



**Vision**

*MPL is an anchor institution that helps build healthy families and vibrant neighborhoods – the foundation of a strong Milwaukee.*

**Mission**

*Inspiration starts here – we help people read, learn, and connect.*

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**BOARD OF TRUSTEES REGULAR MEETING**

**Tuesday, September 22, 2020**

**4:00 p.m.**

**By Go To Meeting**

**By computer, tablet or smartphone:**

<https://global.gotomeeting.com/join/795283221>

**By phone:**

United States: +1 (571) 317-3122

**Access Code:** 795-283-221

**AGENDA**

4:00 – 4:03

**WELCOME & ROLL CALL**

4:03 – 4:08

**PUBLIC COMMENT**

4:08 – 4:10

**CONSENT AGENDA**

Attachment A, page 4

1. **Regular Board Meeting Minutes, July 28, 2020.**

2. **Committee Reports**

a. Finance & Personnel Committee Meeting, July 28, 2020

3. **Administrative Reports.**

a. Financial Report

b. Library Director's Report

c. Statistics

4:10 – 4:15

**SPECIAL COMMUNICATION**

4. **MPL Board Committees.** Board President Michele Bria will share committee assignments with the Trustees.

## REPORTS

4:15 – 4:25

5. **MCFLS Board Meeting**. Trustee Ald. Nik Kovac will report on the August 17, 2020 and September 21, 2020 MCFLS Board meetings.

4:25 – 4:35

6. **Building & Development Committee Meeting**. Committee Chair Mark Sain will report on the September 3, 2020 meeting.

Attachment B, page 22

## OLD BUSINESS

4:35 – 4:45

7. **2021 Budget**. Library staff will summarize the library's 2021 budget and impacts to library services.

## NEW BUSINESS

4:45 – 4:55

8. **Temporary Hours**. Library Administration will seek approval of a temporary service hours change.

Attachment C, page 24

4:55 – 5:05

9. **Artwork Loan to Grohmann Museum**. Library Director Joan Johnson will request Board approval to loan MPL-owned artwork to the Grohmann Museum.

Attachment D, page 25

5:05 – 5:20

10. **LibraryNow Evaluation Report**. Representatives from IMPACT Planning and Evaluation will present a report on the LibraryNow program.

Attachment, E page 26

5:20 – 5:30

11. **Closing Remarks and Adjournment**.

**REMINDER:** Next scheduled meetings are:

October 1, 2020 Building & Development Committee – Video Conference Call, 8:00 a.m.

October 14, 2020 Innovation & Strategy Committee – Video Conference Call, 8:00 a.m.

October 27, 2020 Finance & Personnel Committee – Video Conference Call, 3:00 p.m.

October 27, 2020 Board Meeting – Video Conference Call, 4:00 p.m.

## **Trustees**

Michele Bria, *President*, Chris Layden, *Vice-President*, Jennifer Smith, *Financial Secretary*,  
Ald. Milele Coggs, Ald. Nik Kovac, Matthew Kowalski, James Marten, Dir. Larry Miller,  
Sup. Marcelia Nicholson, Mark Sain, Ald. JoCasta Zamarripa  
Joan Johnson, *Secretary*, Rebecca Schweisberger, *Secretary's Assistant* (414) 286-3021

***The Milwaukee Public Library Board of Trustees is an informed, dedicated group of citizens who represent a cross-section of the city of Milwaukee and are committed to supporting, developing, and advancing the library for the benefit of all residents of Milwaukee and others throughout Milwaukee County, the State of Wisconsin, and beyond. In their role as advocates and advisors, they serve the library's many patrons, its staff, the common good of the community, and this critical and enduring institution.***

*Persons engaged in lobbying as defined in s. 305-43-4 of the Milwaukee Code of Ordinances are required to register with the City Clerk's Office License Division. More information is available at [www.milwaukee.gov/lobby](http://www.milwaukee.gov/lobby) or by calling (414) 286-2238.*

*Please be advised that members of the Milwaukee Common Council who are also members of this body will be in attendance at this meeting. In addition, Common Council members who are not members of this body may attend this meeting to participate or to gather information. A quorum of the Common Council or any of its standing committees may be present, but no formal Common Council action will be taken at this meeting.*

*PLEASE NOTE: Upon reasonable notice, efforts will be made to accommodate the needs of individuals with disabilities. Make requests to the Library Director's Office at (414)286-3021, 286-2794 (FAX) or Central Library, 814 W. Wisconsin Ave., Milwaukee, WI 53233 Attn: Accommodation Request.*

**MILWAUKEE PUBLIC LIBRARY BOARD OF TRUSTEES**

**REGULAR MEETING**

**MINUTES**

**Tuesday, July 28, 2020**

**Video Conference Call by GoToMeeting**

**PRESENT:** Michele Bria, Joan Prince, Chris Layden, Ald. Milele Coggs, Ald. Nik Kovac, Matt Kowalski, James Marten, Dir. Larry Miller, Sup. Marcelia Nicholson, Mark Sain, JoCasta Zamarripa, Paula Kiely

**EXCUSED:** Ald. Michael Murphy, Jennifer Smith

**STAFF:** Rachel Arndt, Kelly Bolter, Connor Bowman, Eileen Force Cahill, Kristina Gomez, Joan Johnson, Sarah Leszczynski, Sam McGovern-Rowen, Jennifer Meyer-Stearns, Judy Pinger, Anne Rasmussen, Rebecca Schweisberger, Mary Sherwood, Kelly Wochinske, Dea Wright

**OTHERS**

**PRESENT:** MPL Foundation: Ryan Daniels, Sylvia Dawson, Pat Swanson

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President Michele Bria called the meeting of the Milwaukee Public Library Board of Trustees to order at 4:02 p.m. on July 28, 2020 with a quorum present. All Trustees participated by video conference. The agenda items were taken out of order; however, these minutes are presented in numerical sequence.

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**PUBLIC COMMENT**

There was no public comment.

**CONSENT AGENDA**

1. **Regular Board Meeting Minutes June 23, 2020.**
2. **Administrative Reports.**
  - a. Financial Report
  - b. Library Director's Reports
  - c. Statistics

President Bria asked the Board if any items should be removed from the Consent Agenda presented as attachment A, pages 4-15 of the agenda. Hearing no objection, the Consent Agenda was approved.

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**SPECIAL COMMUNICATION**

President Bria welcomed new Library Director Joan Johnson. Director Johnson was appointed by Mayor Tom Barrett and her appointment will go before the Common Council in September. Ms. Johnson has served as Deputy Library Director since 2009 and has been an integral part of library programs and operations. She is excited to work closely with the Board and provided a brief overview of upcoming initiatives and programs.

ATTACHMENT A - P. 1 of 18  
MPL CONSENT AGENDA

1. Regular Board Meeting Minutes 07/28/2020

P. 4

3. **Introduction of New Board Member.** President Bria introduced Alderwoman JoCasta Zamarripa, who was appointed to the Board by Mayor Barrett. Ald. Zamarripa is a former State Representative and was elected to the Common Council in April 2020. She is honored to serve on the Board and looks forward to continued advocacy for MPL and the community. Informational item.
4. **Trustee Recognition.** President Bria presented a resolution honoring Alderman Michael Murphy, thanking him for his two years of service. Informational item.
5. **Retirement of Trustee Dr. Joan Prince.** President Bria presented a resolution honoring and thanking Dr. Joan Prince for 20 years of service. A new piece of artwork will be purchased and displayed at Good Hope Library to honor Dr. Prince's dedication to the library and community. Informational item.

#### **ELECTION**

6. **Election of Officers.** President Bria reviewed the slate of Officers for 2020-2022: Michele Bria for President, Chris Layden for Vice-President, Jennifer Smith for Financial Secretary, and Mark Sain as Past President. Trustee Nicholson moved to approve the slate and Trustee Marten seconded. Motion passed.

#### **REPORTS**

7. **Finance & Personnel Committee Meeting.** Chair Chris Layden reported on the July 28, 2020 meeting. The quarterly trust fund investment performance was reviewed and highlighted some areas of market recovery, particularly in technology sectors. MPL staff confirmed internal accounting processes were followed in the 1<sup>st</sup> and 2<sup>nd</sup> quarters of 2020. The Committee discussed the 2021 budget and possible scenarios that could result from decreased funding. Library Administration does not recommend cuts to the materials budget as MPL per capita spending is already quite low. The Budget Office is preparing a community survey to gather public input and priorities for the budget. Informational item.
8. **Milwaukee County Federated Library System (MCFLS) Board.** Trustee Nik Kovac reported on the July 20, 2020 meeting. The MCFLS Board approved a RFP for their new marketing plan. Reciprocal borrowing levels have been affected by the pandemic and the Board will discuss distribution of grant money to system members. The annual financial audit for 2019 was presented and received. Informational item.
9. **Building & Development Committee Meeting.** Chair Mark Sain presented on the July 2, 2020 meeting; the meeting minutes were included as Attachment C of the agenda. Chair Sain reviewed the history and timeline of the Martin Luther King branch library redevelopment project. The Board-approved letter of intent and site control as well as exclusive negotiating rights for this project expired on June 30, 2020. Library Administration and the Committee have not received updates or responses to meeting requests from developer Lavelle Young, CEO of Young Development Group. General Capital Group has informed MPL of their intention to terminate their partnership with Young Development Group. The Committee moved to authorize MPL Administration to meet with General Capital Group to determine their interest in continuing the project in partnership with a new community developer. Chair Sain invited comment from Ald. Coggs, as the library is in her district. Ald. Coggs thanked Chair Sain, the Committee, and library staff for keeping her informed about the situation. The greatest priority is creating a quality library for the community and Ald. Coggs supports the Committee's recommendation. Trustee Prince seconded the motion. Motion passed. MPL was contacted by Kevin Newell, CEO of Royal

Capital Group, to gauge MPL's interest in relocating the library from the current site to a new mixed use building south of the library on Dr. Martin Luther King Drive. Mr. Newell has partnered with the Medical College of Wisconsin and Greater Milwaukee Foundation to renovate the former Gimbels and Schuster's Department Store, with a portion of the space dedicated to public use. Although it was an attractive proposition, after discussion with President Bria, Ald. Coggs, and Chair Sain it was determined the best option for MPL and the community is to redevelop on the current site. After discussion about the library location, Trustee Nicholson moved to continue developing the new Martin Luther King branch library at the current site on the corner of Dr. Martin Luther King Drive and Locust Street. Trustee Miller seconded. Motion passed.

#### **OTHER BUSINESS**

10. **COVID-19 Recovery Plan.** Incoming Library Director Joan Johnson reported on the Good Hope Library opening ceremony, which will be held on July 29, 2020. Tours of the new library will be available after the ceremony and throughout the remainder of the week. Curbside service begins at East Library next week and phased reopening will continue through the first week of September. MPL will continue to host Election Commission activities at several locations. MPL safety protocols have been updated to reduce the risk of transmission. Informational item.
  
11. **Retirement of Library Director Paula Kiely.** President Bria announced Director Paula Kiely is retiring from MPL after 25 years of service, 14 of which she served as Library Director. President Bria and the Trustees thanked Director Kiely for her thoughtful, innovative, and strategic leadership. Under her guidance, MPL has improved our communities and became a model for public libraries nationwide. Incoming Director Joan Johnson described retirement gifts from the Board which are in preparation, including a Wall of Library Directors and a pendant necklace made from the mosaic tile in the Central Library Grand Rotunda. Director Kiely expressed her appreciation for the opportunity to serve as Director and for support, advice, and guidance from the Board and MPL staff. She encouraged MPL staff remain committed to the library's mission to help people read, learn, and connect as well as providing relevant services for patrons of all ages. Trustee Prince moved for the Board to send Paula Kiely off with love, affection, hugs, hope that she enjoys the next phase of her life as she has enjoyed the previous phases, and that she remain a loyal library advocate for the rest of her days. Trustee Sain seconded. Motion unanimously passed.

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With no further business, the Milwaukee Public Library Board of Trustees meeting of July 28, 2020 was adjourned at 5:37 p.m.

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MILWAUKEE PUBLIC LIBRARY  
BOARD OF TRUSTEES  
FINANCE & PERSONNEL COMMITTEE  
MINUTES

Tuesday, July 28, 2020

**Video Conference Call by GoToMeeting**

**PRESENT:** Chris Layden, Ald. Milele Coggs, Mark Sain, Jennifer Smith, Paula Kiely

**OTHERS**

**PRESENT:** MPL: Rachel Arndt, Connor Bowman, Eileen Force Cahill, Anthony Frausto, Katharina Himsel, Jennifer Meyer-Stearns, Sarah Leszczynski, Gabriel Rogers, Allison Schwartz, Rebecca Schweisberger, Mary Sherwood  
US Bank: Wayne Sattler

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Chair Layden called the meeting of the Board of Trustees Finance & Personnel Committee to order at 3:01 p.m. on Tuesday, July 28, 2020. All Trustees and presenters participated by video or audio conference.

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1. **Committee Meeting Minutes Review.** The committee reviewed the minutes from the April 28, 2020 meeting. Trustee Sain moved to approve the minutes; Trustee Smith seconded. Motion passed.
2. **Quarterly Review of Fund Investments.** The Committee received the U.S. Bank Institutional Trust and Custody quarterly report for MPL dated July 28, 2020 prior to the meeting. Mr. Wayne Sattler, Senior Vice President & Managing Director at U.S. Bank, presented a market overview and portfolio summary. Mr. Sattler noted there has been improvement in the overall market with tech-heavy markets seeing more gains. The recovery period is expected to last 6-8 quarters. Informational item.
3. **Quarterly Library Report of the Internal Control of the MPL Trust and Gift Funds.** The Internal Controls Memos for the 2020 first and second quarters were included as Attachment B of the agenda. Assistant Library Director Jennifer Meyer-Stearns reported all internal control processes were followed and there were no accounting issues. Informational item.
4. **2021 Library Budget.** Library Director Paula Kiely reviewed the budget process and timeline. MPL submitted a cost to continue budget and two budgets with reductions at two different levels to the Mayor and Budget Office. The COVID-19 pandemic, increased pension payouts, and changes to shared revenue have all impacted the city's budget. A reduced budget would have significant impacts on MPL staffing, services, and hours of operation. The Budget Office is creating a public survey to gather community feedback regarding priorities for the 2021 budget. MPL used CARES Act grant funding to purchase personal protective equipment (PPE), safety equipment, and advanced cleaning tools. Work resulting from the pandemic but not typically performed by staff, such as training on complex digital programming platforms, is also being charged to the CARES grant. The CARES Act is expected to expire at the end of 2020. MPL is working closely with the Milwaukee Public Library Foundation (MPLF) to identify and apply for several grants.

MPL will continue to work with the Mayor's office and Common Council through September and the final budget will be adopted November 6, 2020. Informational item.

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The meeting of the Library Board's Finance & Personnel Committee was adjourned at 3:48 p.m. on Tuesday, July 28, 2020.

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**Milwaukee Public Library  
Financial Report  
July 31, 2020**

**2020**

**2019**

**City Revenues**

	Budget	Received to date	% Received
<i>Additional City Appropriation</i>	\$ 22,651,855	\$ 11,378,344	50.2%
<i>Fines</i>	\$ 183,000	\$ 54,506	29.8%
<i>Lost Materials, etc.</i>	\$ 95,000	\$ 18,816	19.8%
<i>MCFLS Contracts</i>	\$ 722,367	\$ 384,413	53.2%
<b>Total City Appropriation</b>	<b>\$ 23,652,222</b>	<b>\$ 11,836,079</b>	<b>50.0%</b>

	Budget	Received to date	% Received
	\$ 21,937,539	\$ 13,220,138	60.3%
	\$ 215,000	\$ 94,854	44.1%
	\$ 109,000	\$ 37,622	34.5%
	\$ 750,789	\$ 202,658	27.0%
<b>Total</b>	<b>\$ 23,012,328</b>	<b>\$ 13,555,272</b>	<b>58.9%</b>

**City Expenses**

**Salaries & Benefits**

	Budget	Spent to date	% Spent
<i>Salaries</i>	\$ 13,019,079	\$ 6,561,471	50.4%
<i>Fringe Benefits</i>	\$ 5,207,632	\$ 2,760,692	53.0%
<b>Total</b>	<b>\$ 18,226,711</b>	<b>\$ 9,322,163</b>	<b>51.1%</b>

	Budget	Spent to date	% Spent
	\$ 12,375,271	\$ 7,338,469	59.3%
	\$ 5,568,871	\$ 2,896,013	52.0%
<b>Total</b>	<b>\$ 17,944,142</b>	<b>\$ 10,234,482</b>	<b>57.0%</b>

**Operating Expenses**

	Budget	Spent to date	% Spent
<i>General Office Expense</i>	\$ 83,900	\$ 29,089	34.7%
<i>Tools &amp; Machinery Parts</i>	\$ 26,000	\$ 3,467	13.3%
<i>Construction Supplies</i>	\$ 40,000	\$ 7,223	18.1%
<i>Energy</i>	\$ 660,163	\$ 297,828	45.1%
<i>Other Operating Supplies</i>	\$ 170,691	\$ 98,992	58.0%
<i>Vehicle Rental</i>	\$ 8,500	\$ 3,090	36.4%
<i>Non-Vehicle Equipment Rental</i>	\$ 19,300	\$ 14,672	76.0%
<i>Professional Services</i>	\$ 399,150	\$ 153,306	38.4%
<i>Information Technology Services</i>	\$ 373,380	\$ 344,785	92.3%
<i>Property Services</i>	\$ 1,159,000	\$ 522,208	45.1%
<i>Infrastructure Services</i>	\$ 28,000	\$ 32,445	115.9%
<i>Vehicle Repair Services</i>	\$ 0	\$ -	0.0%
<i>Other Operating Services</i>	\$ 132,995	\$ 46,300	34.8%
<i>Reimburse Other Departments</i>	\$ 91,500	\$ (695)	-0.8%
<b>Total</b>	<b>\$ 3,192,579</b>	<b>\$ 1,552,710</b>	<b>48.6%</b>

	Budget	Spent to date	% Spent
	\$ 96,905	\$ 59,373	61.3%
	\$ 18,800	\$ 16,353	87.0%
	\$ 30,000	\$ 18,622	62.1%
	\$ 637,975	\$ 380,685	59.7%
	\$ 146,254	\$ 107,843	73.7%
	\$ 8,160	\$ 3,093	37.9%
	\$ 22,554	\$ 18,685	82.8%
	\$ 191,396	\$ 152,868	79.9%
	\$ 399,440	\$ 376,534	94.3%
	\$ 879,798	\$ 786,650	89.4%
	\$ 28,000	\$ 26,308	94.0%
	\$ 250	\$ -	0.0%
	\$ 287,079	\$ 40,730	14.2%
	\$ 67,250	\$ 8,539	12.7%
<b>Total</b>	<b>\$ 2,813,861</b>	<b>\$ 1,996,283</b>	<b>70.9%</b>

**Equipment**

	Budget	Spent to date	% Spent
<i>Library Materials</i>	\$ 1,660,343	\$ 764,885	46.1%
<i>Computers, etc.</i>	\$ 266,297	\$ 77,440	29.1%
<i>Other</i>	\$ 48,292	\$ 9,860	20.4%
<b>Total</b>	<b>\$ 1,974,932</b>	<b>\$ 852,185</b>	<b>43.2%</b>

	Budget	Spent to date	% Spent
	\$ 1,689,148	\$ 975,784	57.8%
	\$ 316,003	\$ 273,335	86.5%
	\$ 40,174	\$ 32,486	80.9%
<b>Total</b>	<b>\$ 2,045,325</b>	<b>\$ 1,281,605</b>	<b>62.7%</b>

**Other Departmental Appropriation**

	Budget	Spent to date	% Spent
<i>Villard Square Property Payment</i>	\$ 4,000	\$ 4,000	100.0%
<i>East Property Payment</i>	\$ 3,000	\$ 1,922	64.1%
<i>Mitchell Street Property Payment</i>	\$ 69,000	\$ 40,207	58.3%
<i>Good Hope Property Payment</i>	\$ 45,000	\$ -	0.0%
<i>Contingent Energy Financing</i>	\$ 137,000	\$ 62,892	45.9%
<b>Total</b>	<b>\$ 258,000</b>	<b>\$ 109,021</b>	<b>42.3%</b>

	Budget	Spent to date	% Spent
	\$ -	\$ -	0.0%
	\$ 3,000	\$ 2,402	0.0%
	\$ 54,000	\$ 40,500	75.0%
	\$ 15,000	\$ -	0.0%
	\$ 137,000	\$ -	0.0%
<b>Total</b>	<b>\$ 209,000</b>	<b>\$ 42,902</b>	<b>20.5%</b>

<b>Total City Expenses</b>	<b>\$ 23,652,222</b>	<b>\$ 11,836,079</b>	<b>50.0%</b>
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<b>Total</b>	<b>\$ 23,012,328</b>	<b>\$ 13,555,272</b>	<b>58.9%</b>
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**Milwaukee Public Library  
Financial Report  
July 31, 2020**

**2020**

**2019**

**Additional Funding Sources**

**Contract Grants**

	Budget	Spent to date	% Spent
WTBBL Jul '20 - Jun '21	\$ 1,053,580	\$ 62,010	5.9%
ILS Jul '20 - Jun '21	\$ 102,950	\$ 158	0.2%
<b>Total</b>	<b>\$ 1,156,530</b>	<b>\$ 62,168</b>	<b>5.4%</b>

	Budget	Spent to date	% Spent
	\$ 1,026,378	\$ 128,224	12.5%
	\$ 98,680	\$ 7,296	7.4%
<b>Total</b>	<b>\$ 1,125,058</b>	<b>\$ 135,520</b>	<b>12.0%</b>

**Trust Funds**

	Budget	Spent to date	% Spent
Materials	\$ 112,640	\$ 50,360	44.7%
Programming	\$ 34,000	\$ 10,636	31.3%
Training	\$ 13,000	\$ 5,383	41.4%
Marketing	\$ 29,000	\$ 5,640	19.4%
Contingency	\$ 4,000	\$ 1,086	27.2%
Board Development	\$ 6,000	\$ 3,509	58.5%
Headline	\$ 5,000	\$ -	0.0%
WTBBL - Goldstein	\$ -	\$ -	0.0%
Strehlow 50+	\$ 40,400	\$ 500	1.2%
E.C. Lange - Central Business Commons	\$ 100,000	\$ 100,000	100.0%
<b>Total</b>	<b>\$ 344,040</b>	<b>\$ 177,114</b>	<b>51.5%</b>

	Budget	Spent to date	% Spent
	\$ 104,027	\$ 57,670	55.4%
	\$ 35,500	\$ 8,690	24.5%
	\$ 13,000	\$ 13,316	102.4%
	\$ 29,000	\$ 5,566	19.2%
	\$ 4,000	\$ 535	13.4%
	\$ 5,000	\$ 4,002	0.0%
	\$ 5,000	\$ -	0.0%
	\$ 2,166	\$ 2,165	0.0%
	\$ 42,376	\$ 492	0.0%
	\$ -	\$ -	0.0%
<b>Total</b>	<b>\$ 240,069</b>	<b>\$ 92,436</b>	<b>38.5%</b>

**Foundation Funds**

	Budget*	Spent to date	% Spent
Materials	\$ 315,144	\$ 48,769	15.5%
Programming	\$ 2,429,721	\$ 756,173	31.1%
<b>Total</b>	<b>\$ 2,744,865</b>	<b>\$ 804,942</b>	<b>29.3%</b>

	Budget*	Spent to date	% Spent
	\$ 389,775	\$ 129,062	33.1%
	\$ 2,706,928	\$ 537,624	19.9%
<b>Total</b>	<b>\$ 3,096,703</b>	<b>\$ 666,686</b>	<b>21.5%</b>

\*Foundation budget includes annual amount committed by the MPL Foundation plus prior year carryover

**Investments**

U.S. Bank National Assoc. Commercial Paper (rated A1+) confirmation #362112759 dated 1/30/20 and maturing 09/01/20 at a rate of 1.00%...\$350,000.00

**Milwaukee Public Library  
Financial Report  
August 31, 2020**

**2020**

**2019**

**City Revenues**

	Budget	Received to date	% Received
<i>Additional City Appropriation</i>	\$ 22,651,855	\$ 11,969,377	52.8%
<i>Fines</i>	\$ 183,000	\$ 54,506	29.8%
<i>Lost Materials, etc.</i>	\$ 95,000	\$ 18,968	20.0%
<i>MCFLS Contracts</i>	\$ 722,367	\$ 384,413	53.2%
<b>Total City Appropriation</b>	<b>\$ 23,652,222</b>	<b>\$ 12,427,264</b>	<b>52.5%</b>

	Budget	Received to date	% Received
	\$ 22,360,365	\$ 14,757,698	66.0%
	\$ 215,000	\$ 111,227	51.7%
	\$ 109,000	\$ 43,593	40.0%
	\$ 750,789	\$ 390,356	52.0%
	<b>\$ 23,435,154</b>	<b>\$ 15,302,874</b>	<b>65.3%</b>

**City Expenses**

**Salaries & Benefits**

	Budget	Spent to date	% Spent
<i>Salaries</i>	\$ 13,019,079	\$ 6,817,007	52.4%
<i>Fringe Benefits</i>	\$ 5,207,632	\$ 2,889,366	55.5%
<b>Total</b>	<b>\$ 18,226,711</b>	<b>\$ 9,706,373</b>	<b>53.3%</b>

	Budget	Spent to date	% Spent
	\$ 12,798,097	\$ 8,366,058	65.4%
	\$ 5,568,871	\$ 3,317,475	59.6%
	<b>\$ 18,366,968</b>	<b>\$ 11,683,533</b>	<b>63.6%</b>

**Operating Expenses**

	Budget	Spent to date	% Spent
<i>General Office Expense</i>	\$ 83,900	\$ 29,492	35.2%
<i>Tools &amp; Machinery Parts</i>	\$ 26,000	\$ 3,657	14.1%
<i>Construction Supplies</i>	\$ 40,000	\$ 7,359	18.4%
<i>Energy</i>	\$ 660,163	\$ 398,803	60.4%
<i>Other Operating Supplies</i>	\$ 170,691	\$ 100,263	58.7%
<i>Vehicle Rental</i>	\$ 8,500	\$ 3,267	38.4%
<i>Non-Vehicle Equipment Rental</i>	\$ 19,300	\$ 14,776	76.6%
<i>Professional Services</i>	\$ 399,150	\$ 157,374	39.4%
<i>Information Technology Services</i>	\$ 373,380	\$ 344,785	92.3%
<i>Property Services</i>	\$ 1,159,000	\$ 548,538	47.3%
<i>Infrastructure Services</i>	\$ 28,000	\$ 32,445	115.9%
<i>Vehicle Repair Services</i>	\$ 0	\$ -	0.0%
<i>Other Operating Services</i>	\$ 132,995	\$ 46,745	35.1%
<i>Reimburse Other Departments</i>	\$ 91,500	\$ (695)	-0.8%
<b>Total</b>	<b>\$ 3,192,579</b>	<b>\$ 1,686,809</b>	<b>52.8%</b>

	Budget	Spent to date	% Spent
	\$ 96,905	\$ 67,429	69.6%
	\$ 18,800	\$ 16,661	88.6%
	\$ 30,000	\$ 19,863	66.2%
	\$ 637,975	\$ 442,146	69.3%
	\$ 146,254	\$ 119,008	81.4%
	\$ 8,160	\$ 4,189	51.3%
	\$ 22,554	\$ 22,719	100.7%
	\$ 191,396	\$ 157,202	82.1%
	\$ 399,440	\$ 389,481	97.5%
	\$ 879,798	\$ 822,054	93.4%
	\$ 28,000	\$ 26,308	94.0%
	\$ 250	\$ -	0.0%
	\$ 287,079	\$ 50,270	17.5%
	\$ 67,250	\$ 35,303	52.5%
	<b>\$ 2,813,861</b>	<b>\$ 2,172,633</b>	<b>77.2%</b>

**Equipment**

	Budget	Spent to date	% Spent
<i>Library Materials</i>	\$ 1,660,343	\$ 834,261	50.2%
<i>Computers, etc.</i>	\$ 266,297	\$ 77,440	29.1%
<i>Other</i>	\$ 48,292	\$ 9,860	20.4%
<b>Total</b>	<b>\$ 1,974,932</b>	<b>\$ 921,561</b>	<b>46.7%</b>

	Budget	Spent to date	% Spent
	\$ 1,689,148	\$ 1,094,869	64.8%
	\$ 316,003	\$ 276,451	87.5%
	\$ 40,174	\$ 32,486	80.9%
	<b>\$ 2,045,325</b>	<b>\$ 1,403,806</b>	<b>68.6%</b>

**Other Departmental Appropriation**

	Budget	Spent to date	% Spent
<i>Villard Square Property Payment</i>	\$ 4,000	\$ 4,000	100.0%
<i>East Property Payment</i>	\$ 3,000	\$ 1,922	64.1%
<i>Mitchell Street Property Payment</i>	\$ 69,000	\$ 43,707	63.3%
<i>Good Hope Property Payment</i>	\$ 45,000	\$ -	0.0%
<i>Contingent Energy Financing</i>	\$ 137,000	\$ 62,892	45.9%
<b>Total</b>	<b>\$ 258,000</b>	<b>\$ 112,521</b>	<b>43.6%</b>

	Budget	Spent to date	% Spent
	\$ -	\$ -	0.0%
	\$ 3,000	\$ 2,402	0.0%
	\$ 54,000	\$ 40,500	75.0%
	\$ 15,000	\$ -	0.0%
	\$ 137,000	\$ -	0.0%
	<b>\$ 209,000</b>	<b>\$ 42,902</b>	<b>20.5%</b>

<b>Total City Expenses</b>	<b>\$ 23,652,222</b>	<b>\$ 12,427,264</b>	<b>52.5%</b>
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<b>Total City Expenses</b>	<b>\$ 23,435,154</b>	<b>\$ 15,302,874</b>	<b>65.3%</b>
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**Milwaukee Public Library  
Financial Report  
August 31, 2020**

**2020**

**2019**

**Additional Funding Sources**

**Contract Grants**

	Budget	Spent to date	% Spent
WTBBL Jul '19 - Jun '20	\$ 1,026,378	\$ 129,660	12.6%
ILS Jul '19 - Jun '20	\$ 98,680	\$ 7,436	7.5%
<b>Total</b>	<b>\$ 1,125,058</b>	<b>\$ 137,096</b>	<b>12.2%</b>

	Budget	Spent to date	% Spent
	\$ 1,026,378	\$ 207,004	20.2%
	\$ 98,680	\$ 14,975	15.2%
<b>Total</b>	<b>\$ 1,125,058</b>	<b>\$ 221,979</b>	<b>19.7%</b>

**Trust Funds**

	Budget	Spent to date	% Spent
Materials	\$ 112,640	\$ 96,771	85.9%
Programming	\$ 34,000	\$ 11,718	34.5%
Training	\$ 13,000	\$ 5,383	41.4%
Marketing	\$ 29,000	\$ 8,640	29.8%
Contingency	\$ 4,000	\$ 1,086	27.2%
Board Development	\$ 6,000	\$ 3,509	58.5%
Headline	\$ 5,000	\$ -	0.0%
WTBBL - Goldstein	\$ -	\$ -	0.0%
Strehlow 50+	\$ 40,400	\$ 500	1.2%
E.C. Lange - Central Business Commons	\$ 100,000	\$ 100,000	100.0%
<b>Total</b>	<b>\$ 344,040</b>	<b>\$ 227,607</b>	<b>66.2%</b>

	Budget	Spent to date	% Spent
	\$ 104,027	\$ 59,937	57.6%
	\$ 35,500	\$ 15,200	42.8%
	\$ 13,000	\$ 5,731	44.1%
	\$ 29,000	\$ 8,826	30.4%
	\$ 4,000	\$ 535	13.4%
	\$ 5,000	\$ 4,002	0.0%
	\$ 5,000	\$ -	0.0%
	\$ 2,166	\$ 2,165	0.0%
	\$ 42,376	\$ 492	0.0%
	\$ -	\$ -	0.0%
<b>Total</b>	<b>\$ 240,069</b>	<b>\$ 96,888</b>	<b>40.4%</b>

**Foundation Funds**

	Budget*	Spent to date	% Spent
Materials	\$ 285,144	\$ 53,949	18.9%
Programming	\$ 2,343,370	\$ 813,781	34.7%
<b>Total</b>	<b>\$ 2,628,514</b>	<b>\$ 867,730</b>	<b>33.0%</b>

	Budget*	Spent to date	% Spent
	\$ 389,775	\$ 144,164	37.0%
	\$ 2,706,928	\$ 705,049	26.0%
<b>Total</b>	<b>\$ 3,096,703</b>	<b>\$ 849,213</b>	<b>27.4%</b>

\*Foundation budget includes annual amount committed by the MPL Foundation plus prior year carryover

**Investments**

U.S. Bank National Assoc. Commercial Paper (rated A1+) confirmation #362112759 dated 1/30/20 and maturing 09/01/20 at a rate of 1.00%...\$350,000.00

## Director's Report July and August 2020

Outgoing Library Director Paula Kiely retired effective August 29, 2020. As the incoming Library Director, I trained with her during her last two months for a smooth transition in leadership. During that time we also opened the new Good Hope branch to the community for the first time. It was also the first opening as part of a phased reopening plan where 1-3 libraries open each week with temporarily reduced hours, limited services, and modified building occupancies based on health department guidelines. All buildings were successfully reopened after Labor Day.

Designated library staff worked in partnership with Election Commission leadership to identify library locations to host several voting activities. We were able to help ensure maximal access to voting by absentee ballot, in-person early voting, and election day voting for the August elections, a dress rehearsal, of sorts, for the November General Election.

Other activities included meetings of the Financial Sustainability Task Force and briefing for Mayor Barrett, budget meetings with the Mayor, his team and library trustees, the annual meeting of the Standard at East Library Condominium Association, and the City Emergency Operations Center (EOC) COVID-19 Briefings.

### **MPL HELPS PEOPLE READ**

MPL Romance Awareness Month Genre Celebration. August was National Romance Awareness Month and the Milwaukee Public Library celebrated with a panel of genre experts. Special guests included: author Olivia Dade (*Spoiler Alert*, Avon October 2020), upcoming debut author Denise Williams (*How to Fail at Flirting*, Berkley Romance December 2020), writer and Romance cheerleader Allie Parker, and 2019 RWA Cathie Linz Librarian of the Year, and Manuscripts & Outreach Archivist for the Browne Popular Culture Library at BGSU, Steve Ammidown. The panel had a lively chat about the Romance genre and gave reading recommendations for summer and fall. Attendance: 90.

Author Visit: *The Life and Long Shadow of Senator Joe McCarthy* with Author Larry Tye. New York Times bestselling author Larry Tye was joined by Milwaukee Journal Sentinel book editor Jim Higgins in a conversation about his new biography of Joe McCarthy, *Demagogue: The Life and Long Shadow of Senator Joe McCarthy*. Tye had first and exclusive access to McCarthy's personal and professional papers at Marquette, along with his military and medical records. What emerges is a new and nuanced version of Tail Gunner Joe. Attendance: 44.

### **MPL HELPS PEOPLE LEARN**

Job Readiness 101: Build Your Resume and Interviewing Skills. Annette DiZinno, from Goodwill Workforce Development of Southeastern Wisconsin, continued the MPL Job Readiness 101 series with virtual sessions on creating a resume and interview skills. The job readiness series focuses on job seeking during COVID-19. Attendance: 11.

Rain Gardens with Melinda Myers. In partnership with Milwaukee Metropolitan Sewerage District and Fresh Coast Guardians, MPL hosted gardening expert, TV/radio host, author & columnist with over 30 years of horticulture experience, Melinda Myers. The program focused on planting rain gardens that use rainwater where it falls to lower garden maintenance, conserve water, and attract pollinators, while helping reduce the risk of flooding and storm water overflows. Attendance: 252.

Chair Yoga. MPL offered a weekly 1-hour chair yoga class with adapted sitting and standing yoga postures, breathing, and relaxation techniques. Presenter Lynn Jarzemsky is a yoga practitioner for 32 years and a Certified Kripalu Yoga Teacher. The program offers an accessible yoga practice specifically for older adults, emphasizing relaxing into the body with mindful awareness. Funded by a gift from the estate of Naomi B. Strehlow. Attendance: 58.

News or Nonsense. UWM journalism instructor Jane Hampden Daley presented News or Nonsense, a session with tools and tips to help attendees identify what's news and what's not. With these information literacy tips, attendees will be able to assess news sources for accuracy. Jane Hampden Daley is a senior journalism lecturer at the University of Wisconsin-Milwaukee, teaching classes in news literacy, writing and reporting, and audio storytelling. She has more than 20 years' experience in broadcast journalism. Attendance: 28.

How to Build a Stronger Financial Foundation. Tim Reid from Money Management Educators shared investment tools that financial planners use to save on taxes in retirement and protect financial assets as they grow. The session covered wills and trusts basics, insurance strategies, basics of investing, and student loan ideas. Attendance: 27.

Podcasting 101. A session for beginner podcasters interested in learning from podcasting experts.

Ryan Thompson from Mention Marketing provided information about starting a podcast, the equipment needed, and tips for fledgling podcasters. Attendance: 32.

Milwaukee Architecture. MPL partnered with the Milwaukee County Historical Society on “Pride in Place: Milwaukee Architecture.” Ben Barbera, curator at MCHS, discussed our city’s built landscape decade by decade. The talk explored important issues regarding the built environment and how people in and outside Milwaukee view and approach the city. Attendance: 28.

Milwaukee’s Political Past: A Historical Perspective. With the nation’s eyes upon Milwaukee as host of the 2020 Democratic National Convention, Kevin Abing, archivist at the Milwaukee County Historical Society, looked back at Milwaukee’s political history. He discussed the dramatic and the quirky personalities, rivalries and events that shaped Milwaukee. Attendance: 20.

Celebrating Central: A Brief History of MPL's Downtown Library. MPL archivists presented this special presentation on the history of the Central Library. The Milwaukee Public Library's Historic Downtown Central Library is approaching its 125<sup>th</sup> anniversary. It has survived growth, additions, remodels and even pandemics as it continues to modernize to meet the Milwaukee areas' needs and support the other branch locations. Attendees were able to see 19<sup>th</sup>, 20<sup>th</sup>, and 21<sup>st</sup> century images of the changes to public spaces including some rarely seen areas. Attendance: 73.

**MPL HELPS PEOPLE CONNECT**

**Program Statistics:** July & August combined attendance: 1,048

July			
Date	Program	Attendance	Notes
7/1/2020	All Ages Yoga	6	
7/1/2020	Virtual Vegetarian Cookbook Club	6	
7/2/2020	Chair Yoga	11	
7/2/2020	MPL Book Chat	1	
7/6/2020	Job Readiness101: Build your Resume	3	Presenter: Annette DiZinno, Goodwill Workforce Development
7/7/2020	<i>Kindred</i> by Octavia E. Butler (A Graphic Novel Adaptation)	2	
7/8/2020	Strings & Things: Virtual Knitting/Crochet Circle	5	
7/9/2020	Chair Yoga	9	
7/9/2020	Write On!	5	
7/10/2020	Meditation Fridays	14	Joanna Brooks, Embody Yoga
7/13/2020	Novel Ideas Book Club: <i>The Master and Margarita</i>	5	
7/15/2020	All Ages Yoga	20	
7/15/2020	Strings & Things: Virtual Knitting/Crochet Circle	6	
7/15/2020	News or Nonsense	28	Presenter: Jane Hampden Daley, UWM
7/16/2020	Chair Yoga	5	
7/16/2020	Weekly Book Chat with MPL	2	

Date	Program	Attendance	Notes
7/17/2020	Milwaukee Road Archives	7	Pre-recorded presentation will automatically play for registered attendees.
7/19/2020	Relmaging Stories in ASL Workshops	3	Hosted on Ex Fabula's Zoom
7/21/2020	How to Build A Stronger Financial Foundation	27	Money Management (via Fuel)
7/22/2020	Strings & Things: Virtual Knitting/Crochet Circle	8	
7/22/2020	Grow Your Own Groceries	6	
7/22/2020	Podcasting 101	32	Mention Marketing
7/23/2020	Chair Yoga	7	
7/23/2020	Write On!	4	
7/24/2020	Meditation Fridays	15	Joanna Books, Embody Yoga
7/26/2020	Relmaging Stories in ASL Workshops	5	Hosted on Ex Fabula's Zoom
7/28/2020	Book to Art	18	
7/28/2020	Preserving Family Memories: Preserve and Store	29	
7/29/2020	Strings & Things: Virtual Knitting/Crochet Circle	11	
7/29/2020	Pride in Place: Milwaukee Architecture	28	Milwaukee County Historical Society. Presenter Ben Barbera
7/29/2020	Rain Gardens with Melinda Myers	252	Melinda Myers LLC, MMSD, Fresh Coast Guardians
7/30/2020	Chair Yoga	11	
Date	Program	Attendance	Notes
7/30/2020	Rent for Success	4	Presenter: Herlyn Roberson, City of Milwaukee Department of Neighborhood Services
7/30/2020	History Buff Book Club	12	
		<b>607</b>	<b>Total July Attendance</b>

<b>August</b>			
Date	Program	Attendance	Notes
8/2/2020	Relmaging Stories in ASL Workshops	8	Hosted on Ex Fabula's Zoom
8/4/2020	Wisconsin State Fair is a Great State Fair!	27	Milwaukee County Historical Society: Kevin Abing
8/5/2020	Vegetarian Cookbook Club	9	
8/5/2020	All Ages Yoga	5	
8/5/2020	Strings & Things: Virtual Knitting/Crochet Circle	6	
8/6/2020	Book Chat with MPL		
8/7/2020	Genealogy Basics	13	Pre-recorded presentation will automatically play for registered attendees.
8/10/2020	Novel Ideas Book Club: <i>Where the Crawdads Sing</i>	3	
8/11/2020	Romance Month Author Talk	90	

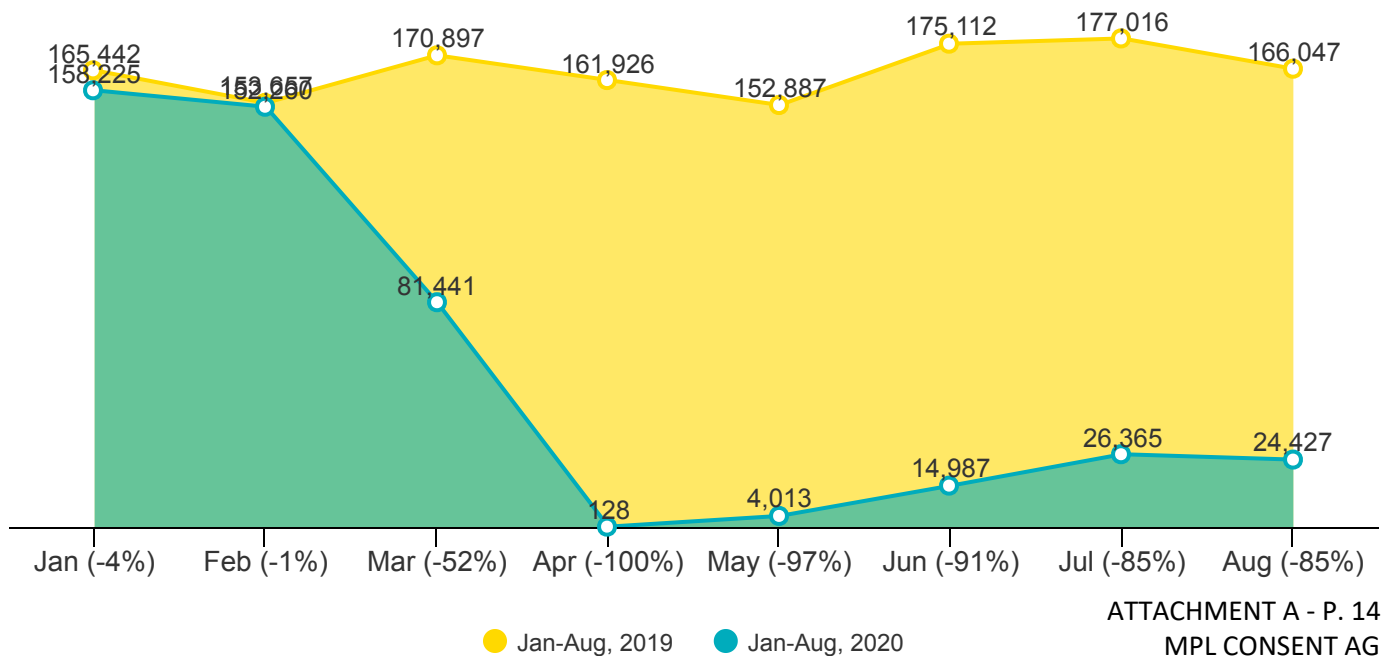
Date	Program	Attendance	Notes
8/12/2020	Strings & Things: Virtual Knitting/Crochet Circle	6	
8/12/2020	Coming to America Grant: Motl the Cantor's Son	6	Yiddish Book Center
8/12/2020	Milwaukee's Political Past: A Historical Perspective	20	Presenter: Kevin Abing, Milwaukee County Historical Society
8/13/2020	Chair Yoga	6	
8/13/2020	Write On!	4	
8/14/2020	Meditation Fridays	14	Joanna Brooks, Embody yoga
8/17/2020	<i>Demagogue: The Life and Long Shadow of Senator Joe McCarthy</i> with Author Larry Tye	44	Author Larry Tye, Jim Higgins moderating
8/18/2020	Job Readiness 101: Interviewing Skills	8	Presenter Annette DiZinno, Goodwill
8/19/2020	All Ages Yoga	5	
8/19/2020	Strings & Things: Virtual Knitting/Crochet Circle	6	
8/19/2020	Celebrating Central: A Brief History of MPL's Downtown Library	73	
8/20/2020	Chair Yoga	7	
8/20/2020	Weekly Book Chat with MPL	1	
8/25/2020	Book to Art: <i>The Revisioners</i>	5	Partner: MAM
8/26/2020	Strings & Things: Virtual Knitting/Crochet Circle	5	
8/26/2020	Small Scale Composting	16	Groundwork MKE
8/26/2020	Rent for Success	9	Presenter: Herlyn Roberson, City of Milwaukee Department of Neighborhood Services
8/27/2020	Chair Yoga	2	
8/27/2020	History Buff Book Club	7	Book: The Yellow House
8/27/2020	Write On!	6	
8/28/2020	Meditation Fridays	12	Joanna Brooks, Embody Yoga
8/31/2020	Preserving Family Memories: Scan, Store, and Share	18	
		<b>441</b>	<b>Total August Attendance</b>



# Patron Visits (YTD)

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Total
Atkinson	7,044	7,508	6,550	0	0	0	0	178	21,280
Bay View	9,656	10,480	4,720	0	0	0	0	366	25,222
Capitol	8,166	7,980	4,430	0	0	0	0	134	20,710
Center	7,994	7,456	174	0	0	0	0	561	16,185
Central	30,798	30,665	32,996	0	0	0	0	25	94,484
Drive-Up	1,390	1,258	661	0	862	2,081	2,715	2,302	11,269
East	12,299	12,395	5,826	0	0	0	0	617	31,137
EOS	479	439	174	0	0	0	0	12	1,104
Good Hope/Mill	4,871	4,977	2,273	0	0	0	559	3,418	16,098
Mitchell	10,047	10,169	5,225	0	0	0	0	0	25,441
MLK	9,264	7,830	3,955	0	0	0	0	735	21,784
MPLX	49	56	40	0	0	3	10	13	171
Tippecanoe	7,533	8,146	7,666	0	293	1,039	2,312	3,040	30,029
Villard	7,067	7,396	4,682	0	0	0	0	612	19,757
Washington	8,310	9,111	5,175	0	104	229	408	2,040	25,377
Zablocki	10,116	10,405	5,049	0	0	0	0	993	26,563
<b>Total</b>	<b>135,083</b>	<b>136,271</b>	<b>89,596</b>	<b>0</b>	<b>1,259</b>	<b>3,352</b>	<b>6,004</b>	<b>15,046</b>	<b>386,611</b>

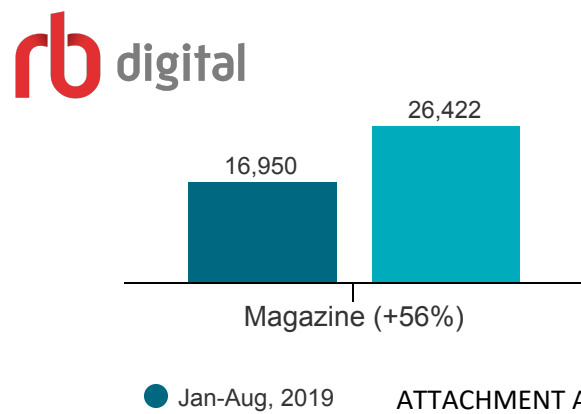
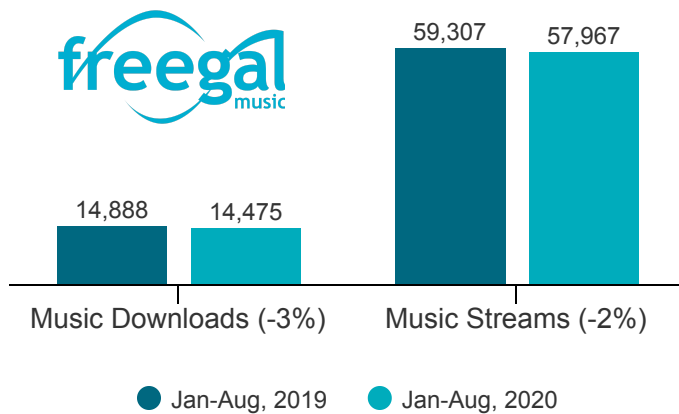
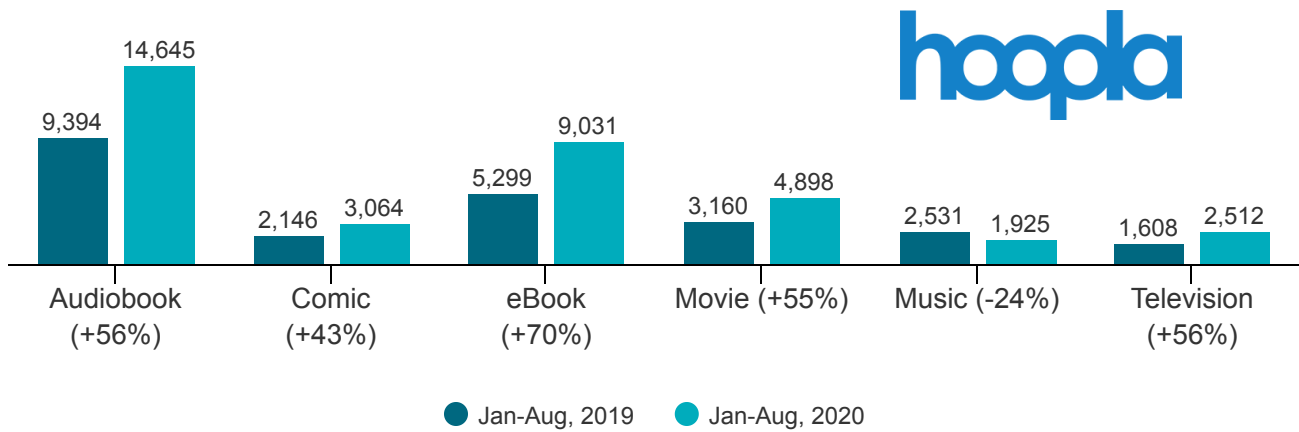
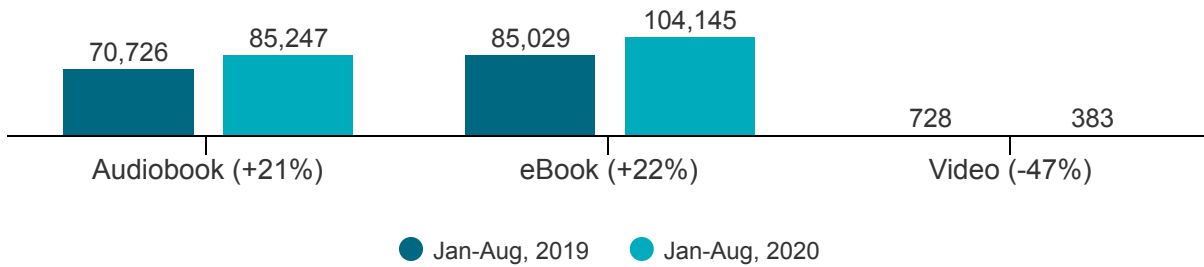
# Traditional Circulation



# eCirculation

Platform	Jan-Aug, 2019	Jan-Aug, 2020	% Change
OverDrive	156,483	189,775	+21%
Freegal	74,195	72,442	-2%
RBDigital	16,950	26,422	+56%
Hoopla	24,141	36,075	+49%
Total	271,769	324,714	+19%

## OverDrive®



# Databases

Platform	Jan-Aug, 2019	Jan-Aug, 2020	Change
mpl.org/databases*	38,308	54,144	+41%
CONTENTdm: Owned**	153,208	177,171	+16%
CONTENTdm: Shared***	153,868	208,723	+36%
Total Database Hits	345,384	440,038	+27%

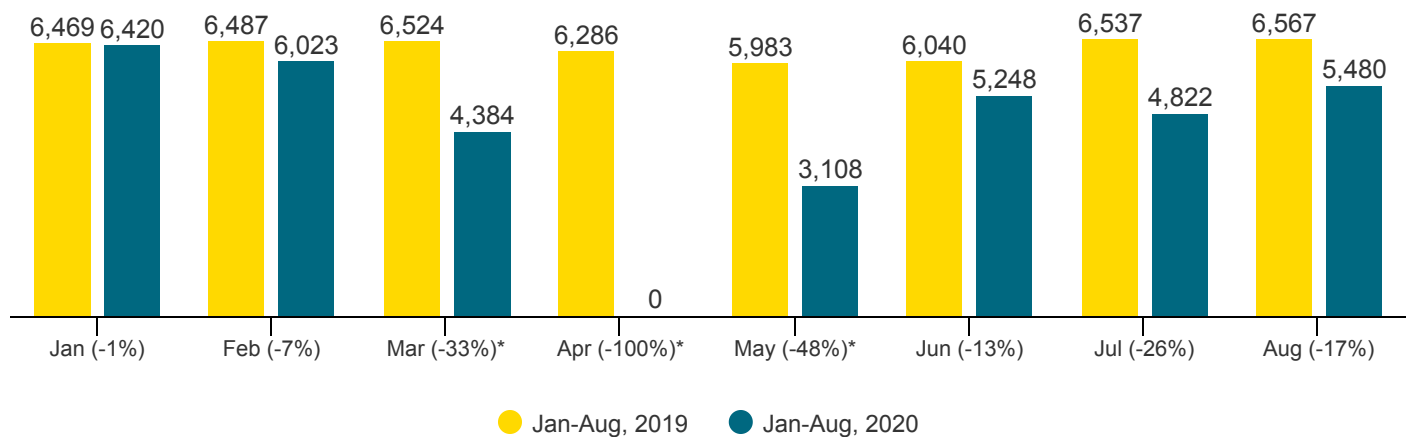
\*AtoZDatabases, Brainfuse, Gale Courses, Milwaukee Journal Sentinel, Obituaries & Death Notices, ReferenceUSA, etc.

\*\*Historic Recipe, MPL Historic Photo, Milwaukee Road Archives, Remember When, WWI Military Portraits, etc.

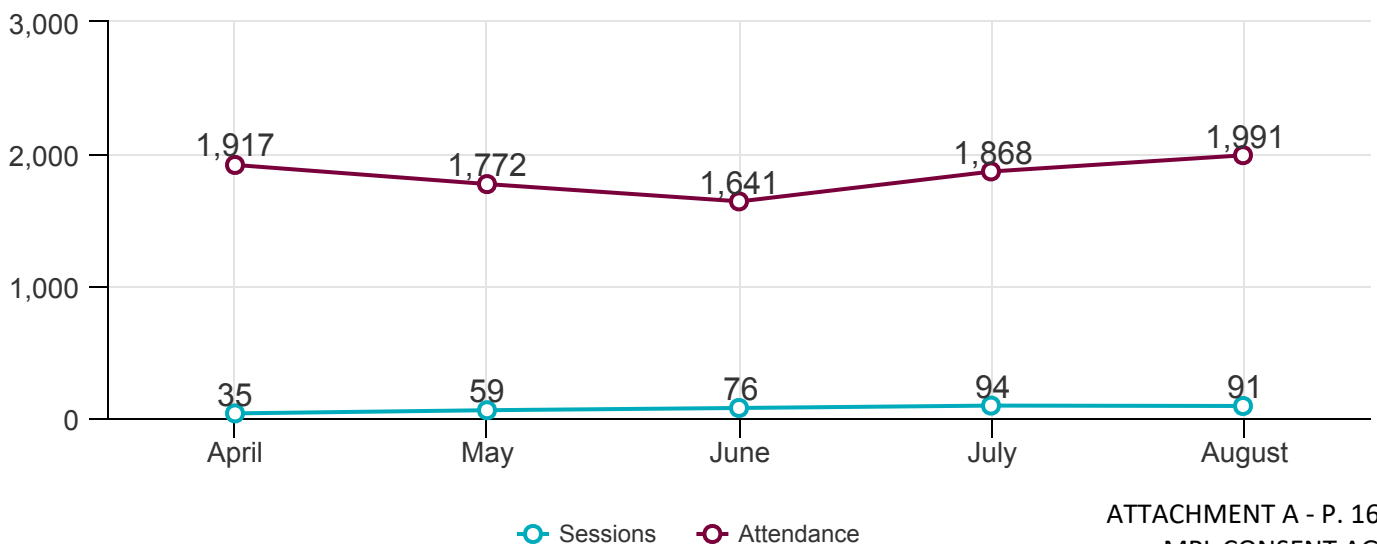
\*\*\*Dane Cty. Historical Society, McMillian Memorial Library Digital Collection, Richland Cty. Digital History Room, etc.

# Ready Reference

## Calls Answered

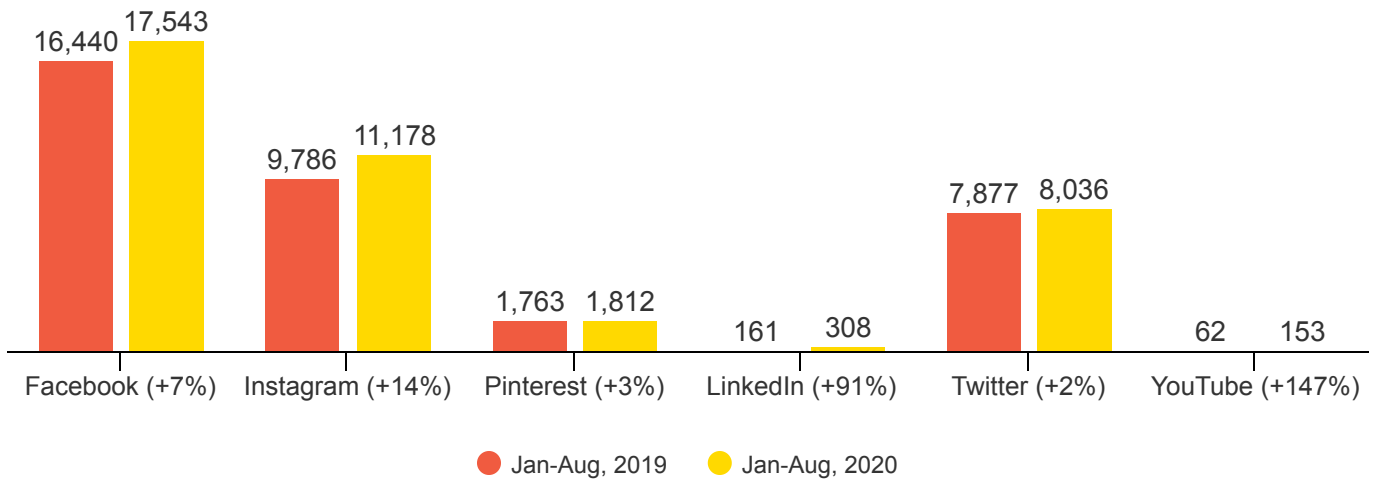


# Virtual Programming

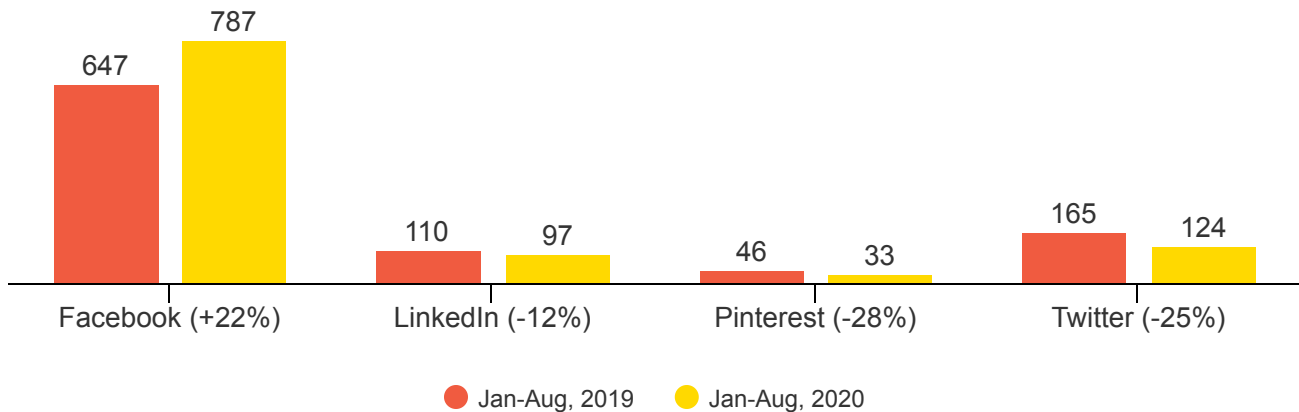


# Social Media

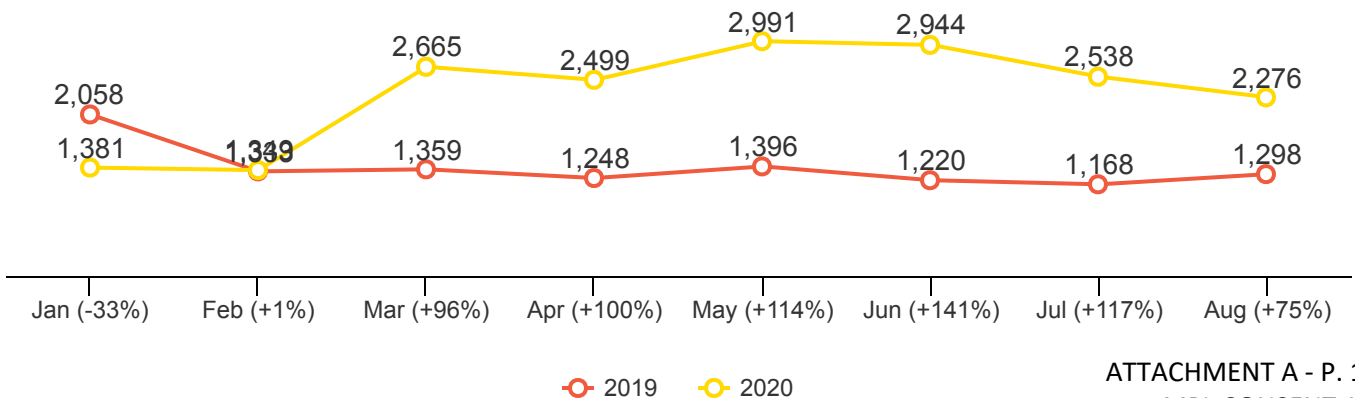
## Total Followers



## New Followers



## Main Facebook Pageviews

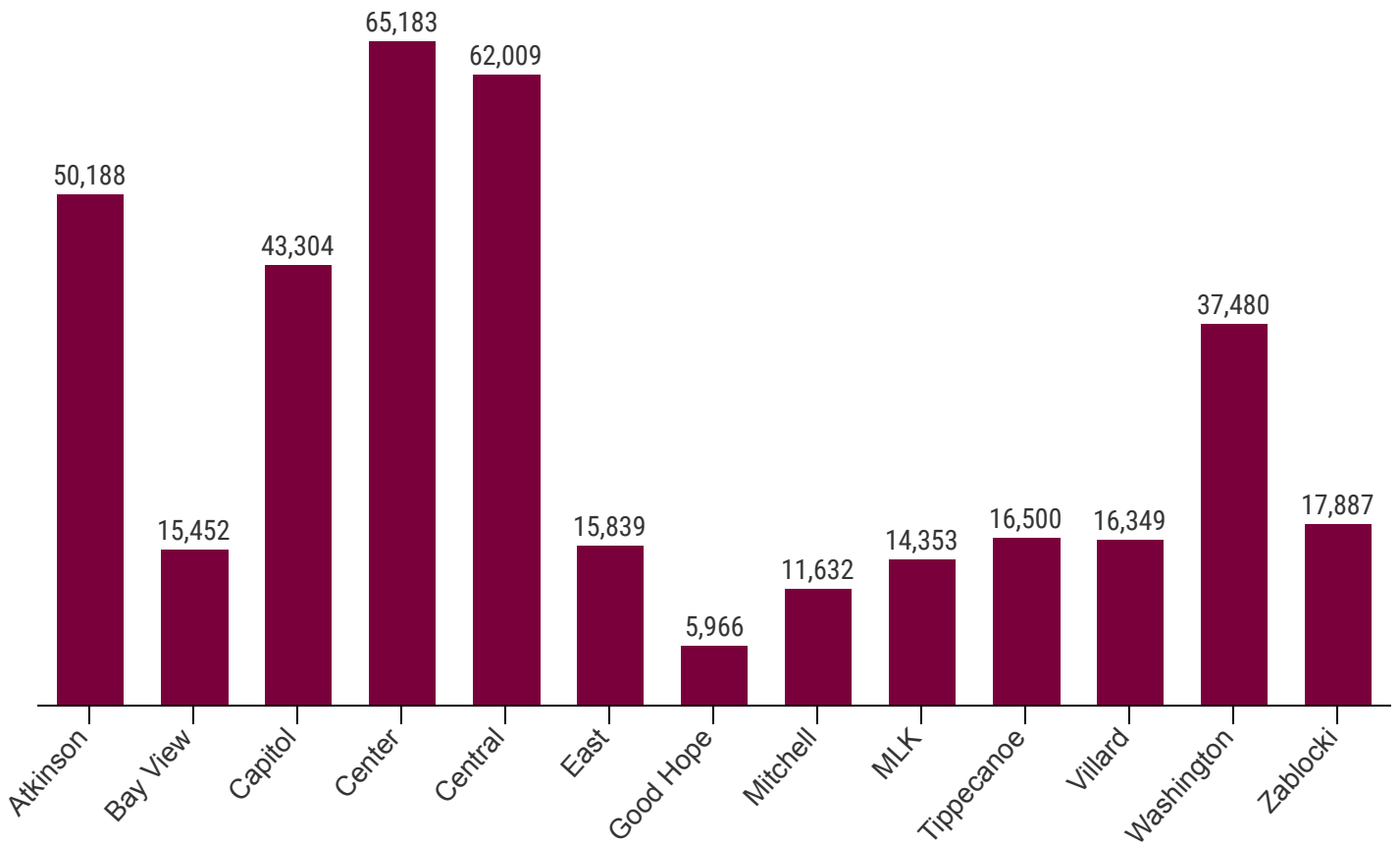


# Webpage

Notable Changes in Landing Page Sessions	Jan-Aug, 2019	Jan-Aug, 2020	Change
/databases/all/66 (Milwaukee Journal Sentinel)	462	5,579	+1,108%
/hours_locations/central_driveup.php	306	1,416	+363%
/about/mpl_vendor_information.php	820	2,847	+247%
/digital/downloads.php	975	1,989	+104%
/hours_locations/?hours=all	1,123	1,923	+71%
/local_history/historic_newspapers.php	2,696	4,272	+58%
/databases/all/95 (Gale Courses)	1,601	2,536	+58%
/summerreading/	5,760	3,217	-44%
/about/library_jobs.php	4,374	2,238	-49%
/library/library_card/checking_your_account_online.php	3,693	1,502	-59%

# Wi-Fi

Wi-Fi Sessions (Jan-Aug, 2020)



**MILWAUKEE PUBLIC LIBRARY  
BOARD OF TRUSTEES  
BUILDING & DEVELOPMENT COMMITTEE  
MINUTES  
Thursday, September 3, 2020  
Central Library Meeting Room 1**

**PRESENT:** Mark Sain, Nik Kovac, Chris Layden, Jim Marten, Joan Johnson

**OTHERS**

**PRESENT:** MPL: Rachel Arndt, Eileen Force Cahill, Sam McGovern-Rowen, Jennifer Meyer-Stearns, Anne Rasmussen, Rebecca Schweisberger  
Redevelopment Authority for the City of Milwaukee: Dave Misky  
City Attorney's Office: Gregg Hagopian  
ICAP Development: Brian Adamson, Dan Jeserig  
Fitzgerald Consultancy: Moira Fitzgerald

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Committee Chair Mark Sain called the MPL Board of Trustees Building and Development Committee meeting to order at 8:03 a.m. on September 3, 2020 with a quorum present. All Trustees and presenters participated by video conference.

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1. **Approval of the Minutes.** Chair Sain entertained a motion to accept the minutes from the April 2, 2020 meeting, listed as Attachment A of the agenda. Trustee Marten moved approval and Trustee Sain seconded. Motion passed.
2. **Sale of the Former Forest Home Library.** David Misky from the Redevelopment Authority for the City of Milwaukee (RACM) reviewed the history of attempts to sell the former Forest Home branch library building. The building was declared as surplus after the library moved to the Mitchell Street location. RACM issued an RFP for the property on behalf of MPL and is acting as the agent to sell the property. A new, viable proposal was received from ICAP Development in January 2020 and revised in July 2020 following property inspections. ICAP Development is representing a confidential client who seeks to open and operate a new healthcare clinic on the property. Brian Adamson, Development Partner at ICAP Development, presented a brief company summary and the development proposal. The project will be an 18,000 sq. ft. medical office facility offering a variety of services. The sale request includes demolition of the former library building. Mr. Misky reviewed the offer information, noting a significant portion of the proceeds will go to the library budget. RACM and the City Attorney's Office approve the terms of the sale and report the development team and their potential tenant have been very cooperative. The project is located in Ald. Perez's district; Ald. Kovac discussed the project with Ald. Perez and confirmed he supports the proposal. Per Mr. Adamson, Ald. Perez would like the developer to meet with the community to share the full plan before beginning construction. Trustee Kovac moved to approve the sale and move to the full Board. Trustee Marten seconded. Motion passed.
3. **Project Inventory and Status Report.** Assistant Library Director Jennifer Meyer-Stearns reviewed the inventory of current and upcoming building projects for 2020, listed as Attachment B of the agenda. MPL has a number of ongoing projects and several projects near completion. A large roof replacement project at Central Library will begin this fall. The mechanicals of the Central Library Rotunda elevator are being replaced. The green infrastructure parking lot improvements are underway at five branch libraries. Green infrastructure improvements will be added to the Good Hope library when the parking lot is replaced next spring. The energy project at Central Library is 100% complete and the benefits of energy savings are expected over the next several months. The ADA projects at Atkinson and Center Street libraries have been completed. The co-working space at Washington Park library will soon be ready for unveiling. The Library Facilities Manager has resigned and the library is actively recruiting candidates. Informational item.

- 
4. **Rotary Club of Milwaukee Community Room Renovation.** Public Services Area Manager Rachel Arndt gave a live virtual tour of the room. Significant progress has been made despite setbacks related to the pandemic. Room improvements include new windows and audio visual equipment. Interim Library Director Joan Johnson commended Ms. Arndt and Ms. Meyer-Stearns for their excellent management of the project. Informational item.
  
  5. **Martin Luther King Library Redevelopment Project.** Mr. McGovern-Rowen provided a brief update on the project. General Capital confirmed their interest in continuing the project and is interviewing potential development partners from the community. Applications for Wisconsin Housing and Economic Development Authority (WHEDA) tax credits are due on December 11, 2020. General Capital would like to introduce their proposed partner and any design changes at the October committee meeting. If there is a term sheet it will be brought to the committee in November and, if approved, to the full Board at the November 24, 2020 meeting. Informational item.

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The meeting of the Milwaukee Public Library Board's Building & Development Committee was adjourned at 8:38 a.m. on September 3, 2020.

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## Milwaukee Public Library 2020 Proposed Temporary Reduced Hours

September 16, 2020

### Central Library

Children’s, Art and Humanities Rooms remain closed.

Central Selected Service Points and Activity Zones

Monday – Friday	10:00 a.m. – 6:00 p.m.
Saturday	9:00 a.m. – 5:00 p.m.

**48 hrs/wk (normally 54)**

Drive-Up at Central Library

Monday - Friday	9:00 a.m. – 6:00 p.m.
Saturday	8:00 a.m. – 5:00 p.m.

**54 hrs/wk (normally 60.5)**

### Branch Libraries

All locations

Monday	1:00 p.m. – 7:00 p.m.
Tuesday - Saturday	10:00 a.m. – 4:00 p.m.

**36 hrs/wk (normally 47 or 49)**

**Tuesday, November 3<sup>rd</sup>, Election Day – Closed<sup>1</sup>**

**Sunday Hours:** Central Library, Good Hope and Tippecanoe Branches

Oct – Dec **Closed<sup>2</sup>**

Jan – April **TBD**

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<sup>1</sup> To mitigate challenges associated with maintaining safety protocols with social distancing and capacity limits, public services operations to be suspended at all locations in support of voting activities city-wide and expected high volumes.

<sup>2</sup> Staffing levels have been lower than normal due to stresses associated with maintaining safety protocols during the pandemic, resulting in an inability to cover regular open hours, including Sundays. Additionally, the limited services being provided at this time won’t meet the needs for users typically visiting on Sundays.





# MEMORANDUM

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Date: September 22, 2020

To: Milwaukee Public Library Board of Trustees

From: Joan Johnson, Library Director

RE: Artwork Loan to Grohmann Museum

MPL Administration is seeking Board approval to loan artwork to the Grohmann Museum. The items were appraised and the value exceeds the amount the Library Director is authorized to approve.

**Loan to:**

Institution: Grohmann Museum (Milwaukee School of Engineering)  
Address: 304 E. State Street, Milwaukee, WI 53202  
Exhibit Name: Two Edmunds: Fitzgerald and Lewandowski – Their Mark on Milwaukee  
Exhibit Dates: September 10 – December 20, 2020

**Artwork:**

Three paintings by Edmund Lewandowski

*W.E. Fitzgerald*, watercolor on paper, 24 11/16 x 35 11/16 in.

*Three Ships*, watercolor on paper, 32 x 27 in.

*Edmund Fitzgerald*, oil on canvas, 31 1/2 x 41 3/4 in.

**Condition Statement:**

As of August 20, 2020, the three paintings were mounted to the east wall in the Frank P. Zeidler Humanities Reading Room at Milwaukee Public Library, Central Library, 814 W. Wisconsin Avenue, Milwaukee, WI 53233. All three paintings were professionally matted and framed, and in good condition, suitable for public display.

**Appraisal:**

In July 2020 the paintings were examined by William V. DeLind, of DeLind Fine Art Appraisals, LLC. A Fair Market Value Appraisal for insurance/resale purposes was issued on July 29, 2020.

# LibraryNOW

Implementation and Outcome  
Evaluation Findings for  
Milwaukee Public School Students  
2015-2019



**MILWAUKEE**  
PUBLIC LIBRARY

Prepared by IMPACT  
Planning & Evaluation

June, 2020

ATTACHMENT E - P. 1 of 25  
10. LibraryNOW Evaluation Report  
P. 26

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**IMPACT Planning and Evaluation Staff:**

*Lisa Larson, PhD, Director of Research and Evaluation*

*Erin Malcolm, MAPS, Senior Researcher*

*Lauren Kleven, MPH, Associate Researcher*

*Brenna Akert, BS, Assistant Researcher*

# Introduction

## LibraryNOW Background

In June 2013, President Obama launched the “ConnectED Initiative”, designed to enrich K-12 education for every student in America, to empower teachers with the best technology and training, and to empower students through individualized learning and rich, digital content. In April 2015, President Obama called on library directors to work with mayors and school leaders to strengthen partnerships so that every child enrolled in school can receive a library card.



In response, the Milwaukee Public Library (MPL), Milwaukee Public Schools (MPS), City of Milwaukee, and Milwaukee County Federated Library System (MCFLS) participated in the “Leaders Library Card Challenge” with over 100 U.S. communities. In 2016, the local initiative was rebranded to LibraryNOW.org. The project partners continue to support students’ development of language, reading, and critical thinking skills by providing digital resources, broadband connectivity, and wireless access within MPL locations.

LibraryNOW gives all 1<sup>st</sup>-12<sup>th</sup> grade MPS students free access to all of the library's online, electronic resources using their student ID number and also allows students to log on and use computers at all MPL locations. Electronic resources can be accessed on both computers and mobile devices and include online tutoring help, book and music downloads, magazines, games, research databases, and more (see Appendix A for a list of electronic resources). Students are encouraged to upgrade to a full access card, which allows them to check out physical materials in addition to accessing electronic resources.

Outreach to promote the LibraryNOW program has primarily been done through presentations at MPS schools during designated professional development time and district-wide events. The presentations use a train-the-trainer model, through which teachers and other school staff are oriented to the LibraryNOW website and resources so that they can, in turn, orient students and other staff at their schools.

## Evaluation

In 2018, MPL contracted with IMPACT Planning and Evaluation to conduct an evaluation of the LibraryNOW program. IMPACT Planning and Evaluation is part of IMPACT Inc., a 501(c)(3) organization with a mission to change lives, for good. IMPACT Planning and Evaluation works to advance community health and human services through objective planning, evaluation, and research.

IMPACT's evaluation is guided by the logic model developed by LibraryNOW staff and modified in consultation with IMPACT (see Appendix B for a copy of the logic model). As requested by MPL, IMPACT's evaluation focused on implementation and outcome indicators related to student-, school-, and district-level data from MPS. (More information about evaluation methodology is included in Appendix C.) Evaluation questions addressed by IMPACT's evaluation and data sources include:

### *Is the LibraryNOW project reaching students as intended?*

School and student characteristics were explored to assess the extent to which students reached were representative of the larger MPS student population.

### *After schools receive training on LibraryNOW, will students understand how to use LibraryNOW, and will they be inspired to begin using it?*

Student data was merged with data from MCFLS to assess whether students who were enrolled at schools reached by LibraryNOW presentations used library resources.

### *Are students who use library resources benefitting academically?*

Student achievement data was merged with data from MCFLS to explore indicators of academic success among students who use library resources.

## Overview and Considerations

This report presents implementation and outcome findings for the 2015/16, 2016/17, 2017/18, and 2018/19 school years.

- The implementation evaluation focused on the 2017/18 and 2018/19 school years, when LibraryNOW was in full implementation and train-the-trainer presentations were being regularly conducted.
- The outcome evaluation compares findings from the baseline analysis of MPS data (focusing on the “pre-implementation” years of 2015/16 and 2016/17) to the findings for the 2017/18 and 2018/19 school years (i.e., “post-implementation”).

IMPACT's evaluation focused primarily on student data from MPS. In addition to this evaluation, the LibraryNOW team conducts ongoing process monitoring through internal tracking and web analytics (e.g., to monitor which online resources receive the most traffic). In addition, the LibraryNOW team has administered surveys to obtain feedback on outreach efforts. Since they have been conducted separately from IMPACT's evaluation, the data and findings from these additional evaluation activities have not been included in the current report.

# Implementation Evaluation Findings

The main method of outreach for LibraryNOW has been orientation sessions for school staff using a train-the-trainer model. In addition, all of MPS School Support Teachers were given print materials to provide to teachers and families regarding LibraryNOW resources, and presentations were done with MPS principals.

For the years included in the current analysis, the train-the-trainer presentations were typically conducted at schools that responded to invitations from library staff and used designated professional development time to provide teachers and other staff with hands-on experience logging on and accessing LibraryNOW's electronic resources.

The train-the-trainer presentations were initially piloted during the 2016/17 school year but were more consistently implemented beginning in the 2017/18 school year. As a result, the implementation evaluation focused on the scope of outreach during the 2017/18 and 2018/19 school years.<sup>1</sup> Tracking data from LibraryNOW staff was used to explore the reach of these presentations and was also merged with MPS data to examine the extent to which students at schools reached by presentations were representative of all MPS 1<sup>st</sup> to 12<sup>th</sup> grade students.

A summary of the number of schools reached as of the end of the 2018/19 school year, their geographic distribution, and comparisons of student characteristics follow. Overall, the findings suggest that outreach efforts have spanned the MPS district and have reached schools that represent nearly half of the students in the program's target population.



<sup>1</sup> Recently, LibraryNOW staff have conducted more trainings for school administrators and librarians at district-wide events and has also conducted outreach to several out-of-school time programs. In addition, LibraryNOW has expanded to provide students in the Seton Catholic School system access to MPL's digital resources. However, information about the students served through those programs and schools is not included in the present analysis.

## Outreach to MPS Schools

As of the close of the 2018/19 academic year, available data indicates that the LibraryNOW program had conducted outreach to 73 MPS schools through in-person, train-the-trainer presentations to over 1,840 teachers, administrators, and other school staff.

- 46 MPS schools were reached by the end of the 2017/18 academic year.
- 73 MPS schools were reached by the end of the 2018/19 academic year.

# 73 MPS schools received LibraryNOW presentations

The majority of the schools that received LibraryNOW presentations were elementary schools (n=63, or 86.3% of 73). A smaller number of high schools (n=6, or 8.2%) and middle schools (n=4, or 5.5%) had received presentations. (A list of all MPS schools reached through train-the-trainer presentations can be found in Appendix D.) Ultimately, the schools that were reached represent a total of nearly 32,000 MPS students.

## Geographic Reach

The distribution of schools that had received LibraryNOW train-the-trainer presentations as of the end of the 2018/19 school year was explored to determine whether outreach activities were more or less concentrated in any section of the City of Milwaukee. The schools that received train-the-trainer presentations and those that had not are mapped in Figure 1. Overall, the map suggests that outreach activities have generally been evenly distributed across the city.

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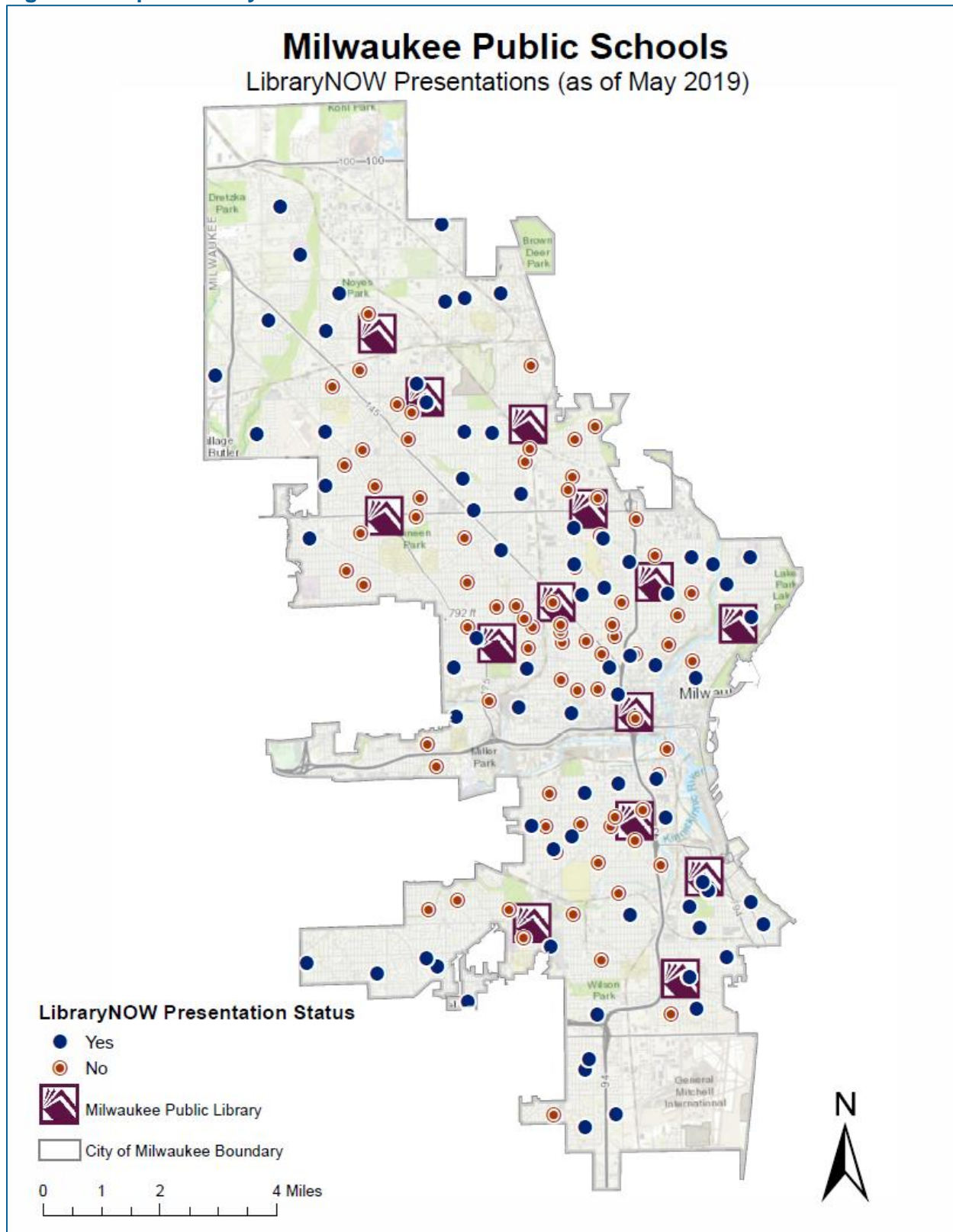
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Figure 1: Map of LibraryNOW Presentations





## Student Characteristics

To examine the representativeness of students who may have had greater exposure to LibraryNOW, the characteristics of students who attended schools that received presentations as of the end of 2018/19 (N=73) were compared to those of students who attended schools that had not (N=88). Table 1 provides a comparison of the two groups of students with respect to sociodemographic characteristics documented by MPS. The two groups of students were generally similar with respect to these traits, with only very slight differences on race/ethnicity and free/reduced price lunch eligibility.

**Table 1: Student Characteristics by School Presentation Status (2018/19)**

<i>Characteristic</i>	<i>Received Presentation (N=31,664)</i>	<i>Did Not Receive Presentation (N=34,771)</i>
<b><i>Race/Ethnicity</i></b>		
<i>Black/African American</i>	50.0%	55.5%
<i>Hispanic</i>	28.2%	25.5%
<i>White</i>	11.7%	8.1%
<i>Asian</i>	6.5%	7.7%
<i>Am. Indian/Alaska Native</i>	0.7%	0.5%
<i>Native Hawaiian/PI</i>	0.1%	0.1%
<i>Multi-racial</i>	2.9%	2.5%
<b><i>Special Education Status</i></b>		
<i>No Special Ed</i>	78.8%	78.9%
<i>Special Ed</i>	21.2%	21.1%
<b><i>English Language Learner</i></b>		
<i>No</i>	82.3%	83.3%
<i>Former</i>	4.0%	3.9%
<i>Yes</i>	13.6%	12.8%
<b><i>Free/Reduced Price Meal Eligibility</i></b>		
<i>No</i>	27.4%	25.4%
<i>Yes</i>	72.6%	74.6%

Table 2 provides a comparison of the two groups of students with respect to grade level. The two groups were somewhat similar when looking at individual grades; however, students at schools that received LibraryNOW presentations tended to be in lower grade levels. Specifically, while 52% of students from schools that received presentations were in 1<sup>st</sup>-5<sup>th</sup> grade, 37% of students in schools that did not receive presentations were 1<sup>st</sup>-5<sup>th</sup> graders.

**Table 2: Student Grade Level by School Presentation Status (2018/19)**

<i>Grade Level</i>	<i>Received Presentation (N=31,664)</i>	<i>Did Not Receive Presentation (N=34,771)</i>
<i>Grade 1</i>	9.9%	7.5%
<i>Grade 2</i>	10.1%	7.1%
<i>Grade 3</i>	10.5%	7.3%
<i>Grade 4</i>	10.9%	7.3%
<i>Grade 5</i>	10.7%	7.3%
<i>Grade 6</i>	8.2%	8.4%
<i>Grade 7</i>	8.2%	8.2%
<i>Grade 8</i>	8.0%	7.8%
<i>Grade 9</i>	7.4%	12.1%
<i>Grade 10</i>	5.8%	9.5%
<i>Grade 11</i>	5.2%	8.9%
<i>Grade 12</i>	5.2%	8.6%

The background of the top section is a teal-colored field filled with numerous circular icons representing various educational concepts such as books, graduation caps, microscopes, and people at computers. Overlaid on this background is the main title in large, white, sans-serif font.

# Outcome Evaluation Findings

The outcome analysis used available data from the Milwaukee County Federated Library System (MCFLS), Milwaukee Public Schools (MPS), and the Wisconsin Department of Public Instruction (WI DPI) to explore LibraryNOW’s stated outcomes. These included grade advancement, student achievement on Wisconsin State Assessments, and graduation rates. Findings from the baseline analysis (focusing on the “pre-implementation” years of 2015/16 and 2016/17) were compared to findings for the 2017/18 and 2018/19 school years (i.e., “post-implementation”).

For the 2017/18 school year, no student-level data was available to determine individual students’ engagement with library resources. Student-level library utilization data was only available for the 2018/19 school year. As a result, the outcome analysis first compared school-level outcomes for schools that had received LibraryNOW train-the-trainer presentations (as a proxy for program exposure) to all of the schools in the district. (See Appendix C for more information about the calculation of outcome indicators.) Outcome indicators for English Language Arts (ELA)/Math proficiency and four-year graduation rates include:

- district-level percent proficient/advanced and graduated (for all students),
- the average school-level percent proficient/advanced and graduated (for all schools); and
- the average school-level percent proficient/advanced and graduated (for schools that received LibraryNOW presentations).

It must be noted that LibraryNOW is one of many initiatives aimed at improving student achievement and other outcomes. In addition, an abundance of research has shown that there are many factors in students’ lives that influence their educational experience and success. Given this complex context, the findings from this analysis must be considered with caution, with any positive associations suggesting only that LibraryNOW may be providing an aligned contribution to the outcome. Between-group differences have been considered notable only when they represent a large number out of the total number of schools or students included in the analysis.

## Grade Advancement

The analysis compared pre-implementation grade advancement rates to those for the years after LibraryNOW reached full implementation. Specifically, data from MPS was used to determine the percentage of students who advanced grade levels from the 2015/16 to the 2016/17 school year and from the 2016/17 to the 2017/18 school year (i.e., pre-implementation), and then from the

2017/18 to the 2018/19 school year (i.e., post-implementation).<sup>2</sup> The analysis suggests a modest, district-wide upward trend that began prior to LibraryNOW and continued after its implementation. Specifically:

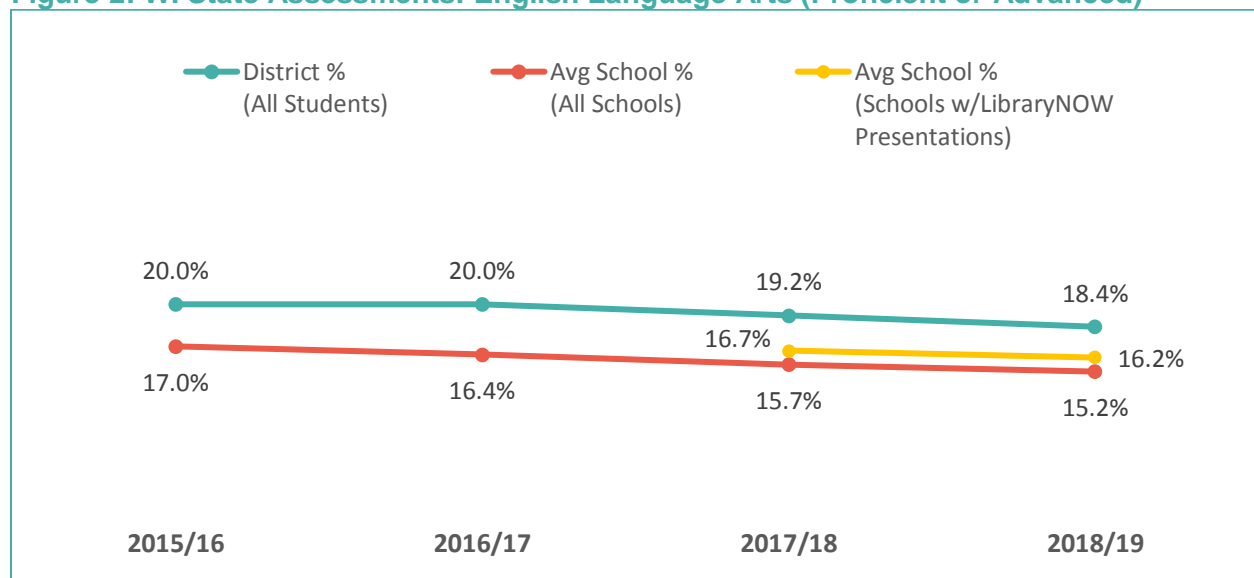
- 94.5% of students advanced a grade level from 2015/16 to 2016/17 (N=54,289).
- 95.2% of students advanced a grade level from 2016/17 to 2017/18 (N=54,734).
- 95.9% of students advanced a grade level from 2017/18 to 2018/19 (N=54,078).

By comparison, among students who attended schools that received LibraryNOW presentations during the 2017/18 school year, 97.3% advanced a grade level from 2017/18 to 2018/19 (N=15,935).

## Wisconsin Student Assessments

Student performance on State Assessments was also compared pre-implementation to post-implementation. District-level performance on English Language Arts (ELA) and Mathematics (includes Forward Exam for grades 3-8 and ACT for grade 11) was obtained from district report cards published by the Department of Public Instruction (DPI). Student-level assessment data from MPS was used to calculate means of school-level percentages.<sup>3</sup> Figure 2 and Figure 3 show trend lines for ELA and Mathematics respectively for the school years included in the present analysis.

**Figure 2: WI State Assessments: English Language Arts (Proficient or Advanced)<sup>4</sup>**

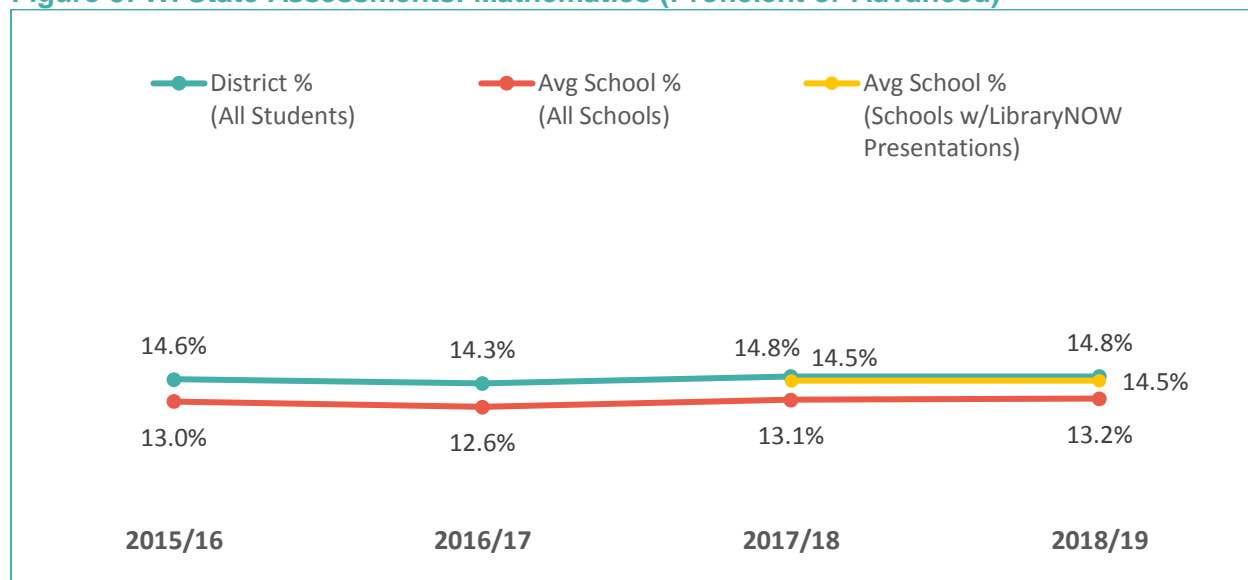


<sup>2</sup> Only those students who remained enrolled in the district between each school year were included in the grade advancement analyses.

<sup>3</sup> School-level findings include MPS charter schools but exclude behavioral reassignments schools, schools for the blind/deaf, and schools with assessment/graduation sample sizes of less than 10 students. Further information on data merging and cleaning steps by the evaluation team are outlined in a separate document.

<sup>4</sup> All District Students: N=32,312 for 2015/16, N=41,783 for 2016/17, N=41,465 for 2017/18, and N=42,048 for 2018/19. All Schools: N=146 for 2015/16, N=153 for 2016/17, N=151 for 2017/18, and N=149 for 2018/19. Schools with LibraryNOW Presentations: N=46 for 2017/18, and N=73 for 2018/19.

**Figure 3: WI State Assessments: Mathematics (Proficient or Advanced)<sup>5</sup>**



As the figures above show, the district-level and school-level proficiency rates for both ELA and Mathematics remained relatively stable across years, and district-level proficiency rates were only slightly higher than the school-level proficiency rates. When comparing the school-level rate to just those schools that had received LibraryNOW presentations as of the specified school year, proficiency rates were generally comparable.

## Graduation Rates

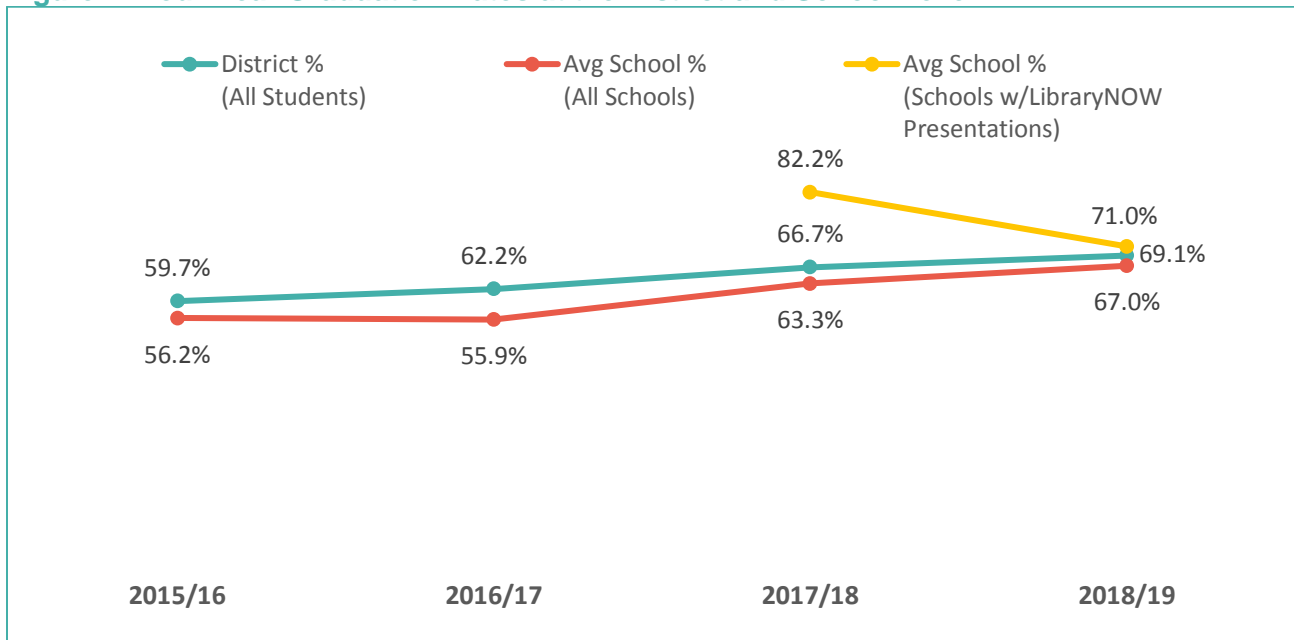
Student graduation rates were compared pre-implementation to post-implementation. District and school-level graduation data were extracted from the Wisconsin Department of Public Instruction’s WISEdash data portal.<sup>6</sup> Figure 4 shows four-year graduation rate trend lines at the district level (all 12th graders) and the school level (mean of school-level rates). The rates for the school years for which DPI data was available indicates an upward trend at both the district and the school levels over time. The increase in the four-year graduation rate has been in part attributed to MPS’s M-Cubed initiative, which is a partnership between MPS, the University of Wisconsin-Milwaukee (UWM), and the Milwaukee Area Technical College (MATC). M-Cubed seeks to improve student outcomes by implementing a consistent, well-supported Academic and Career Planning process for middle and high school students and aligns curriculum and support services for students transitioning from MPS to college.<sup>7</sup>

<sup>5</sup> All District Students: N=32,487 for 2015/16, N=42,053 for 2016/17, N=41,754 for 2017/18, and N=42,223 for 2018/19. All Schools: N=146 for 2015/16, N=152 for 2016/17, N=151 for 2017/18, and N=149 for 2018/19. Schools with Presentations: N=46 for 2017/18, and N=73 for 2018/19.

<sup>6</sup> To ensure that school-level graduation rates included schools that were in the state assessment samples, graduation data from DPI was merged with the MPS school-level records.

<sup>7</sup> More information about M-Cubed can be found at <https://mps.milwaukee.k12.wi.us/en/District/Initiatives/M-cubed.htm>

**Figure 4: Four-Year Graduation Rates at the District and School Level<sup>8</sup>**



As seen above, the data suggests that high schools that had received LibraryNOW presentations as of the end of the 2017/18 school year had substantially higher graduation rates than both the district and all MPS high schools. It must be noted that the results for that year are based on only four high schools (with Riverside University and Reagan high schools having graduation rates over 90% for that year). For the 2018/19 school year, the mean four-year graduation rate for the eight total schools that had received LibraryNOW presentations was closer to that seen for all high schools in the district.

### **Library Resource Usage (2018/19 School Year)**

De-identified student-level data from the Milwaukee County Federated Library System (MCFLS) for the 2018/19 school year was merged with the MPS data file for that year to explore additional student-level outcomes. Data fields from MCFLS used in the analysis included:

- Students' library card type (digital, allowing access to online resources and apps, or upgraded, allowing checkouts of physical items in addition to online resources and apps);
- The total number of checkouts made through the account (physical items only); and

<sup>8</sup> All District Students: N=5,248 for 2015/16, N=5,464 for 2016/17, and N=5,383 for 2017/18. All Schools: N=33 for 2015/16, N=35 for 2016/17, N=33 for 2017/18, and N=33 for 2018/19. Schools with LibraryNOW Presentations: N=4 for 2017/18 (Bay View, Hamilton, Riverside University, and Reagan), and N=8 for 2018/19 (Bay View, Hamilton, Meir, Obama SCTE, Riverside University, Reagan, Vincent, and WI Conservatory of Lifelong Learning).

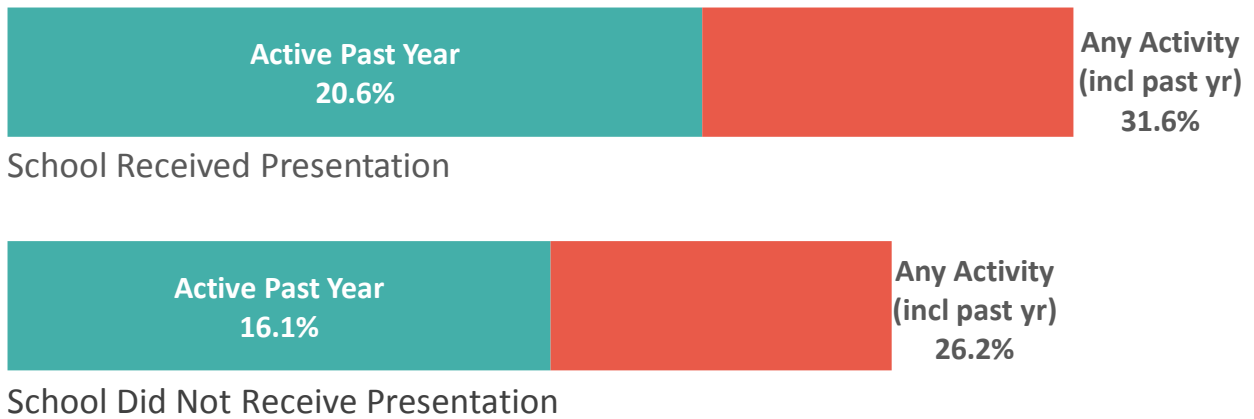
- The date of most recent activity on the account (includes checking physical items in or out, renewing an item, placing a hold on an item, paying fines, or accessing online resources or games with their account<sup>9</sup>).



There were a total of 64,994 matching records in the final merged MPS and MCFLS data set, with 31,002 being students from schools that received LibraryNOW presentations and 33,992 being students from schools that had not.<sup>10</sup> The merged data set was analyzed to explore the extent to which a school's exposure to LibraryNOW presentations was associated with increased library use, and whether students' use of library materials (i.e., physical check-outs and digital logins) was associated with improved academic outcomes.

Although any MPS student can access library resources with their student ID regardless of whether their school received a LibraryNOW presentation, the data illustrated below suggests that students at schools that received presentations were slightly more likely to have accessed library resources than students at schools that did not.

**Figure 5: Students' Library Activity by their School's Presentation Status (2018/19)<sup>11</sup>**



<sup>9</sup> Online activity only includes accessing resources by logging in with a patron ID. It does not include accessing apps using a mobile device.

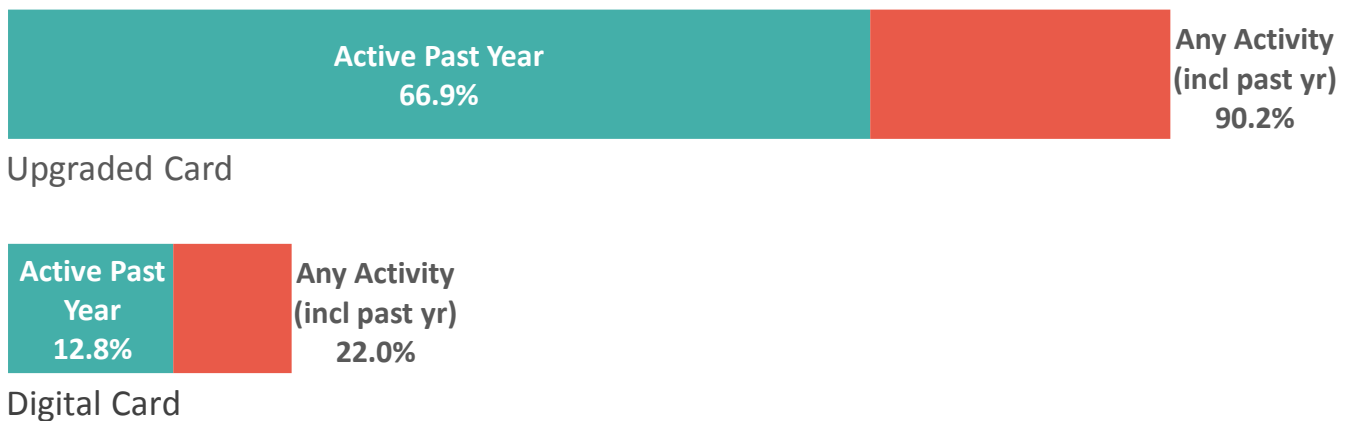
<sup>10</sup> There were a total of 1,441 records in the 2018/19 MPS data file that did not have matching records in the MCFLS system for that year. An analysis of those records suggests no major differences between those students and the full set of students in the MPS data set with respect to age, grade level, gender, race/ethnicity, school, and other characteristics collected by MPS.

<sup>11</sup> N=31,002 students at schools that received presentations and N=33,992 students at schools that did not receive presentations.

However, there was little difference in the percentage of upgraded library cards among students at schools that had received LibraryNOW presentations (10.3%, or n=3,184) and those at schools that had not (9.7%, or n=3,282). For both groups, the number of students with upgraded cards was low, although an analysis of student characteristics suggests that those with upgraded cards were demographically similar to the entire student population. In addition, there was little difference in the number of physical checkouts made by students at schools that received LibraryNOW presentations (mean=1.6, SD= 12.5) and those from schools that had not (mean=1.4, SD=17.2).

Despite the relatively low number of students who had upgraded cards, as shown in Figure 6 it is clear that those students who had upgraded cards (N=6,466) were much more likely to use library resources than those who only had digital accounts (N=58,528).

**Figure 6: Students' Library Activity by Card Type (2018/19)<sup>12</sup>**



An examination of academic outcomes measured by Wisconsin State Assessments (Forward and ACT) suggests that increased library engagement may have had a modest association with increased performance, particularly with respect to Mathematics. Specifically:

- Students with upgraded accounts were somewhat more likely to have tested proficient or advanced in Mathematics and slightly more likely to have tested proficient or advanced in ELA than those with digital accounts.
- Students with past year library activity were somewhat more likely to have tested proficient or advanced in Mathematics and slightly more likely to have tested proficient or advanced in ELA than those with no library activity.

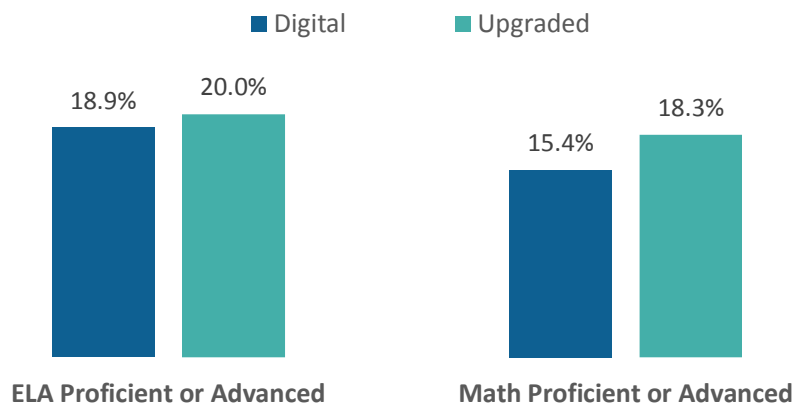
<sup>12</sup> N=6,466 students with upgraded cards, N=58,528 students with digital cards



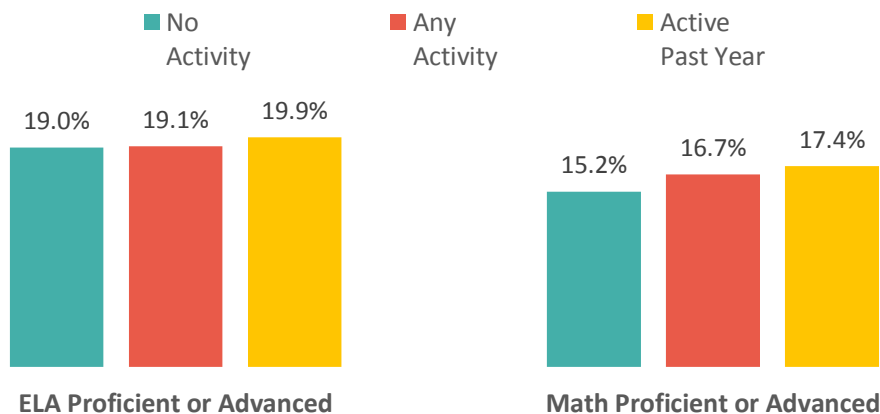
- Among students with upgraded accounts (N=6,466):
  - Those who tested proficient or advanced in ELA had significantly more physical item checkouts ( $M=23.6$ ,  $SD=82.8$ ) than those who did not ( $M=14.6$ ,  $SD=38.4$ ),  $t(871)=3.0$ ,  $p=.003$ .
  - Those who tested proficient or advanced in Math showed a trend towards having more checkouts ( $M=20.3$ ,  $SD=64.0$ ) than those who did not ( $M=15.5$ ,  $SD=47.0$ ). The difference, was not statistically significant, however  $t(897)=1.9$ ,  $p=.056$ .

Illustrating these findings, Figure 7 compares the ELA and Math proficiency levels of students who had digital cards and those with upgraded cards. Figure 8 compares ELA and Mathematics proficiency levels of students who had no library activity and those who utilized library resources.

**Figure 7: Card Type and WI State Assessment Proficiency (2018/19)<sup>13</sup>**




**Figure 8: Library Activity and WI State Assessment Proficiency (2018/19)<sup>14</sup>**



<sup>13</sup> N=58,528 students with digital cards, and N=6,466 students with upgraded cards.

<sup>14</sup> N=46,295 students with no library activity, N=18,699 students with any activity, and N=11,832 students with activity in the prior year.



# Conclusions and Recommendations

## DATA HIGHLIGHTS

The findings from this stage of LibraryNOW's evaluation suggests that its systems-change approach to increasing student access to library resources may be associated with improved academic outcomes. The implementation evaluation provides evidence that program outreach is reaching schools as intended, and the outcome evaluation provides some support for the program's theory of change. Key findings include:

- As of the end of the 2018/19 school year, the train-the-trainer presentations had reached approximately half of the schools in the district and were evenly distributed across the city.
- Students at schools that received presentations are representative of the overall MPS population with respect to their basic demographic and socioeconomic characteristics.
- Mean student outcomes for ELA and Math proficiency at schools that received LibraryNOW presentations followed modest upward trends that were similar to those of all schools in the district and to the means across all district students, but were slightly higher than the school-level means.
- The analysis of the combined MPS and MCFLS data for the 2018/19 school year suggests that outreach to schools was associated with increased engagement with library resources, and that increased engagement with library resources was associated with improved academic outcomes. For example:
  - Students at schools that received presentations were slightly more likely to have accessed library resources than students at schools that did not. However, they were not more likely to have upgraded accounts or to have checked out items.
  - Students who had upgraded cards were more likely to use library resources than those who only had digital accounts.
  - Increased library engagement may have had a modest association with increased academic performance, particularly with respect to Mathematics.

Overall, these findings are generally positive but must be considered preliminary and without causal implications given the available data and methodology utilized. Future analysis using more rigorous methods may provide additional insight into the extent to which engagement with library resources leads to (or is merely associated with) improved academic outcomes for students.

## RECOMMENDATIONS

As additional student data becomes available, further analysis will explore the extent to which upward trends continue and whether positive associations persist for future school years. In the meantime, the authors offer the following recommendations:

- As MPS policies limit teachers' professional development time and necessitate that outreach efforts focus on more district-wide training opportunities, attendance tracking for LibraryNOW presentations should include documentation of specific staff roles and the schools they represent. This will allow future analyses to explore the association of staff training and student engagement and outcomes.
- Anecdotal reports indicate that MPL Library Media Specialists play a large role in informing students how to use their student ID to access library resources. Program staff could consider gathering qualitative feedback from these library personnel to inform targeted strategies for reaching students at library branch locations.
- Continue to strengthen the partnership with MPS administration and leverage these relationships to access to schools and school staff who have not yet availed themselves of LibraryNOW orientations.
- Further align LibraryNOW with other school and community initiatives to improve student outcomes by promoting the integration of subject-specific LibraryNOW resources into their programming.
- Consider renewing efforts to gather feedback from school staff who receive training in order to inform training approaches that best meet staff needs and support engagement and dissemination of outreach messaging.

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*IMPACT Planning and Evaluation would like to thank all of the individuals and organizations that contributed to the development of this report. Special thanks to the Milwaukee Public Library and the LibraryNOW implementation team for guiding the evaluation questions and providing context to the evaluation data and findings. Thanks to the Milwaukee Federated Library System and the System Administration team for providing data to enhance the evaluation findings. Finally, thank you to the Milwaukee Public Schools Research and Evaluation team for informing the evaluation design and providing MPS data to explore student outcomes.*

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## Appendix A: LibraryNOW Electronic Resources

### *Online Books*

**eBooks:** Mostly nonfiction eBooks, including the "... for Dummies" books.

**Hoopla:** Instantly borrow movies, music, audiobooks, ebooks, comics and TV shows to enjoy on your computer, tablet, or phone through hoopla!

**NoveList K-8:** Reading recommendations based on what you like.

**NoveList:** Reading recommendations based on what you like.

**Overdrive:** Thousands of eBooks, Audiobooks, and videos for free.

**Senior High Core Collection:** Nonfiction resource books on any subject you can think of.

### *Learning & School Work*

**Brainfuse:** Live tutoring, homework help, and writing assistance.

**Britannica Elementary:** Encyclopedia to help with homework, research, presentations, and more.

**Britannica School High:** Encyclopedia to help with research, presentations, and more.

**Consumer Health Complete:** Information on conditions, medications, and more.

**Country Reports:** Learn about cultures and countries from around the world.

**Explora:** Research articles on a variety of subjects. Includes a "cite" button so you can just paste citation information into your paper or report.

**Gale Biography:** Get the official scoop on famous people.

**Gale Courses:** Six week courses on subjects from photography to business and more.

**History Reference Center:** Full-text database featuring historical reference books, magazines, journals and thousands of primary source documents

**HistoryMakers:** The HistoryMakers is the nation's largest African American video oral history collection.

**Mango Languages:** Foreign language learning with a conversational approach, teaching practical, relevant content focused on vocabulary, grammar, pronunciation and culture. Seventy-two languages are available to English speakers.

**Newspaper Source Plus:** U.S. and international newspaper articles and TV/radio transcripts

**PBS Wisconsin Education:** Engaging and inspiring resources for students and teachers. Formerly called Wisconsin Public Television Education.

**Press Reader:** Convert popular newspapers into 8 different languages

**ProCitizen:** Prep for the civics test you need to graduate! Designed to help people prepare for the US Naturalization Test.

**Pronunciator:** Learn up to 80 languages with lessons, tutors, music, and videos.

**Science Reference Center:** Full-text for hundreds of science magazines, journals, encyclopedias, reference books and a vast collection of image

### ***College & Career***

**Learning Express Library:** Free test prep for ACT, SAT, AP, Praxis, TOEFL, and more!

**Gale Courses:** Six week courses on subjects from photography to business and more. Plus, free test prep for ACT, SAT, and more.

**Badgerlink:** A collection of high quality research tools and resources including Wisconsin Media Lab.

**Auto Repair Source:** Provides the most accurate, authoritative and up-to-date service and repair information for thousands of domestic and imported vehicles. Formerly called Automate.

### ***Fun & Games***

**CoolMathGames:** Practice your math skills while having fun.

**Freegal:** Download hit music for free!

**Hoopla:** Instantly borrow movies, music, audiobooks, ebooks, comics and TV shows to enjoy on your computer, tablet, or phone through hoopla!

**RBdigital** [Formerly Zinio]: Magazines

**Scratch:** Create stories, games and animations.

**Soundzabound:** Soundzabound is ideal for video production, digital storytelling, web design, gaming, music creation and more.

## Appendix B: LibraryNOW Logic Model

**Goal: Students using library resources will excel in their studies and enjoy greater academic success**

Inputs	Activities	Outputs	Outcomes	Indicators
<b>MPL staff, partner staff, MCFLS, IMPACT</b>	Continue to refine the MOU for each new school and improve and revise language existing MOUs	Avg of 70,000 virtual student accts maintained per year	Effective partnership between MPL and schools/community partners	.5% Decrease in students failing class (100 fewer students)
	Continue virtual account creation, school visits and library instruction for participating schools	5,000 of educators received presentation	LibraryNOW Milwaukee students grades 1-12 have streamlined access to MPL digital resources	1% Increase in graduation rate (500 more graduates)
	Promote LibraryNOW at community events	200 of community staff received presentation	Partners support and follow train-the-trainer model	.5% of schools (4) show an increase in 3 <sup>rd</sup> grade scores in Wisconsin state assessment
	Marketing and branding library resources (website, logo, flyers, promotional materials)	100 teacher surveys received	Staff and community partners are aware of digital access and resources available	.5% of schools (2) show an Increase in 8th grade scores in Wisconsin state assessment
	MPL library branch staff promote library resources in the library	33 student surveys received	Students understand how the library can help them achieve success	.5% of schools (2) show an increase in 11th grade Wisconsin state assessment results
			Students are aware of their own streamlined digital access and MPL resources available	10% increase in student survey responses (33)
			Staff and community partners are aware of digital access and resources available	70% Students (23) report positive associations with library resources
			Community partners engage and promote library resources	80% of teachers report they will or have shared the library resources with students
		Students in Milwaukee value LibraryNOW resources and use them	52,000 students are reported to receive a presentation from teachers	
		More students will be accepted into post-secondary education and better able to achieve post-secondary credentials	5% Increase in number of events with academic partners	
		The Milwaukee Public Library has a sustained presence with schools and community organizations	10% increase in teachers cards and virtual cards created	
			10% Increase in usage of databases	
			8% Increase in student upgrades	

## Appendix C: Evaluation Methodology

IMPACT's evaluation of LibraryNOW is guided by the program's logic model and focused on implementation and outcome indicators that primarily relied on student-level data from Milwaukee Public Schools (MPS). The goal of the evaluation was to explore whether the LibraryNOW outreach efforts were reaching students as intended, whether outreach efforts were related to increased library usage, and whether library usage was associated with improved academic performance.

### Evaluation Measures and Data Sources

The LibraryNOW implementation evaluation explored the number and location of schools that received LibraryNOW outreach presentations and the characteristics of the students at those schools. Presentations were tracked by outreach staff using a spreadsheet that contained the school name, date of the presentations, and the number of staff who attended. This information was merged with MPS administrative data from the 2018/19 school year, which included the school in which students were last enrolled as well as their student ID number, age, grade level, race/ethnicity, English Language Learner (ELL) status, Special Education status, and eligibility for free or reduced price lunch.

The outcome evaluation explored district-, school-, and student-level academic performance, comparing the school years prior to LibraryNOW's full implementation (i.e., 2015/16 and 2016/17) to the years after LibraryNOW was being fully implemented (i.e., 2017/18 and 2018/19). The outcomes that were explored included student grade advancement, four-year graduation rates, and student performance on Wisconsin State Assessments in the areas of English Language Arts (ELA) and Mathematics. These assessments include the Wisconsin Forward exam (administered to students in grades 3 through 8), and the ACT with Writing (administered to students in grade 11).<sup>15</sup> Student-level data from MPS was the data source for these outcomes; however, district report cards prepared by the Wisconsin Department of Instruction (DPI) were used for district-level graduation and proficiency findings.

In the summer of each year, Milwaukee County Federated Library System (MCFLS) System Administration conducts a purge of student digital accounts from their database so that new accounts can be created for students enrolled as of the Third Friday of September Count Date of the new school year. Because the purge for the 2017/18 school year was performed prior to the development of the outcome evaluation, student-level library data was only available from MCFLS for the 2018/19 school year. As a result, the outcome analysis first compared school-level outcomes for schools that had received LibraryNOW train-the-trainer presentations (as a proxy for program exposure) to all of the schools in the district. Specifically, for proficiency on Wisconsin State Assessments and Graduation rates, school-level benchmarks and outcomes were calculated by averaging the percentage of students in each school who scored "proficient" or "advanced" in English Language Arts (ELA)/Mathematics and the percentage who graduated on time. The average proficiency and graduation rate for schools that received LibraryNOW presentations was compared to the averages across all schools in the district.

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<sup>15</sup> More information about Wisconsin state assessment can be found at <https://dpi.wi.gov/assessment>



Comparisons of student-level outcomes for students who accessed library resources were only included for the 2018/19 school year, when utilization data was available from MCFLS. De-identified library data was obtained from MCFLS and merged with MPS data to allow for an exploration of student outcomes in relation to library engagement.

### **Data Collection and Sharing**

MPS has explicit policies and procedures for external requests for data for research or evaluation purposes. The process involves the submission of a research application which includes details about the purpose of the research, the researchers, the specific data being requested, measures to ensure confidentiality of student information, and data storage procedures. At the outset of their partnership with IMPACT, LibraryNOW had an existing approval which was amended by the IMPACT team to include additional evaluation questions and data elements.<sup>16</sup> Data for each of the school years included in the analysis was requested by the IMPACT team using MPS's data request process. IMPACT conducted the cleanup and analysis to explore the stated evaluation questions.

For the 2018/19 school year, the final MPS data set was transferred to the MCFLS System Administration team who then merged it with MCFLS data in accordance with relevant statutes pertaining to the disclosure of library records. Data elements provided by MCFLS included students' card type (digital or upgraded), the total number of checkouts made through the account, and the date of most recent activity on the account. Student IDs were then encrypted and the merged data set was transferred back to IMPACT for additional analysis of project outcomes.

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<sup>16</sup> More information about conducting research and evaluation at MPS or requesting MPS data can be found at <https://mps.milwaukee.k12.wi.us/en/District/Initiatives/Research-Development.htm>

## **Appendix D: Schools that Received LibraryNOW Presentations**

Academy of Accelerated Learning	Grant	Milwaukee Academy of Chinese Language
ALBA	Greenfield	Milwaukee Parkside
Alcott	Hamilton High	Neeskara
Auer Avenue	Hampton	Ninety-Fifth Street
Barton	Hartford University	Obama SCTE
Bay View High	Hawley Environmental	Parkview
Bay View Montessori	Hawthorne	Reagan High
Bethune Academy	Hi-Mount	River Trail
Browning	Honey Creek	Riverside University High
Bruce	Hopkins Lloyd	Rogers Street Academy
Burdick	Humboldt Park	Siefert
Carson Academy	I.D.E.A.L.	Story
Clemens	Jackson	Stuart
Clement Avenue	Kagel	Thoreau
Congress	Keefe Avenue	Townsend Street
Cooper	Rufus King International Middle	Trowbridge
Curtin Leadership Academy	Kluge	Victory
Elm Creative Arts	La Causa Charter	Vieau
Emerson	LaFollette	Vincent High
Engleburg	Lincoln Center of the Arts	Webster Secondary
Fernwood Montessori	Longfellow	Whitman
Franklin	Lowell International	WI Conservatory Lifelong Learning
Fratney	Maple Tree	Zablocki
Gaenslen	Maryland Av Montessori	
Goodrich	Meir	