

SFPL Grant Funded Program Proposals FY 16/17

Friends of the San Francisco Public Library

Professional Development

Program/Project Title	Branch or Agency	Project Description and Purpose	Please indicate how your proposed project supports one or more of the following Library Strategic Priorities: 1) Premier Urban Library; 2) Literacy & Learning; 3) Youth Engagement; 4) Digital Strategy; 5) Partnerships for Excellence; 6) Organizational Excellence	What are your anticipated outcomes? How will you evaluate whether the program has been successful?	Timeline	Total Cost of Project	Amount Requested from Friends
Educational Opportunities Committee (EOC)	Human Resources	An annual grant from Friends of the San Francisco Public Library has made it possible to award funds to library staff for the purpose of attendance at conferences, workshops, seminars, courses for continuing education (excluding school semester courses), etc. All fulltime or part-time library employees (except administration) are eligible for assistance to attend events relevant to their work, and from which some benefit to the library can be expected. Amounts of individual awards depend on the size of the initial grant from the Friends, the number of requests received from library staff, the time of the year, and the balance remaining at the time of the request.	1. <b>Organizational Excellence.</b> EOC funds are used to access professional development activities that support all of the Strategic Priorities. Our ability to access these funds allows for broad participation in professional events and creates strong SFPL representation nationally and internationally.	Staff are required to submit a report upon completion of the event and prior to reimbursement outlining highlights of the event, utility to participants and value to SFPL of staff attendance.	July 1, 2016-June 30, 2017	\$30,000	\$30,000
Annual Staff Recognition Awards	Human Resources	An annual grant from Friends of the San Francisco Public Library has made it possible to hold an annual staff recognition event for all staff. The event is a huge moral booster and is well attended by staff. It is an opportunity for us to showcase and recognize the efforts of staff through the year.	1. <b>Organizational Excellence.</b> The program rewards and recognizes outstanding performance at SFPL. This year, guidance was written into the nomination form asking for how the employee's actions furthered the strategic Priorities of SFPL.	A successful staff recognition event, and high levels of participation by awardees in the planning of the event the following year.	July 1, 2016-June 30, 2017	\$3,000	\$3,000
Staff Holiday Party	Human Resources	An annual grant from Friends of the San Francisco Public Library has made it possible to hold an annual staff holiday party. The party is an opportunity for the building of staff morale. Having this event at year end is an opportunity to begin the new year on the strongest possible footing of employee engagement.	1. <b>Organizational Excellence.</b> Creating opportunities outside of the work day allows for the deepening of professional employee relationships and breaks down divisional silos. Creating cross divisional relationships directly impacts employee effectiveness.	Feedback from staff informs effectiveness of the event.	12/1/2016	\$8,000	\$7,000
Training and Refreshment Funds	Human Resources	An annual grant from Friends of the San Francisco Public Library has made it possible to provide refreshments at staff training events. Having refreshments at key events allows SFPL Training to support staff training with occasional light refreshments.	1. <b>Organizational Excellence.</b> Staff training experiences that are repetitive or administration can be offset by providing breaks with refreshments. It is a single way to make training more engaging.	The ability to provide such breaks are evidence of effectiveness.	July 1, 2016-June 30, 2017	\$2,000	\$1,700
<b>TOTAL</b>						<b>\$43,000</b>	<b>\$41,700</b>