI staff are organized into implementation teams for the seven recommendations.

COLAND is actively monitoring the progress of implementing the recommendations.

User and Expert/Vendor Advisory

Where are we now?

- Focus on equity
- The world has changed
- In response to a changing world, the library team is reevaluating priority levels of these recommendations

Initiate Delivery Service Pilot Projects

Priority	What we've learned during the health emergency
<p>Fall 2019 Listening Sessions:</p> <ul style="list-style-type: none">● General support, more study needed <p>June 2020 System Directors:</p> <ul style="list-style-type: none">● Now a high priority	<ul style="list-style-type: none">● Likely cost savings from new statewide delivery model has systems now seeing this as a “low hanging fruit” to implement sooner than later● Vendor sustainability concerns exist for this vital service

Next steps

<ul style="list-style-type: none">● Created a user advisory group that will provide input to decide upon pathways to implement the delivery service model developed by the PLSR Delivery Workgroup	<ul style="list-style-type: none">● This is true multi-type library service (Publics, UW, Private Academics, Technical Colleges) and due to budget impacts of the pandemic and contract timelines, the goal is to have the model implemented by next summer
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Enhance Collaboration by Creating Incentives and Removing Barriers

Priority	What we've learned during the health emergency
<p>Fall 2019 Listening Sessions:</p> <ul style="list-style-type: none">● General support, more study needed <p>June 2020 System Directors:</p> <ul style="list-style-type: none">● Now a high priority	<ul style="list-style-type: none">● Budget concerns drive this to be a higher priority now● Facilitating new connections in the library community has increased collaboration, responsiveness, effectiveness, and efficiency

Next steps

<ul style="list-style-type: none">● Working with system directors and staff to identify opportunities where collaboration can provide value to libraries while saving time and/or money for libraries and systems	<ul style="list-style-type: none">● In partnership with systems, we will determine collaboration priorities for the short, medium, and long term along with resource needs and availability to implement new collaborations
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Implement a Learning Management System for Professional Development

Priority	What we've learned during the health emergency
<p>Fall 2019 Listening Sessions:</p> <ul style="list-style-type: none">● Very high support <p>June 2020 System Directors:</p> <ul style="list-style-type: none">● Still high priority	<ul style="list-style-type: none">● Equitable, virtual access to professional learning needed now more than ever● Opportunities to be more intentional about library service development and support to meet needs of ALL communities

Next steps

<ul style="list-style-type: none">● Partnering with the IT team in our Division to develop a portal providing access to a suite of professional development resources	<ul style="list-style-type: none">● While the full development is a longer timeline, we expect to be rolling components out to the library community over the next year
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Create an Effective, Well Managed, State-Scale Discovery Layer

Priority	What we've learned during the health emergency
<p>Fall 2019 Listening Sessions:</p> <ul style="list-style-type: none">• More study needed <p>June 2020 System Directors:</p> <ul style="list-style-type: none">• Lower priority	<ul style="list-style-type: none">• In hindsight, it would have been great to have this in place before the pandemic happened• In reality, the feasibility of getting to this solution is still a big question

Next steps

<ul style="list-style-type: none">• This fall/winter, hire consultant to research options for a statewide discovery solution based on the current WI public library landscape	<ul style="list-style-type: none">• In 2021, convene user and expert advisory to review results of the consultant's work to determine potential actions
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Analyze the Current Funding Formula

Priority	What we've learned during the health emergency
<p>Fall 2019 Listening Sessions:</p> <ul style="list-style-type: none">● Very high support <p>June 2020 System Directors:</p> <ul style="list-style-type: none">● Medium priority	<ul style="list-style-type: none">● Budget uncertainties has led this to move to more of a “wait and see” status● Potential need to address this sooner than later is a strong possibility based on any potential consideration of system mergers
Next steps	
<ul style="list-style-type: none">● By next spring we plan to conduct formal analysis of funding formula effectiveness and implications of changes to formula	<ul style="list-style-type: none">● In the future, we'll convene a group of stakeholders to plan a funding summit where participants will review gathered to create recommendations for the system aid funding formula

Develop Standards, Best Practices, and Accountability Structures for Public Library Systems

Priority	What we've learned during the health emergency
<p>Fall 2019 Listening Sessions:</p> <ul style="list-style-type: none">● General support, more study needed <p>June 2020 System Directors:</p> <ul style="list-style-type: none">● Medium priority	<ul style="list-style-type: none">● Priority will be adjusted as we see the results and impacts of system collaboration efforts and budgetary impacts● Informal standards and best practices are forming through collaborative responses to COVID - 19

Next steps

<ul style="list-style-type: none">● Like with the funding formula, this falls in the “wait and see” status with further assessment next spring regarding when to begin potential action steps	<ul style="list-style-type: none">● When implementation work begins, the main activities will include analysis and making recommendations on governance around standards and best practices
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Reduce the Number of Public Library Systems

Priority	What we've learned during the health emergency
<p>Fall 2019 Listening Sessions:</p> <ul style="list-style-type: none">• More study needed <p>June 2020 System Directors:</p> <ul style="list-style-type: none">• Lower priority	<ul style="list-style-type: none">• We continue to support organically efforts and local decisions to merge that may result through the achievements from implementing the other recommendations• Budgetary necessity might force some systems to explore merger scenarios with other systems. DPI will not prescribe mergers or system closures.

Next step

- Develop a guide to help any systems exploring a merger with another system or systems that includes best practices, important considerations, and a checklist of statutory requirements.

Communication & Engagement

- COLAND actively monitors PLSR implementation progress: <https://dpi.wi.gov/coland/plsr>
- Updates to main stakeholders: COLAND, WLA-LD&L, SRLAAW, System Directors, LSTA Advisory Committee
- Information webinars: public library directors and staff, system and library trustees

Feedback

What questions do you have?

Thank you!!