



**LIBRARY BOARD OF TRUSTEES MEETING—EDUCATION SEGMENT
WEDNESDAY, July 15, 2026**

REPORT: Library Staffing Report— Evolving Staffing Needs & a Staffing Plan for the Future

1. A Brief History of Librarianship

- a. Origin of Roles
- b. Growth and Decline... and Growth

2. PLA Annual Survey: Public Library

- a. Evolving Needs of Library Staff
- b. Staff Roles and Representation
- c. Hiring and Retention
- d. Staff Morale/Environment
- e. Opportunities and Challenges

3. Strategic Gap Analysis of Staffing: From *Where We Are in Staffing* to *Where We Want Our Staffing to Be*

- a. Assess the Need
- b. Determine Staff Roles
- c. Determine Staffing Levels
- d. Assess Financial Impact
- e. Assess Budget Realities
- f. Create Final Position

4. Staff Planning

- a. Create Ideal Hiring Plan/Staffing Forecast, Current and 3/5/10/20 Years
- b. Educate LBOT, Library Staff, BCC, Funders: PROVE Relevant and Essential Staff and Staffing Levels, Staff Worth
- c. Review County Requirements and Approvals
- d. Request Positions/Position Changes: JEC, New Positions
- e. Board Advocacy for Positions