

# KENTUCKY'S LIBRARY SERVICES AND TECHNOLOGY ACT GRANTS TO STATES FIVE-YEAR PLAN (2023-2027)

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Kentucky Department for Libraries and Archives



INSTITUTE *of*  
**Museum and Library**  
SERVICES

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# INTRODUCTION

The Library Services and Technology Act (LSTA) authorizes state program grants to certified state library administrative agencies (SLAAs). In order to be eligible for funding, SLAAs must submit a five-year plan for implementation that is consistent with the stated purposes of LSTA and with the priorities of the so-called “Grants to States” program. Each year, SLAAs throughout the nation carry out more than 1,500 projects supported by this program. Funds are distributed to states and territories and are monitored by the Institute of Museum and Library Services (IMLS). Following are the purposes of LSTA and the priorities<sup>1</sup> of the Grants to States program.

## Purposes of LSTA (20 U.S.C. § 9121)

1. Enhance coordination among Federal programs that relate to library, education, and information services;
2. Promote continuous improvement in library services in all types of libraries in order to better serve the people of the United States;
3. Facilitate access to resources in all types of libraries for the purpose of cultivating an educated and informed citizenry;
4. Encourage resource sharing among all types of libraries for the purpose of achieving economical and efficient delivery of library services to the public;
5. Promote literacy, education, and lifelong learning, including by building learning partnerships with school libraries in our Nation’s schools, including tribal schools, and developing resources, capabilities, and programs in support of State, tribal, and local efforts to offer a well-rounded educational experience to all students;
6. Enable libraries to develop services that meet the needs of communities throughout the Nation, including people of diverse geographic, cultural, and socioeconomic backgrounds, individuals with disabilities, residents of rural and urban areas, Native Americans, military families, veterans, and caregivers;
7. Enable libraries to serve as anchor institutions to support community revitalization through enhancing and expanding the services and resources provided by libraries, including those services and resources relating to workforce development, economic and business development, critical thinking skills, health information, digital literacy skills, financial literacy and other types of literacy skills, and new and emerging technology;
8. Enhance the skills of the current library workforce and recruit future professionals, including those from diverse and underrepresented backgrounds, to the field of library and information services;
9. Ensure the preservation of knowledge and library collections in all formats and enable libraries to serve their communities during disasters;
10. Enhance the role of libraries within the information infrastructure of the United States in order to support research, education, and innovation;
11. Promote library services that provide users with access to information through national, State, local, regional, and international collaborations and networks; and

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<sup>1</sup> <https://www.ims.gov/grants/grants-state/purposes-and-priorities-lsta>

12. Encourage, support, and disseminate model programs of library and museum collaboration.

## Grants to States (20 U.S.C. § 9141)

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.

The following document presents the Kentucky State Library, Archives, and Public Records FFY 2023-2027 LSTA Plan for fulfilling the requirements of the LSTA Grants to States program. It summarizes the needs of Kentucky's libraries as well as the library and information needs of Kentucky state residents. These needs have been identified through an examination of a variety of factors including demographic data, relevant societal indicators, and findings and insights from the recently completed evaluation of Kentucky State Library, Archives, and Public Records's implementation of its 2018-2022 LSTA Five-Year Plan. The new 2023-2027 LSTA Five-Year Plan sets forth goals and identifies anticipated projects designed to address these needs.

# MISSION STATEMENT

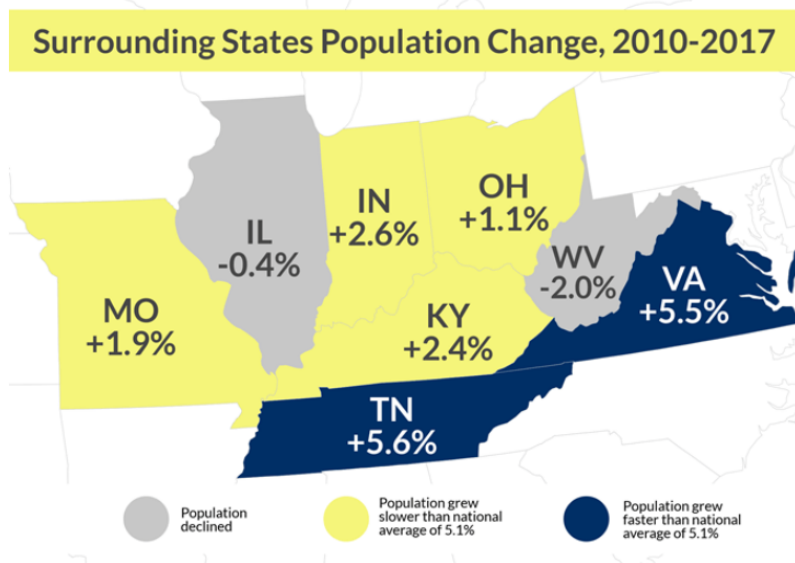
## VISION

We envision a future in which Kentuckians value the importance of libraries and Kentucky government records and we are recognized for:

- Innovative and creative approaches for preserving and providing access to government records
- Enabling libraries to be essential to their communities
- Being a valued partner in the educational and economic development of the Commonwealth

## MISSION

The mission of KDLA is to support and promote access to library services and to ensure that documentation of government activities is created, preserved, and made available for public use.



## Entering Kentucky

Britannica notes that “the lifestyles of many Kentuckians are slower-paced, more rural, and more Southern in their orientation than are those of their counterparts north of the Ohio River.” Yet this is not the full picture; there are truly two Kentuckys – the Mountain and the Bluegrass regions – and they “represent the two ends of Kentucky’s cultural spectrum.”<sup>2</sup>

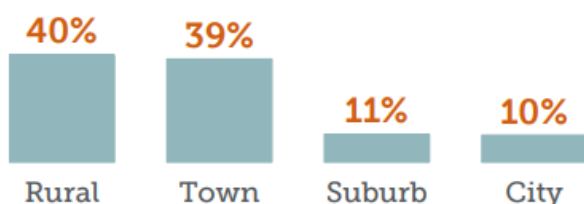
<sup>2</sup> <https://www.britannica.com/place/Kentucky/Cultural-life>

The population in Kentucky grew a modest 3.8% from 2010 to 2020 according to the U.S. Census Bureau (map above depicts a slightly earlier period and compares with nearby states).<sup>3</sup> This is a slower growth than the earlier decade and it is happening in an uneven way within Kentucky: “the coal counties in Eastern Kentucky and rural counties elsewhere that have lost manufacturing jobs will see a drop in population, while the population will increase in the so-called Golden Triangle bordered by Lexington, Louisville and Northern Kentucky.”<sup>4</sup>

The 2019 Public Libraries Survey (PLS) reported that Kentucky had a total of 120 public library jurisdictions employing 1,322.11 full-time equivalent (FTE) staff categorized as librarians (393.05 FTE are reported as having an American Library Association [ALA] accredited master’s degree); similarly, the Academic Libraries Survey (ALS) reported that 55 institutions of higher education employ 319.90 FTE librarians. According to the National Center for Educational Statistics’ (NCES) Elementary/Secondary Information System (EISi) (see also Appendix J), Kentucky’s

185 public school districts employ 1,023.54 full-time librarians. Total FTE library staff is about 2,355 in 277 public library outlets, the majority of libraries (40%) are in rural environments and a close runner-up (39%) in township environments.

### Public Library Outlets by Locale



The LSTA Plan 2018-2022 includes a needs assessment for Kentucky using U.S. Census Bureau and population projections, which also notes the disparities between

Kentucky’s urban areas and Kentucky’s rural areas; population growth is happening primarily in the state’s urban centers and this trend continues in the 2023-2027 Five-Year Plan. The plan therefore continues with and refreshes the three well-established main goals it had in the past, so that the language of the goals is up to date, new evaluation approaches are considered, and the supported projects are updated; all the projects are existing projects that continue throughout the 2023-2027 LSTA Plan.

## NEEDS ASSESSMENT

The Kentucky Department for Libraries and Archives (KDLA) has based its LSTA Five-Year Plan FFY 2023-2027 on the findings and recommendations derived from the recently completed evaluation of the LSTA Five-Year Plan FFY 2018-2022. The evaluator examined available Public Library Survey (PLS) data, additional data collected and compiled by the KDLA, and relevant U.S. Census data characterizing the demographics of Kentucky’s population (Appendix A). The big priorities for the commonwealth of Kentucky are education and workforce development.

<sup>3</sup> <https://kaco.org/articles/trends-in-kentucky-county-population/>

<sup>4</sup> <https://www.kentucky.com/news/state/kentucky/article250971869.html>

In addition, the evaluator conducted three activities between September 2021 and June 2022 to gather information from stakeholders:

1. Discussions with KDLA staff about the information, programming, and technology needs of residents of Kentucky, and the role of public library services, programs, information resources, and technology in the state
2. A survey of library staff and library users covering the impact of FFY 2018-2022 programs and activities and needs for the FFY 2023-2027 Plan. There were 270 responses to the survey conducted online using Alchemer
3. A series of thirteen focus groups and interviews conducted via Zoom that engaged 70+ participants in total across Kentucky. Participants included public library users, community leaders, elected and appointed officials, and library staff
4. An in-person focus group at the Logan County Public Library
5. Various conversations at the Kentucky Library Association meeting held between March 16-18, 2022, in Bowling Green, Kentucky.
6. A one-question planning survey soliciting input on future services and needs that gathered 172 responses
7. Engagement with the staff supporting the Kentucky Virtual Library
8. A systematic series of facilitated Zoom meetings with the KDLA Project Monitors (staff engaged in monitoring LSTA funded and other projects; roles listed in Appendix D).

Results of these sources of stakeholder input identified a number of key factors for the Kentucky LSTA Five-Year Plan FFY 2023-2027. At a high level, these priorities are:

- Library capacity, including services and programs for diverse populations
- Digital collection as well as collections in all formats
- Technology support for information access
- Overcoming barriers to library use and lack of public awareness of libraries
- Promotion of partnerships and outreach activities
- Library workforce development to ensure effective libraries to advance the delivery of library and information services

### **General Demographic Characteristics**

The State of Kentucky has roughly 4.5M people and is right in the middle of all the states (26th rank). Kentucky's population growth (3.8%) lagged behind the national average rate (7.35%) for the period between 2010 and 2020. The population of Kentucky is rising, even if not at as spectacular a rate as some other parts of the country. The median age of Kentuckians (39.00 years) is only slightly older than the U.S. average (38.31 years). High school educational attainment (87.2%) is only slightly less than the national average (88.5%), whereas college level attainment is considerably less (25%) than the national average (32.9%). Kentucky's poverty rate is higher than the national rate with nearly one in seven residents (14.90%) considered impoverished.

According to the U.S. Census Bureau’s “Diversity Index,” more than 87 percent (87.50%) of Bluegrass State residents are classified as “White Alone,” a much higher percentage than the U.S. average (76.30%). Kentucky is the sixth least racially diverse state in the nation behind West Virginia, Maine, Vermont, New Hampshire, and Montana. The percentage of the State’s population that is “Black or African American Alone” (8.50%) is less than the national norm (13.40%) and the percentage of individuals classified as “Asian Alone” (1.60%) is also much lower than the national percentage (5.90%). About half of the state’s African-Americans are located in the urban area of Jefferson County (where Louisville is), while more than half are within the larger Louisville Metro Area.

The percentage of Kentuckians who identified themselves as Hispanic or Latino in the 2020 Census (3.90%) was considerably lower than the U.S. mark of 18.50%. Furthermore, the percentage of the State’s population that was foreign-born (4.00%) was considerably below the U.S. figure of 13.50%. It is estimated that 5.70% of Kentuckians over the age of five reside in households where a language other than English is spoken. Although the percentage of Kentucky households with a computer (88.50%) is slightly less than the national mark of 91.90%, the percentage of households with a broadband Internet subscription (81.60%) lags a bit further behind the national percentage of 85.20%.

Basic Demographics	Kentucky	United States
Population Estimate, July 1, 2021	4,509,394	331,893,745
Population, Census, April 1, 2020	4,505,836	331,449,281
Persons under 5 years percent	6.10%	6.00%
Persons under 18 years percent	22.40%	22.30%
Persons 65 years and over percent	16.80%	16.50%
White alone, percent	87.50%	76.30%
Black or African American alone, percent	8.50%	13.40%
American Indian and Alaska Native alone, percent	0.30%	1.30%
Asian alone, percent	1.60%	5.90%
Native Hawaiian and Other Pacific Islander alone, percent	0.10%	0.20%
Two or More Races, percent	2.00%	2.80%
Hispanic or Latino, percent	3.90%	18.50%
White alone, not Hispanic or Latino, percent	84.10%	60.10%
Foreign born persons, percent, 2016-2020	4.00%	13.50%
Veterans	257,452	17,835,456
Veterans, percent (QM calc)	5.71%	5.37%
Language other than English spoken at home, percent of persons age 5 years+, 2-16-2020	5.70%	21.50%



Basic Demographics	Kentucky	United States
Households with a computer, percent, 2016-2020	88.50%	91.90%
Households with a broadband internet subscription, percent 2016-2020	81.60%	85.20%
High school graduate of higher, percent of persons age 25+, 2016-2020	87.20%	88.50%
Bachelor's degree or higher, percent of persons age 25 years+, 2016-2020	25.00%	32.90%
With a disability, under age 65 years, percent, 2016-2020	8.90%	8.70%
Median household income (in 2020 dollars), 2016-2020	\$52,238	\$64,994
Persons in poverty, percent	14.90%	11.40%

### Library Metrics

Public library statistics as reported in the 2019 Public Libraries Survey (PLS) reveal an overall picture that is mixed. On some measures, such as Registered User as a Percentage of the Population, E-Books per Capita, and Program Attendance, as well as Young Adult’s Program Attendance per 1,000 Population, Kentucky libraries are near the top among the states. The Youth Programming is notable because Kentucky has about 21.7 percent (over one in five) of its children living in poverty, and only four states have a higher rate than Kentucky.<sup>5</sup>

However, on other critical metrics such as operating income and circulation of materials per capita, the Bluegrass State is around the middle. Both State Operating Revenue per Capita and Total Library Operating Revenue per Capita are ranked the same (21st among the states). With direct state aid possibly going away, Kentucky’s ranking of Local Operating Revenue per Capita (16th rank at \$43.77) may become even higher than the national average (\$38.55) and it will most likely increase more in the urban areas and less so in the rural areas.

To the credit of hard-working Kentucky collaborations, the state’s E-Book circulation per capita measured 3.87 items per capita for the year 2019 was almost twice as high as the national average of 1.95 items per capita. It should also be noted that a survey conducted as part of the planning process indicated that e-books were highly valued especially during the pandemic.

The 2019 PLS shows that more than half of Kentucky’s libraries serve populations of less than 24,999 and less than two percent serve communities of more than 250,000 people. Almost 16 percent (16%) of the libraries serve populations of less than 10,000 residents.

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<sup>5</sup> [Kentucky Youth Advocates.](#)

Public Libraries Survey (2019) Metrics	Kentucky Rank	Kentucky	United States
Total Library Operating Revenue per Capita	21	\$47.11	\$44.88
State Operating Revenue per Capita	21	\$1.40	\$2.99
Local Operating Revenue per Capita	16	\$43.77	\$38.55
Collection Expenditures per Capita	19	\$4.90	\$4.51
Library Visits per Capita	34	3.64/capita	3.93/capita
Print Materials per Capita	30	2.06/capita	2.17/capita
Circulation per Capita	29	6.5/capita	6.86/capita
Registered Users as a Percentage of Population	11	61.00%	55%
E-books per Capita	7	3.87	1.95
Programs Offered per 1,000 Population	17	24.25/ 1,000 pop.	18.65/ 1,000 pop.
Total Program Attendance per 1,000 Population	9	596.29/ 1,000 pop.	394.29/ 1,000 pop.
Young Adults' Program Attendance per 1,000 Population	6	46.94/ 1,000 pop.	28.07/ 1,000 pop.
Total Paid Full-Time Equivalent Staff per 25,000 Population	25	12.91/ 1,000 pop.	11.37/ 25,000 pop.
Percentage of Paid Full-Time Equivalent Staff with ALA-Accredited Master's Degree		17.13%	23.64%
Percentage of Public Library Jurisdictions with ALA-Accredited Master's Personnel		54.17%	45.53%

Kentucky's percentage of public library jurisdictions with at least one staff member with a master's degree in library science from an American Library Association (ALA) accredited program is well above the national average (54.17% vs. 45.53%). However, the percentage of paid full-time equivalent staff with ALA-accredited master's degrees (17.13% vs. 23.64%) indicates reliance on part-time employees and the need for professional support. This translates into a high demand for professional consulting and staff development services from KDLA.

**Some Other Relevant Measures**

Kentucky's basic "prose literacy" rate is 35% and 33%, slightly higher than the national average of 34% of fourth graders and 32% of eighth graders at or above the proficiency level on the National Assessment of Educational Progress (NAEP) tests. And the overall basic prose literacy rate in Kentucky (87.80%) is close to the national average (88%).

Selected Social Indicators	Kentucky	United States
4th Grade - Percentage at or Above National Assessment of Educational Progress (NAEP) Proficient Level	35%	34%
8th Grade - Percentage at or Above National Assessment of Educational Progress (NAEP) Proficient Level	33%	32%
Basic Prose Literacy Rate (Based on data from the National Center for Educational Statistics [NCES])	87.80%	88.00%
Food Insecurity Rank (America’s Health Rankings) (#1 is most secure)	45	
Economic Hardship Index (America’s Health Rankings) (#1 is the most healthy)	43	
Access to Care Rank - Primary Care (America’s Health Rankings) (#1 has the most access)	17	
U.S. News and World Report Obesity Rank Among States (#1 is the least obese)	45	
Fruit and Vegetable Consumption (America’s Health Rankings) (#1 consumes the least fruits & veg)	50	
Insufficient Sleep (America’s Health Rankings) (#1 has the most sleep)	48	
Smoking (America’s Health Rankings) (#1 has the least smokers)	49	
High Rate of High School Graduation (#1 highest graduation rate)	4	

Kentucky’s strengths in the America’s Health Rankings<sup>6</sup> include its high rate of high school graduations, and among its challenges are a high prevalence of multiple chronic conditions, insufficient sleep, and cigarette smoking. The Health Rankings also look at societal strengths and shortcomings of significance that contribute to overall health and well being. Several of these are indicated in the table below. These are factors that, in addition to affecting health outcomes, also impact many other public services. Most of these are measures that reveal economic and racial disparities. Kentucky ranks 43rd on the economic hardship index, 45th on food insecurity, 45th on obesity, and 50th on fruit and vegetable consumption. Many of these factors have a direct, negative, and often disproportionate impact on quality of life issues for children, persons of color, foreign-born populations, and individuals with disabilities.

<sup>6</sup> America’s Health Rankings:  
<https://assets.americashealthrankings.org/app/uploads/2021-annual-report-%E2%80%93-state-summarie s.pdf>

Kentucky has a higher rate of individuals with disabilities than the nation as a whole. This is largely because disability rates tend to be higher in areas in which agriculture and mining activities are prevalent. Approximately 33% of adults (1 in 3) in Kentucky have a disability<sup>7</sup> and 41% of the state's healthcare spending are disability healthcare costs. The American Foundation for the Blind estimates that 161,551 Kentuckians (or 3.59% of the state's population) have significant visual impairments.<sup>8</sup>

Kentucky's public library funding picture generally mirrors the disparities seen in household income/poverty rates in the state. Urban and suburban areas generally fare better than rural areas. Public libraries in eastern and southern Kentucky generally operate on far less revenue than public libraries in northern and western Kentucky. More than fifty of Kentucky's public libraries operate without a single individual with a master's degree in library science (MLS). Dozens of other libraries have only one MLS-credentialed librarian. Low salaries in many areas result in significant turnover in staffing at both the director level and the line staff level.

The responsibilities and scope of services of the Kentucky Department for Libraries and Archives (KDLA) is outlined in State Statutes. They are:

*171.140 General powers and duties.*

1. The department shall give assistance and advice to all state institutional and public libraries, and to all counties in the state which propose to establish public libraries, as to the best means of their establishment and operation and may send any of its members to aid in organizing such libraries or assist in the improvement of those already established
2. It may receive gifts which may be used or held for the purpose given, and may purchase and operate traveling libraries under such conditions and rules as it thinks necessary to protect the interests of the state and best increase the efficiency of its service to the public
3. The department may issue printed material, such as lists and circulars of information, and in the publication thereof may cooperate with other state library commissions and libraries, in order to secure the more economical administration of the work for which it was formed. It may provide for library educational opportunities in various parts of the state
4. The department shall perform such other service on behalf of public libraries as it considers for the best interests of the state
5. The department shall maintain a strong central collection of library materials in a variety of formats and assure access to those materials and to other information resources throughout the state and nation for the purposes of providing information and reference services to state government agencies and of supplementing the resources of local libraries

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<sup>7</sup> CDC: <https://www.cdc.gov/ncbddd/disabilityandhealth/impacts/kentucky.html>

<sup>8</sup> American Foundation for the Blind:

<https://www.afb.org/research-and-initiatives/statistics/state-specific-stats/kentucky#2019>

KDLA must provide, by virtue of statute, services to public libraries, to state employees, and to state institutions.

An additional statute outlines responsibilities for serving individuals with disabilities.

*171.145 Authority to provide library services for qualified readers with disabilities.*

For the benefit of qualified readers with disabilities of Kentucky, the Department for Libraries and Archives may make available books and other reading materials in Braille, talking books or any other medium of reading used by qualified readers with disabilities. To this end, the department is authorized to provide library services for qualified citizens with disabilities of the Commonwealth through contract, agreement or otherwise with the Library of Congress or any regional library thereof.

### **Summary of Needs**

- There are tremendous disparities in the ability of Kentucky's local libraries to serve the public
- Many local libraries lack the funding to provide adequate access to basic informational resources
- A large number of children are at risk educationally by virtue of living in households at or below the poverty level
- A large number of Kentuckians are disabled and more than 160,000 residents of the state have visual disabilities
- Low salaries, high levels of staff turnover, and a low percentage of library directors with professional library training presents an ongoing challenge for staff development
- KDLA has a responsibility to serve state institutions and state employees
- Staff in many Kentucky public libraries lack the technological know-how required in 21<sup>st</sup> century libraries.

## **GOALS OVERVIEW**

There are three goal statements in the *The Kentucky Department for Libraries and Archives Library Services and Technology Act (LSTA) Grants to States Five-Year Plan Implementation FFY 2023 - FFY 2027*. They are:

**GOAL 1: INFORMATION ACCESS: Support the information needs of all Kentuckians by providing access to resources and public records.**

**GOAL 2: INSTITUTIONAL CAPACITY: Enhance the knowledge and skills of public library and archival staff through professional development and training opportunities.**

**GOAL 3: LIFELONG LEARNING: Assist libraries in improving services to Kentuckians that support lifelong learning, employment, early literacy and youth development, and civic engagement.**

## **GOAL 1: INFORMATION ACCESS**

**Support the information needs of all Kentuckians by providing access to resources and public records**

### **Project 1: Information Access**

**Intent:** To improve users' ability to obtain and/or use information resources

**Summary:** The Kentucky Department for Libraries and Archives seeks to increase access to information resources in the state by acquiring and circulating a centralized collection of library materials and providing consultation to public librarians, Kentucky state government employees, and the general public. The Kentucky Department for Libraries and Archives seeks to improve the skills of Kentucky state government employees by offering training opportunities.

**Audience:** Kentucky public library staff; Kentucky state government employees, general public

**Process:**

- Select, acquire, and make library resources discoverable through the local library system
- Loan library resources to public libraries and state government employees through interlibrary loan (ILL)
- Supplement discovery through online resource lists and targeted email promotions
- Provide reference service to customer groups through email, phone, and site visits
- Create and deliver training to the target audiences on state library resources and services, work-related topics, records management, and archival research
- Update Training Events web page with current offerings
- Survey participants after each training
- Conduct annual survey to obtain audience feedback to inform project and planning decisions
- Promote training through email, social media, and rotating banner on the KDLA website

**Timeline:** Throughout the 2023-2027 grant-reporting period

**Outputs:**

- Number and type of library resources acquired
- Number of discovery searches
- Number of circulation transactions
- Number of inter-library loan (ILL) requests
- Number and type of resource lists created
- Number of promotions to customers

- Number of reference transactions; Number of reference transactions by Customer and by Topic
- Number of training opportunities provided
- Number of new trainings created, Number of new trainings archived
- Number of attendees
- Type of trainings created
- Number and type of self-directed (archived) training taken
- Number of CE webpage and training calendar visits

**Outcomes:**

- State government employees will express satisfaction that resources made available support their work and self-directed training needs
- Public library staff will express satisfaction that resources made available are meeting the library's needs
- Public library staff will share how they are using the resources made available
- Public library staff will share how these resources are affecting their customers
- State and local government employees will express improved knowledge to provide better service and services to their customers
- State and local government employees will share how the training impacts work performance

**Project 2: Kentucky Talking Book Library (KTBL)**

**Intent:** To improve users' ability to obtain and/or use information resources

**Summary:** The Kentucky Talking Book Library (KTBL) seeks to provide library services to Kentucky's print-disabled population.

**Audience:** Kentucky residents who are blind, visually impaired, physically unable to read print, or reading disabled; and organizations who serve the print-disabled.

**Process:**

- Maintain materials collection and audio playback equipment/accessories
- Circulate braille, audiobooks, and audio playback equipment/accessories via the United States Postal Service
- Provide Reader Advisory, Customer Support, and Reference and Referral services
- Select, purchase, and record Kentucky-related books
- Migrate analog audiobooks to digital format
- Submit catalog information for new materials to the National Library Service (NLS) online catalog
- Make audiobooks available for download from the NLS BARD website
- Purchase, upgrade, and maintain recording software and equipment
- Participate in outreach events to promote KTBL service and recruit eligible customers
- Conduct annual survey to measure patron impact
- Promote services through a quarterly newsletter posted on social media and the KDLA website, and distribute through email to patrons, volunteers, and organizations that provide services to the disabled or blind
- Promote services through television and radio advertisements

**Timeline:** Throughout the 2023-2027 grant-reporting period.

**Outputs:**

- Number of patrons served
- Number of items circulated
- Number of consultations or reference transactions via phone, email, mail, and in-person visits
- Number of playback machines distributed and repaired
- Number of audiobooks produced
- Number of analog audiobooks converted to digital format
- Number of outreach activities

**Outcomes:**

- Patrons will share how KTBL service has impacted their lives (knowledge, entertainment, health, work)
- Number of new patrons will increase annually
- KTBL patron usage per person per year will greatly surpass that of Kentucky Public library patrons
- The majority of KTBL patrons will rely on KTBL librarians to assist them in book selection
- The KTBL recording studio will make a significant contribution to the number of materials available to KTBL and BARD users

### **Project 3: Digital Archives**

**Intent:** To improve users' ability to obtain and/or use information resources

**Summary:** The Kentucky Department for Libraries and Archives seeks to increase access to information for all residents in the state by digitally converting analog court records and providing access to them.

**Audience:** Kentucky state and local government agencies, Kentucky public libraries, scholars, family historians, and the public

**Process:**

- Prioritize records within the collection to be digitized
- Conduct tests to identify proper light, aperture, and reduction setting on documents
- Digitize records and conduct quality control
- Ingest files into Preservica, create metadata, and provide online access to records
- Promote new collections available online (to audience groups)
- Conduct annual survey to obtain audience feedback to inform project and planning decisions

**Timeline:** Throughout the 2023-2027 grant-reporting period

**Outputs:**

- Number of records digitized
- Type of collections/records digitized
- Number of website hits
- Number of records requests completed

**Outcomes:**



- Customers will express satisfaction that they are able to obtain personal- and business-related records that were previously unavailable digitally now
- Input from customers will be used to determine which records sets should be digitized over the 2018-2022 grant-reporting period

#### **Project 4: E-resources**

**Intent:** To improve users' ability to obtain and/or use information resources by supporting e-resources

**Summary:** The Kentucky Department for Libraries and Archives will provide access to electronic information and resources by supporting e-resource collections and database collections.

**Audience:** Kentucky public library staff, Kentucky state government employees

**Process:**

- Select, license, and acquire e-resources
- Monitor and analyze use of e-resources
- Conduct annual survey to obtain audience feedback to inform project planning decisions
- Promote project through email, social media, and rotating banner on the KDLA website

**Timeline:** Throughout the 2023-2027 grant-reporting period

**Outputs:**

- Number of e-resources licensed
- Number of e-resource searches
- Number of full-text documents retrieved by users
- Number of registered state library users.

**Outcomes:**

- Survey users to capture purpose of use and impact

## **GOAL 2: INSTITUTIONAL CAPACITY**

**Enhance the knowledge and skills of public library and archival staff through professional development and training opportunities**

#### **Project 5: Technology Support**

**Intent:** To improve library operations

**Summary:** The Kentucky Department for Libraries and Archives (KDLA) seeks to improve the technology and digital literacy skills of public library staff across the state by providing training and consultation on a variety of technology topics.

**Audience:** Kentucky public library staff

**Process:**

- Create and deliver online or in-person training to public library staff on technology topics
- Provide guidance and share knowledge through email, telephone, or in-person meetings
- Provide support for library technology and digital equity planning
- Share information through KYTECH a listserv created for Kentucky public library technology staff
- Conduct annual survey to obtain audience feedback to inform project planning and decisions

**Timeline:** Throughout the 2023-2027 grant-reporting period

**Outputs:**

- Number and type of training opportunities provided
- Number of new trainings created, Number of new trainings archived
- Number attendees
- Number and type of self-directed (archived) training taken
- Number of consultations provided
- Data related to E-rate form filing
- Targeted training and consultation based on needs identified through the library technology assessment

**Outcomes:**

- Kentucky public library staff will express an improved understanding of the role of technology in public libraries
- Public libraries will report annual increases in bandwidth
- Public libraries will improve their connectivity through E-rate and other funding opportunities

**Project 6: Public Library and Archival Staff Development**

**Intent:** To improve the library workforce

**Summary:** KDLA seeks to improve the skills of public library staff, trustees, and archivists across the state by providing continuing education opportunities.

**Audience:** Kentucky public library staff and trustees; and Kentucky archival staff

**Process:**

- Create and deliver training to the target audiences on library operations and management; library certification as required by KY statute (KRS 171.250); and archival topics
- Update Training Events web page with current offerings
- Create and maintain training portal
- Conduct annual survey to obtain audience feedback to inform project planning decisions
- Promote project through social media, KDLA's public library staff listservs, Kentucky Council on Archives group mail list

**Timeline:** Throughout the 2023-2027 grant-reporting period

**Outputs:**

- Number of trainings opportunities provided

- Number of new trainings created, Number of new trainings archived
- Number of attendees
- Type of trainings created
- Number and type of self-directed (archived) trainings taken
- Number of webpage and training calendar visits
- Number of public library trustees certified
- Number of public library directors and staff certified

**Outcomes:**

- Public library staff, trustees, and archival staff will express improved knowledge to provide better service to their customers
- Public library staff, trustees, and archival staff will share how the training impacts their work performance
- Number of certified public library trustees will increase annually
- Number of certified public library directors and staff will increase annually

**Project 7: Regional Consultant Support**

**Intent:** To improve library operations

**Summary:** KDLA seeks to provide consultative service, experience, and knowledge to public library staff and trustees in order to strengthen public library development and all phases of public library governance, administration and operations.

**Audience:** Kentucky public library trustees, Kentucky public library directors, and Kentucky public library staff

**Process:**

- Provide guidance and share knowledge through email, telephone, virtual and in-person meetings and site visits
- Match newly hired directors with experienced directors from libraries with similar county population and per capita income (mentor program)
- Maintain Public Library Trustee Manual, Public Library Directors' Toolkit, and Example Policies
- Conduct orientations for new directors and trustees
- Conduct annual survey to obtain audience feedback to inform project and planning decisions

**Timeline:** Throughout the 2023-2027 grant-reporting period

**Outputs:**

- Number and types of contact and consultation with public library directors, trustees, and staff
- Number of public library director and public library trustee orientations
- Number of new directors participating in mentor program
- Number of library director meetings held
- Content maintained for Public Library Trustee Manual, Public Library Directors' Toolkit and Example Policies

**Outcomes:**

- Public library trustees and directors will express greater confidence in their work roles overall

- Public library trustees and directors will indicate improved knowledge to provide better service to their patrons and improved services to their communities
- Use of Public Library Trustee Manual, Public Library Directors' Toolkit, and Example Policies will increase annually

## GOAL 3: LIFELONG LEARNING

### Assist libraries in improving services to Kentuckians that support lifelong learning, employment, early literacy and youth development, and civic engagement

#### Project 8: Youth Services Support

**Intent:** To improve the library workforce

**Summary:** The Kentucky Department for Libraries and Archives seeks to support Kentucky public library youth services' staff [working with for youth (ages 0-18) and their families] through communication, training opportunities, and circulation of educational materials.

**Audience:** Kentucky public library staff

**Process:**

- Organize and present a conference to support, educate, train, and improve youth services within Kentucky's public libraries
- Provide guidance and share knowledge regarding youth services through email, listservs, telephone, and/or virtual/in-person meetings
- Facilitate and/or attend virtual/in-person meetings to create, strengthen, and/or enhance partnerships and collaboration opportunities between organizations (international, national, state, local) and Kentucky's public libraries
- Moderate and/or create training opportunities for Kentucky's public library youth services' staff in collaboration with international, national, state, local organizations that serve youth (ages 0-18) and their families
- Create, maintain, and promote book discussion kits with curated titles appropriate for ages 0-18, discussion questions, and educational links
- Create, maintain, and promote programming kits with curated titles appropriate for ages 0-18 and educational links
- Maintain, expand, and promote circulating collections that are relevant to youth services staff and youth (ages 0-18) and their families
- Participate in Collaborative Summer Library Program (CSLP) meetings, on listserv, and support membership of Kentucky's public libraries
- Compile a report based on survey results from Kentucky's public libraries to highlight Kentucky's public libraries' summer learning opportunities
- Compile a report based on survey results from Kentucky's public libraries to highlight Kentucky's public libraries' winter learning opportunities
- Conduct annual survey to obtain audience feedback to inform project planning and decisions

**Timeline:** Throughout the 2023-2027 grant-reporting period

**Outputs:**

- Number of trainings opportunities provided; number of live attendees
- Number of archived webinars viewed; number of attendees
- Number of counties participating in summer learning opportunities and winter learning opportunities
- Number of consultations provided
- Number of book discussion kits created
- Number of programming kits created
- Number of materials purchased for circulating collections

**Outcomes:**

- Public library staff will express satisfaction with KDLA's webinars, workshops, and conferences on youth services topics
- Public library staff will express increased ability to provide quality library services resulting from materials made available to support youth programming
- Public library staff will report how summer learning opportunities and winter learning opportunities have increased use of Kentucky's public libraries

**[Project 9: Prime Time Family Reading Time®](#)**

**Intent:** To improve users' general knowledge and skills

**Summary:** Kentucky Department for Libraries and Archives seeks to promote family literacy by providing a subaward to the Kentucky Humanities Council to administer Prime Time Family Reading Time® programs in Kentucky public libraries.

**Audience:** At-risk and underserved families with children ages 6-10

**Process:**

- Families are identified through schools and invited to participate
- Conduct weekly storytelling and discussion sessions based on illustrated children's books
- Project promoted by the Kentucky Humanities Council and KDLA to public libraries

**Timeline:** Throughout the 2023-2027 grant-reporting period

**Outputs:**

- Number of programs conducted
- Number of families and children in attendance
- Number of new library cards distributed

**Outcomes:**

- Parents/caregivers will express confidence in selecting books and reading materials for their children
- Parents/caregivers will express confidence in reading with their children
- Families perceive the public library to be a welcoming place in the community
- Parents/caregivers perceive the public library to be a partner in facilitating their child/children's learning

**[Project 10: Science in Play to Go](#)**

**Intent:** To improve users' general knowledge and skills

**Summary:** Kentucky Department for Libraries and Archives seeks to promote science, technology, engineering, arts, and math (STEAM) skills to children and families by providing a subaward to the Kentucky Science Center to administer the Science in Play to Go mobile exhibits in Kentucky public libraries.

**Audience:** Children and families

**Process:**

- Kentucky Science Center invites public libraries to apply to host a SIP2Go exhibit for a period of 4 months
- Local library provides programming to support engagement with the exhibit
- All children and families are encouraged to use the Science in Play materials
- Children are encouraged to: notice, explore, wonder, imagine, try, work together, figure it out, talk about it
- Project promoted by the Kentucky Science Center and the public libraries to public library customers and area schools

**Timeline:** Throughout the 2023-2027 grant-reporting period

**Outputs:**

- Number of programs conducted
- Number of families and children in attendance
- Number of items circulated by program attendees during program period

**Outcomes:**

- Parents/caregivers will express confidence discussing basic scientific principles with their family
- Parents/caregivers will express their increased enjoyment of finding ways to play in 'our world'
- Parents/caregivers will express confidence in selecting books and reading materials for their children
- Families perceive the public library to be a welcoming place in the community
- Parents/caregivers perceive the public library to be a partner in facilitating their family's learning

### **[Project 11: Workforce and Adult Services Support](#)**

**Intent:** To improve the library workforce

**Summary:** The Kentucky Department for Libraries and Archives seeks to increase participation in lifelong learning and workforce development for adults, including emerging adults through senior adults, by providing consultation, training, and support to Kentucky public library staff.

**Audience:** Kentucky public library staff

**Process:**

- Provide guidance and share knowledge through email, telephone, and in-person or virtual meetings
- Plan and host continuing education opportunities to public library staff on adult services and workforce development
- Plan conference for library staff providing bookmobile and outreach services
- Share relevant information on the KAPS and KBOS listservs

- Build relationships with statewide agencies supporting adult and workforce services, and foster connections between these agencies and library staff
- Create and promote book discussion kits for adult titles in both large print and regular print
- Create and promote programming kits relevant to adult audiences

**Timeline:** Throughout the 2023-2027 grant-reporting period

**Outputs:**

- Number and type of training and continuing education opportunities provided
- Number of attendees at training opportunities
- Number of consultations provided
- Number of book discussion and programming kits created
- Increased number of relationships or partnerships between KDLA and statewide agencies supporting adult and workforce services

**Outcomes:**

- Public library staff will express increased satisfaction with KDLA trainings related to adult services, outreach, and workforce development
- Public library staff will express increased knowledge about state and local resources related to workforce, adult, and outreach services
- KDLA’s workforce collaborators will express increased awareness about ways to partner with public libraries to impact their communities

## COORDINATION EFFORTS

This section includes a crosswalk that maps each goal and project to one or more of the six Measuring Success focal area(s) and fourteen corresponding intent(s) (also see Appendix B for a mapping to LSTA Priorities and LSTA Purposes as well as focal areas and intents).

### Goal 1: Information Access

Need	Focal Area	Project	Intent(s)
<ul style="list-style-type: none"> <li>• Access to information resources (print and other formats)</li> </ul>	Information Access	<ul style="list-style-type: none"> <li>• Information Access</li> <li>• KTBL (Talking Books)</li> <li>• Digital Archives</li> <li>• E-Resources</li> </ul>	Improve users’ ability to discover information  Improve users’ ability to obtain and/or use information resources

### Goal 2: Institutional Capacity

Need	Focal Area	Project	Intent(s)
<ul style="list-style-type: none"> <li>• Library Development</li> <li>• Professional Education</li> <li>• Technology needs</li> </ul>	Institutional Capacity	<ul style="list-style-type: none"> <li>• Technology Support</li> <li>• Public Library and Archival Staff Development</li> <li>• Regional Consultant Support</li> </ul>	Improve the library and archives workforce  Improve library and archives’ physical and technological infrastructure  Improve library and archives

			operations
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**Goal 3: Lifelong Learning**

Need	Focal Area	Project	Intent(s)
<ul style="list-style-type: none"> <li>Literacies including early, adult and digital</li> <li>Employment and workforce</li> </ul>	Lifelong Learning	<ul style="list-style-type: none"> <li>Youth Services Support</li> <li>Prime Time Reading Time</li> <li>Science in Play to Go</li> <li>Workforce and Adult Services Support</li> <li>Other programming as identified</li> </ul>	Improve users' general knowledge and skills

KDLA works with the following partnerships in the implementation of the LSTA programs:

<ul style="list-style-type: none"> <li>Kentucky Science Center</li> <li>Kentucky Educational Television</li> <li>Kentucky Career Centers</li> <li>Kentucky Higher Education Assistance Authority</li> </ul>	<ul style="list-style-type: none"> <li>Kentucky Workforce Innovation Board</li> <li>Kentucky Adult Education</li> <li>Kentucky Humanities Council</li> <li>Kentucky Virtual Library</li> </ul>
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## EVALUATION PLAN

The State Library will use a variety of methodologies to evaluate the success of the projects in meeting the goals of the LSTA Five-Year Plan FFY 2023-2027. These include ongoing evaluation throughout the period of the plan:

- Surveys (paper and web-based) and/or interviews upon completion of projects: summer reading and grant-funded projects
- Surveys (paper and web-based) and/or discussions at library administrator meetings annually to determine outcomes and effectiveness of projects related to training, library development and IT consulting, and support and communications
- Project reports from grantees upon program completion, to include outcomes based on expectations set in applications. State Program Reports (SPR) will be completed and submitted to IMLS every year
- Town hall meetings halfway through the period of the plan to assess progress towards goals and outcomes and to make midcourse adjustments. Participants in these meetings will include library users, community leaders, elected and appointed officials, and library staff.
- Possible questions embedded in statewide surveys and/or polls conducted by external evaluators (research centers/teams possibly in collaboration with other state agencies if convenient).
- Collections and analysis of PLS data and other data identified by the State Library staff.



In addition, the State Library will engage an outside evaluator to conduct an assessment of the completed plan as required by IMLS. Included in this evaluation will be an examination of data and evaluations conducted throughout the period of the plan, stakeholder input activities to be determined by the evaluator, and discussions with the State Library staff and leadership, and key partners.

During the period of the plan, KDLA will periodically update its knowledge of library service needs using several methodologies, including:

- Annual collection of needs information from public library directors
- Ongoing collection of public library staff feedback through library consultants' visits and other interaction with library staff
- Surveys and/or interviews annually of public library staff and/or users for selected programs
- Questions embedded in statewide surveys and/or polls conducted by research centers/teams possibly in collaboration with other state agencies if convenient

## STAKEHOLDER INVOLVEMENT

The *Library Services and Technology Act (LSTA) Grants to States Five-Year Plan (2023-2027)* is based on extensive input from the library community, from independent evaluators, and from other stakeholders. This includes information and data gathered through individual interviews, focus groups, and surveys.

In September of 2021, the State Library issued a Request for Proposals (RFP) for a "Library Services and Technology Act Five-Year Plan Evaluation 2018-2022." QualityMetrics LLC, headquartered in Silver Spring, Maryland, was selected to carry out the evaluation of the LSTA plan. The assessment of the State Library's efforts in carrying out the 2018-2022 Plan was conducted by QualityMetrics Chief Executive Officer Dr. Martha Kyrillidou, assisted by associate researcher William Wilson. The process used in the assessment included both retrospective and prospective components and gathered valuable information for both the evaluation and for the subsequent planning process through interviews, focus groups, and a web-based survey of libraries and librarians.

QualityMetrics was subsequently engaged to facilitate the State Library's LSTA planning process. A review of the evidence with a focus on prospective changes was conducted. Regular Zoom sessions were conducted by QualityMetrics that involved the State Librarian and the Project Monitors reviewing documents, reports, and data; a one-question planning survey captured data from community members. Input on the plan was sought from the Commission as well. The resulting plan was formed based on the input received, analyzed, and synthesized.

# COMMUNICATION AND PUBLIC AVAILABILITY

Once the *Library Services and Technology Act (LSTA) Grants to States Five-Year Plan (2023-2027)* has been approved by IMLS, the State Library will post the plan on the agency website where it will remain throughout the duration of its implementation. The State Library's leadership will present the plan to agency staff and preparation for the implementation of the plan will commence.

The plan's goals may be amended if such an alteration is dictated by community needs. Budgets, specific activities, and anticipated products and services may also be adjusted based on the State Library's capacity to carry out the plan as proposed. However, any substantive revisions to the Plan will be submitted to IMLS in accordance with IMLS guidelines and the provisions of the Museum and Library Services Act. The State Library will publicize the achievement of significant milestones identified in the plan as well as ongoing results of its efforts. The State Library will also comply with reporting requirements through the SPR. Finally, both achievements and shortcomings will be shared with stakeholders within the state as part of an ongoing effort to improve performance and to increase the positive impact of projects and activities.

## MONITORING

The implementation of Kentucky's *Library Services and Technology Act (LSTA) Grants to States Five-Year Plan (2023-2027)* will be monitored on a continuous basis. Appropriate KDLA staff will be assigned to track the execution of all aspects of the Plan. Specific staff will be tasked with preparing and generating relevant reports as required as well as to inform decision making. A component of this tracking will be the monitoring of any sub-grant projects that are funded with LSTA dollars. Sub-grantees will be required to submit semi-annual status reports and final reports on the status and results of each project. This will be supplemented with a combination of on-site monitoring visits, phone calls, emails, and other virtual contact.

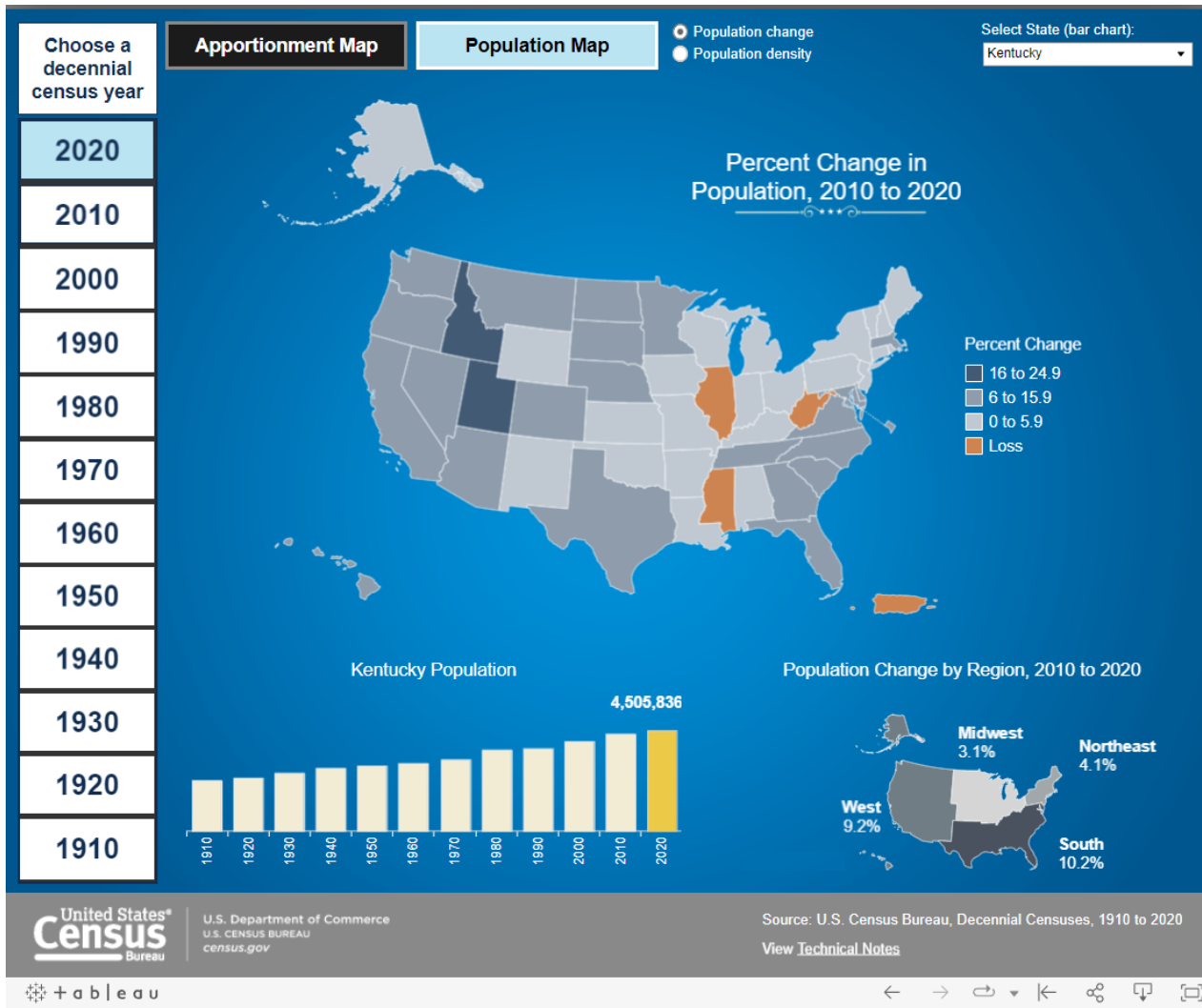
All projects, including any sub-grant projects as well as those directly administered by APLS, will be monitored on a regular basis as ongoing activities are conducted, documented, and measured. Information and data collected as part of this process will be used to inform KDLA reporting to IMLS in the annual SPR.

Monitoring will comply with the requirements and procedures outlined in 2 CFR 200.327-332

- 2 CFR 200.327 - Financial Reporting
- 2 CFR 200.328 - Monitoring and Reporting Program Performance
- 2 CFR 200.329 - Reporting on Real Property
- 2 CFR 200.330 - Subrecipient and Contractor Determination
- 2 CFR 200.331 - Requirements for Pass-Through Entities
- 2 CFR 200.332 - Fixed Amount Subawards



# APPENDIX A: Detailed Demographic Data



Label (Grouping)	Kentucky Total	United States Total
Population (ACS 2016-2020)	4,461,952	326,569,308
<b>SEX AND AGE</b>		
Male	49.2%	49.2%
Female	50.8%	50.8%
Under 5 years	6.1%	6.0%
5 to 17 years	16.5%	16.4%
18 to 24 years	9.4%	9.3%
25 to 44 years	25.4%	26.6%
45 to 54 years	12.9%	12.7%
55 to 64 years	13.3%	12.9%
65 to 74 years	9.8%	9.4%
75 to 84 years	4.8%	4.7%
85 years and over	1.8%	2.0%
Median age (years)	39	38.2
<b>RACE AND HISPANIC OR LATINO ORIGIN</b>		
One race	97.2%	94.8%
White	86.2%	70.4%
Black or African American	8.1%	12.6%
American Indian and Alaska Native	0.2%	0.8%
Asian	1.5%	5.6%
Native Hawaiian and Other Pacific Islander	0.1%	0.2%
Some other race	1.1%	5.1%
Two or more races	2.8%	5.2%
Hispanic or Latino origin (of any race)	3.8%	18.2%
White alone, not Hispanic or Latino	84.1%	60.1%
<b>HOUSEHOLD TYPE</b>		
In married-couple family	58.4%	58.6%
In other households	38.6%	38.9%
Average household size	2.48	2.6
Average family size	3.04	3.21
<b>MARITAL STATUS</b>		
Population 15 years and over	3,625,795	265,832,167
Never married	29.0%	33.5%

Label (Grouping)	Kentucky Total	United States Total
Now married, except separated	49.4%	48.1%
Divorced or separated	15.0%	12.7%
Widowed	6.7%	5.7%
<b>SCHOOL ENROLLMENT</b>		
Population 3 years and over enrolled in school	1,043,315	80,497,960
Nursery school, preschool	6.1%	6.1%
Elementary school (grades K-8)	47.6%	45.4%
High school (grades 9-12)	21.2%	21.0%
College or graduate school	25.1%	27.6%
<b>EDUCATIONAL ATTAINMENT</b>		
Population 25 years and over	3,034,491	222,836,834
Less than high school graduate	12.8%	11.5%
High school graduate (includes equivalency)	32.6%	26.7%
Some college or associate's degree	29.5%	28.9%
Bachelor's degree	14.8%	20.2%
Graduate or professional degree	10.3%	12.7%
<b>LANGUAGE SPOKEN AT HOME AND ABILITY TO SPEAK ENGLISH</b>		
Population 5 years and over	4,188,377	306,919,116
English only	94.3%	78.5%
Language other than English	5.7%	21.5%
Speak English less than "very well"	2.3%	8.2%
<b>EMPLOYMENT STATUS</b>		
Population 16 years and over	3,567,512	261,649,873
In labor force	59.5%	63.4%
Civilian labor force	59.1%	63.0%
Employed	55.9%	59.6%
Unemployed	3.2%	3.4%
Percent of civilian labor force	5.4%	5.4%
Armed Forces	0.4%	0.4%
Not in labor force	40.5%	36.6%
Civilian employed population 16 years and over	1,993,889	155,888,980
<b>CLASS OF WORKER</b>		
Private wage and salary workers	80.3%	79.9%

Label (Grouping)	Kentucky Total	United States Total
Government workers	14.3%	13.9%
Self-employed workers in own not incorporated business	5.2%	5.9%
Unpaid family workers	0.2%	0.2%
<b>OCCUPATION</b>		
Management, business, science, and arts occupations	35.2%	39.5%
Service occupations	16.2%	17.4%
Sales and office occupations	21.2%	21.3%
Natural resources, construction, and maintenance occupations	9.0%	8.7%
Production, transportation, and material moving occupations	18.4%	13.1%
<b>INDUSTRY</b>		
Agriculture, forestry, fishing and hunting, and mining	1.9%	1.7%
Construction	6.1%	6.7%
Manufacturing	14.3%	10.0%
Wholesale trade	2.4%	2.5%
Retail trade	11.7%	11.0%
Transportation and warehousing, and utilities	6.5%	5.5%
Information	1.5%	2.0%
Finance and insurance, and real estate and rental and leasing	5.7%	6.6%
Professional, scientific, and management, and administrative and waste management services	8.6%	11.7%
Educational services, and health care and social assistance	24.1%	23.3%
Arts, entertainment, and recreation, and accommodation and food services	8.5%	9.4%
Other services (except public administration)	4.5%	4.8%
Public administration	4.3%	4.7%
<b>EARNINGS IN THE PAST 12 MONTHS (IN 2019 INFLATION-ADJUSTED DOLLARS) FOR FULL-TIME, YEAR-ROUND WORKERS</b>		
Population 16 years and over with earnings	1,441,879	112,255,754
\$1 to \$9,999 or loss	1.9%	1.6%
\$10,000 to \$14,999	3.1%	2.7%
\$15,000 to \$24,999	12.8%	10.6%

Label (Grouping)	Kentucky Total	United States Total
\$25,000 to \$34,999	17.8%	15.2%
\$35,000 to \$49,999	22.0%	19.4%
\$50,000 to \$74,999	22.7%	22.4%
\$75,000 or more	19.7%	28.1%
<b>Median earnings (dollars) for full-time, year-round workers:</b>		
Male	49,210	54,323
Female	38,782	44,220
<b>INCOME IN THE PAST 12 MONTHS (IN 2019 INFLATION-ADJUSTED DOLLARS)</b>		
Households	1,748,053	122,354,219
With earnings	72.9%	77.7%
Mean earnings (dollars)	74,856	93,265
With Social Security income	35.5%	31.4%
Mean Social Security income (dollars)	18,668	20,126
With Supplemental Security Income	7.4%	5.2%
Mean Supplemental Security Income (dollars)	9,599	10,115
With cash public assistance income	1.9%	2.4%
Mean cash public assistance income (dollars)	2,863	3,271
With retirement income	23.0%	21.1%
Mean retirement income (dollars)	24,419	28,376
With Food Stamp/SNAP benefits	13.0%	11.4%
Median Household income (dollars)	52,238	64,994
Average number of workers per household	1.11%	1.24%
<b>POVERTY STATUS IN THE PAST 12 MONTHS</b>		
Population for whom poverty status is determined	4,322,881	318,564,128
Below 100 percent of the poverty level	16.6%	12.8%
100 to 199 percent of the poverty level	19.0%	16.9%
At or above 200 percent of the poverty level	64.4%	70.2%
<b>POVERTY RATES FOR FAMILIES FOR WHOM POVERTY STATUS IS DETERMINED</b>		
All families	12.3%	9.1%
With related children of the householder under 18 years	18.9%	14.3%
With related children of the householder under 5 years only	19.4%	13.5%
Married-couple family	6.4%	4.6%



Label (Grouping)	Kentucky Total	United States Total
With related children of the householder under 18 years	8.5%	6.2%
With related children of the householder under 5 years only	6.7%	4.8%
Female householder, no spouse present, family	33.2%	25.1%
With related children of the householder under 18 years	43.2%	34.4%
With related children of the householder under 5 years only	51.7%	38.8%
Occupied housing units	1,748,053	122,354,219
<b>HOUSING TENURE</b>		
Owner-occupied housing units	67.6%	64.4%
Renter-occupied housing units	32.4%	35.6%
Average household size of owner-occupied unit	2.55%	2.69%
Average household size of renter-occupied unit	2.33%	2.45%
<b>ROOMS</b>		
1 room	1.2%	2.1%
2 or 3 rooms	7.7%	11.1%
4 or 5 rooms	36.0%	34.1%
6 or 7 rooms	32.5%	30.8%
8 or more rooms	22.5%	22.0%
Median number of rooms	5.8%	5.7%
1.01 or more occupants per room	2.0%	3.3%
<b>VEHICLES AVAILABLE</b>		
None	7.0%	8.5%
1 or more	93.0%	91.5%
<b>SELECTED CHARACTERISTICS</b>		
No telephone service available	1.8%	1.6%
Limited English Speaking Households	1.3%	4.3%
Owner-occupied housing units	1,181,021	78,801,376
<b>SELECTED MONTHLY OWNER COSTS AS A PERCENTAGE OF HOUSEHOLD INCOME IN THE PAST 12 MONTHS</b>		
Less than 30 percent	83.0%	78.1%
30 percent or more	17.0%	21.9%
Renter-occupied housing units	567,032	43,552,843

Label (Grouping)	Kentucky Total	United States Total
<b>GROSS RENT AS A PERCENTAGE OF HOUSEHOLD INCOME IN THE PAST 12 MONTHS</b>		
Less than 30 percent	61.7%	54.3%
30 percent or more	38.3%	45.7%

# APPENDIX B: Crosswalk

	GOAL 1: INFORMATION ACCESS			GOAL 2: INSTITUTIONAL CAPACITY			GOAL 3: LIFELONG LEARNING
<b>Measuring Success Focal Area</b>							
<b>Measuring Success Intents/Objectives</b>	To improve users' ability to discover information resources	To improve users' ability to obtain and/or use information resources		To improve the library and archives workforce	To improve library and archives' physical and technological infrastructure	To improve library and archives operations	To improve users's general knowledge and skills
<b>PROJECTS</b>	1. Information Access	2. KTBL (Talking Books)	4. E-Resources	6. Public library and Archival Staff Development	5. Technology Support		8. Youth Services Support
<b>PROJECTS</b>		3. Digital Archives			6. Regional Consultant Support		9. Prime Time Reading Time <sup>®</sup>
<b>LSTA Purposes</b>	3. Facilitate access to resources in all types of libraries for the purpose of cultivating an educated and informed citizenry; 4. Encourage resource sharing among all types of libraries for the purpose of achieving economical and efficient delivery of library	3. Facilitate access to resources in all types of libraries for the purpose of cultivating an educated and informed citizenry; 9. Promote library services that provide users with access to information through national, state, local, regional, and international collaborations and networks.	3. facilitate access to resources in all types of libraries for the purpose of cultivating an educated and informed citizenry; 7. Ensure the preservation of knowledge and library collections in all formats and to enable libraries to serve their communities during disasters;	2. Promote continuous improvement in library services in all types of libraries in order to better serve the people of the United States; 6. Enhance the skills of the current library workforce and to recruit future professionals to the field of library and information services;	2. Promote continuous improvement in library services in all types of libraries in order to better serve the people of the United States; 3. Facilitate access to resources in all types of libraries for the purpose of cultivating an educated and informed citizenry; 4. encourage resource sharing among all types of libraries for the purpose of achieving economical and efficient delivery of library services to the public;	2. Promote continuous improvement in library services in all types of libraries in order to better serve the people of the United States;	5. Promote literacy, education, and lifelong learning and to enhance and expand the services and resources provided by libraries, including those services and resources relating to workforce development, 21st century skills, and digital literacy skills;
<b>LSTA Priorities</b>	1. Expand services for learning and access to information and educational resources in a variety of formats, in all types of libraries, for individuals of all ages in order to support such individuals' needs for education, lifelong learning, workforce development, and digital literacy skills; 2. Establish or enhance electronic and other linkages and improved coordination among and between libraries and entities for the	1. Expand services for learning and access to information and educational resources in a variety of formats, in all types of libraries, for individuals of all ages in order to support such individuals' needs for education, lifelong learning, workforce development, and digital literacy skills; 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; 7. Target library and information services to persons having difficulty using a library	1. Expand services for learning and access to information and educational resources in a variety of formats, in all types of libraries, for individuals of all ages in order to support such individuals' needs for education, lifelong learning, workforce development, and digital literacy skills; 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;	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;	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; 8. Develop library services that provide all users access to information through local, state, regional, national, and international collaborations and networks;	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;	1. Expand services for learning and access to information and educational resources in a variety of formats, in all types of libraries, for individuals of all ages in order to support such individuals' needs for education, lifelong learning, workforce development, and digital literacy skills; 6. Target library services to individuals of diverse geographic, cultural, and socioeconomic backgrounds, and to individuals with limited functional literacy or information skills; 7. 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;

# APPENDIX C: State Libraries, Archives, and Records Commission

The State Libraries, Archives, and Records Commission advises the Department for Libraries and Archives on matters relating to federal and state library development issues, archives and records management, federal and state funding, public library standards, and other federal and state library and archival service issues. The commission has the authority to review and approve schedules for retention and destruction of records submitted by state and local agencies. In all cases, the commission determines questions that relate to destruction of public records, and has final and exclusive authority to determine the ultimate disposition of Kentucky's public records. Its decisions are binding on all parties concerned, and those decisions can only be modified or otherwise changed by its own actions.

As part of the commission's responsibilities, they review proposed programs and policies regarding implementation of the Library Services and Technology Act and other library issues; make funding recommendations to the Commissioner of the Department for Libraries and Archives; ensure that records of enduring value are preserved for use by future generations; assure a more efficient and economical use of tax dollars by providing for the timely destruction of records that have ceased to have value; and ensure that the intent of Kentucky's public records law, as defined in KRS 171.410 - 171.740, is met.

The commission is a seventeen member body composed of:

- the State Librarian, who serves as chair of the Commission;
- the Secretary of the Cabinet for Education and Workforce Development;
- the Auditor of Public Accounts;
- the State Law Librarian;
- the Director of the Legislative Research Commission;
- the Attorney General;
- the Director of the Kentucky Military Heritage Commission;
- the Chief Information Officer for the Commonwealth;
- the President of the Kentucky Association of School Librarians;
- the Executive Director of the Kentucky Historical Society;
- the Executive Director of the Kentucky Library Association;
- the President of the Council on Postsecondary Education
- one member representing library users with disabilities;
- one member representing disadvantaged persons;
- two members representing library users; and
- one member representing the Kentucky League of Cities, the Kentucky Association of Counties, and the Kentucky Association of School Administrators.

# APPENDIX D: Project Monitors from KDLA

The Project Monitors developing the LSTA Plan 2023-2027 include staff in the following positions:

- Archival Services Branch Manager
- Circulation and Outreach Librarian
- Commissioner (the State Librarian, who serves as chair of the Commission)
- Continuing Education Section Supervisor
- Deputy Commissioner
- Electronic Records Branch Manager
- Library Development Branch Manager
- Talking Books Library Branch Manager
- Technology Consultant
- Workforce and Adult Services Consultant
- Youth Services Consultant

# ASSURANCES