



DeKalb County Public Library

Technology Plan FY 2014 – FY 2016

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OUR MISSION

DeKalb County Public Library (DCPL) is a place to grow. The library enlightens and enriches the people of DeKalb County by providing responsive, dynamic services that meet the changing informational needs of a diverse population. Through a trained, service-oriented staff, partnerships, and ready access to both print and electronic resources, the library is committed to superior service that promotes a strong, literate DeKalb community and enhances the quality of life.

OUR VISION

We envision a DeKalb County where every person has the opportunity to reach his or her own full potential in an economically strong community, which values family, diversity, and cooperation.

OUR TECHNOLOGY VISION

The Library serves its community as a bridge over the digital divide by providing up-to-date equipment which allows the community to access the most current electronic resources and services available.

TECHNOLOGY COMMITTEE MEMBERS

- Tamika Strong, Automation Services Coordinator and Chair, Technology Committee
- Lesley Barber, Toco Hill – Avis G. Williams Library Branch Manager
- Sharon Deeds, Youth Services Coordinator
- George Ford, Branch Operations Coordinator
- Raylynn Hughes, Continuing Education Services Coordinator
- Gina Jenkins, Decatur Library Coordinator
- Pao Ku, Network Administrator
- Jimmy Lo, eBranch Manager
- Peggy Ramsey-May, Wesley Chapel – William C. Brown Library Branch Manager
- Scott Smith, Library Systems Analyst
- Alison Weissinger, Director
- Kitty Wilson, Branch Operations Coordinator
- Nancy Wright, Assistant Director

TECHNOLOGY PLANNING COMMITTEE

The Technology Plan Sub-committee consisted of several library staff members who were responsible for compiling the information, as well as writing and editing the technology plan. The committee members were:

- Tamika Strong, Automation Services Coordinator and Chair, Technology Committee
- Raylynn Hughes, Continuing Education Services Coordinator
- Jimmy Lo, eBranch Manager
- Scott Smith, Library Systems Analyst
- Kitty Wilson, Branch Operations Coordinator

CURRENT TECHNOLOGY ENVIRONMENT

DeKalb County Public Library (DCPL) currently operates 23 library facilities, including the Decatur Library, Library Processing Center and 21 branches, spread across the County's 268 square miles. On November 8, 2005, residents of unincorporated DeKalb County approved a bond referendum that included improvements to the Library's infrastructure. We are currently in the midst of what is called the "Bond Project." Once completed, DCPL will operate 24 facilities. In order to serve its population, DCPL maintains a large number of systems that rely on various forms of technology to assist in the operation of library facilities and in the delivery of services to our patrons.

Network Infrastructure

The network is the backbone of our organization. It is paramount to the Library's ability to function effectively and efficiently. DCPL is currently utilizing the DeKalb County iNet fiber network, which transfers data at a rate of 1 gigabyte per second. The Library uses a 100 MB Metro Ethernet for external internet connectivity.

Integrated Library System (ILS)

DCPL currently uses the Horizon 7.5.2 Information Management System developed by SirsiDynix. This package supports:

- **Circulation** – check-out, check-in, overdue notices, billing, reports, and inventory
- **Cataloging** – creating bibliographic records and holdings for library materials
- **Acquisitions** – ordering, invoicing and fund accounting
- **Reporting** – statistics and reports to support operations
- **Public Access** – patron access to library accounts through Horizon Information Portal (HIP) and TeleMessaging 3 (TM3)
- **Remote Patron Authentication (RPA)** – allowing remote access to subscription databases.

Horizon Information Portal (HIP)

HIP is an online catalog that allows patrons to access and manage their account 24/7 from the convenience of their home or from any computer with internet access. The catalog enables patrons to locate materials, place holds on items, renew items checked-out, review their account, and update account information. The catalog includes enhancements to bibliographic records such as cover images, summaries, table of contents and first chapters.

Telecirc

TeleMessaging 3 (TM3), better known as Telecirc, is the Library's telephone notification and renewal system. Through this system, patrons receive hold notifications and reminder/overdue messages. Patrons can also call the system to review items checked out on their library account, hear what items are available for pickup and can renew items.

BookMyne

BookMyne is an app offered by SirsiDynix for iOS and Android devices. It allows users to search our catalog and place holds for materials directly from their portable device.

Self-Check Units

DCPL currently has 34 customized 3M™ SelfCheck™ Systems that enable patrons to check out or renew items with limited assistance from library staff. Self Check Units are available at the following 17 locations: Chamblee, Clarkston, Covington, Decatur, Dunwoody, Embury Hills, Flat Shoals, Hairston Crossing, Northlake-Barbara Loar, Redan-Trotti, Salem-Panola, Scott Candler, Stonecrest, Stone Mountain-Sue Kellogg, Toco Hill-Avis G. Williams, Tucker-Reid H. Cofer and Wesley Chapel-William C. Brown. DCPL will purchase 4 additional units for the new and renovated branches.

eBranch

The eBranch is the Library's online branch, offering patrons 24/7 access to information, resources and services. Our eBranch offers the following:

- **Branch Information** – patrons can find information on any of our branches including maps, interactive directions and events happening at the desired branch
- **Online Card Application** – patrons can apply for a library card online, or eCard, valid immediately for access to reference databases and the ability to place holds on library materials
- **Events Calendar** – using an interactive searchable calendar, patrons can find programs at our branches
- **Special Audience pages** – for different age groups and audiences, including Read and Grow (Birth – 5), Kids, Teens, New Computer Users, Literacy, Business and Homeschooling
- **Google Translate** – this page allows non-English speaking patrons to translate the information page into the language of their choice
- **Subscription Databases** – the eBranch provides subject access to the Library's subscription databases, including many resources available on GALILEO
- **Subject Guides** – offer up-to-date, trustworthy links to websites, books and databases on a variety of topics
- **Email a Librarian** – patrons can submit questions or make comments and suggestions concerning the library and receive a reply by email from a librarian
- **InterLibrary Loan Online Request** – patrons can submit requests online to borrow items that DCPL does not own from other library systems
- **Shelf Help** – service offers book recommendations, book reviews, adult summer reading, etc.
- **Downloadable Audiobooks** – patrons can download audiobooks to their computers or portable devices
- **eBooks** – patrons can download eBooks to their computers or portable devices
- **RSS Feeds** – provide up-to-date information on new items, programs, podcasts and the blog
- **Mobile Site** – patrons can access the most frequently needed pages on our website through their mobile devices
- **Social Networking** – patrons can connect and communicate with the Library on its social networking pages on Facebook, Flickr, Twitter and YouTube
- **DCPLink** – eNewsletter delivers info about the Library
- **DCPLive** – the Library's blog that offers book recommendations, research help, etc.
- **Podcasts** – a collection of syndicated audio recordings of past programs held in the Library

Digital Signage

Digital signs utilize a web-based interface to schedule and pull event information from the eBranch events calendar to advertise Library programs and services in high traffic areas. Information is presented in pre-defined template slides. Digital signage is currently available at the following 9 locations: Dunwoody, Embry Hills, Hairston Crossing, Northlake-Barbara Loar, Salem-Panola, Scott Candler, Stonecrest, Toco Hill-Avis G. Williams and Tucker-Reid H. Cofer. This service will be expanded to Decatur and additional locations as funding allows.

CIPA Compliance

Internet access provided by the Library is compliant with the Children's Internet Protection Act (CIPA). SmartFilter is used to filter the internet sessions.

Smart Access Manager (SAM)

SAM is a time management solution that gives the Library the ability to equitably share its limited computer resources and control print costs. This self-service system monitors 455 internet stations from 21 sign-up stations. Self-service printing services are available using the print release stations at 13 locations including the Chamblee, Decatur, Dunwoody, Embry Hills, Hairston Crossing, Northlake-Barbara Loar, Redan-Trotti, Salem-Panola, Scott Candler, Stonecrest, Toco Hill-Avis G. Williams, Tucker-Reid H. Cofer and Wesley Chapel-William C. Brown branches.

- **Authentication Manager** – authenticates with ILS to access patron information
- **Sign-Up Manager** – controls patron computer access on a first-available computer basis
- **Internet Access Manager** – provides internet access consistent with Library policy
- **Time and Session Manager** – enforces library session length and frequency policies
- **Print Control Manager** – enables control and print cost management
- **Report Manager** – enables resource and financial transaction management

Library Payment Centers (LPCs)

The Library offers ten of these self-service kiosks that allow patrons or visitors to deposit money into their SAM printing account or check their printing account balance. The kiosks are available at the Chamblee, Decatur, Dunwoody, Hairston Crossing, Northlake-Barbara Loar, Salem-Panola, Stonecrest, Toco Hill-Avis G. Williams, Tucker-Reid H. Cofer and Wesley Chapel-William C. Brown branches.

Wireless Access

The Library's wireless network is managed by a BlueSocket 2200 Controller. There are currently 33 access points that support 64 wireless users each. Once the Library's Bond Project is completed, there will be a total of 34 access points, giving the wireless network a capacity of 2176 users.

Mobile Computer Lab

The mobile computer lab is a wireless, internet-accessible computer lab that is regularly scheduled for basic computer classes for the public. The lab can accommodate 10 students and includes a separate instructor station and a projector.

Technology Training Centers

Technology Training Centers consist of 12 student computers plus an instructor's station and projector. Branches with Technology Training Centers host scheduled basic computer training sessions for patrons. The Technology Training Centers are located at five locations: Hairston Crossing, Salem-Panola, Stonecrest, Toco Hill-Avis G. Williams and Tucker-Reid H. Cofer.

Assistive Technology

DCPL offers a variety of equipment, software, and tools to assist individuals who are visually, hearing, or speech-impaired.

- **Magnifiers** –enlarges the text on the screen, increasing legibility
- **Handheld Magnifiers** –enlarges the text of print to make items easier to read
- **Screen Readers** – narrates text-based material for visually impaired patrons
- **Kurzweil Readers** – reads scanned, printed materials to visually impaired patrons
- **Amplification** – amplifies sounds for the hearing impaired
- **CCTVs** – projects a magnified version of documents on a TV screen.

Youth Services Computers

- **KidsTech** computers are designated for children ages 4 – 11. Located in the children's department of 14 locations, these computers are filtered to a greater degree than the adult computers. KidsTech is available at Chamblee, Decatur, Dunwoody, Embry Hills, Hairston Crossing, Northlake-Barbara Loar, Redan-Trotti, Salem-Panola, Scott Candler, Stonecrest, Stone Mountain-Sue Kellogg, Toco Hill-Avis G. Williams, Tucker-Reid H. Cofer and Wesley Chapel-William C. Brown branches. Once the Bond Project is completed, the Library will have KidsTech at 16 branches.
- **TeenTech** computers are designated for teens ages 12 – 17 and are located in the Teen Area in seven branches. TeenTech computers are available at Hairston Crossing, Northlake-Barbara Loar, Salem Panola, Scott Candler, Stonecrest, Toco Hill-Avis G. Williams and Tucker-Reid H. Cofer.

Adult Learning Computers

The adult learning computers at Decatur, Clarkston and Chamblee have software to assist individuals who are developing new literacy skills.

- **Mango** – enables patrons to learn foreign languages at their own pace
- **Mavis Beacon Typing** – teaches typing and increases productivity
- **Real Achievement** – designed to improve reading, and math skills of adult learners
- **Working Phonics** – designed to improve phonics skills of low-level learners

Telecommunications

The Library uses 168 Centrex lines from AT&T for connection to the Public Switched Telephone Network (PSTN). At the end of FY2015, the Library hopes to move to VOIP to expand its use of the Digital/IP Hybrid Phone System and to utilize the County's iNet. Currently, the following 15 locations have digital phone systems: Chamblee, Clarkston, Covington, Decatur, Dunwoody, Embry Hills, Flat Shoals, Hairston Crossing, Northlake-Barbara Loar, Redan-Trotti, Salem-Panola, Stone Mountain, Toco Hill-Avis G. Williams, Tucker-Reid H. Cofer and Wesley Chapel-William C. Brown. The Scott Candler and Stonecrest branches have IP phone systems. Each location has Plain Old Telephone Service (POTS)/1FB lines for security, fire and fax services.

Disaster Recovery

Library data, including staff data files, email, and files from the web server, Intranet, and Smart Access Managers (SAM), is backed up daily to a Cybernetics SAN Server with a 1 Terabyte disk capacity located onsite and AIT 3 Tape media stored offsite.

TECHNOLOGY ASSESSMENT AND SUPPORT

Current Assessment

The Library maintains 294 Windows-based computers, 20 laptops, three iPads, two Macintosh computers and one Kindle for staff use. The Library also supports 106 black and white laser, 11 color, and 101 receipt printers for staff and public use. The Processing Center has five dot matrix printers for producing spine labels.

The Library also maintains 597 computers for public use. The public computers include 101 for catalog access, 372 for internet access/productivity software use, six for literacy and adult learning, 83 for internet access specifically for children and teens, 21 SAM sign-up stations, and 13 print release stations. The Continuing Education Department has a mobile wireless lab with 11 laptops.

Once the Bond Project is complete, the Library will provide a total of 978 computers and laptops, 112 black and white laser printers, 11 color laser printers, and 111 receipt printers for patrons and staff.

Hardware

Servers

The Library maintains three servers running NetWare for file and print services and the Intranet web server. Nine application servers are in place for email, public web/RPA, SAM, TeleMessaging 3, Web Reporter, Sophos Antivirus, Automation and Facilities Management Helpdesk and accounting. The Automation staff use a variety of software tools to help maintain the integrity of its systems, such as virus protection, desktop security, and disk imaging software.

Software

Utilities/Productivity	Title	Version
Operating System		
	Windows	Server 2008
	Windows	Server 2003
	Windows	7
	Windows	Vista
	Windows	XP SP3
	Novell	6.5
	MAC	
Desktop Security		
	Centurion SecurityShield	
	SteadyState	2.5
Virus Protection		
	Sophos	10
Browser		
	Internet Explorer	8 & 9
	FireFox	
Email		
	WorldClient	13.0.3
Service Tickets		
	AdventNet ManageEngine ServiceDesk Plus	5.5.0 & 7.5.0
Productivity		
	Microsoft Office	2007 & 2010
Adult Learning		
	Mango	
	Mavis Beacon Typing	Deluxe 17
	Real Achievement Reading, Writing, and Math	1.5
	Working Phonics	1.
Accounting		
	Blackbaud's FinancialEdge	7.70
Human Resources		
	PeopleSoft	8

Macintosh Software		
	Creative Suite	CS6
	Microsoft Office suite for Mac	2011
	Quark Xpress	9

PERSONNEL

Automation Services

The Automation Department is responsible for all aspects of implementation and management of the DCPL network, hardware and software components. The department currently consists of five staff members, including the Automation Services Coordinator, Library Systems Analyst, Network Administrator and two Departmental Microsystems Specialists. Each branch and the Administrative Office have technology liaisons (TLs), who provide onsite troubleshooting and other assistance. Some branches have technology volunteers who assist patrons with the internet and productivity software.

Continuing Education

The Continuing Education Services Department (ConEd) is responsible for the compilation of system-wide statistics in various areas including public computer use, staff professional development and continuing education opportunities for the public. The Department designs and conducts technology-related training classes for staff and provides train-the-trainer classes for staff who teach basic computer classes for the public. The Department is also responsible for the ongoing development and management of the eBranch and the staff intranet, OnLine Library Information (OLLI). ConEd currently has a total of 3.5 FTE staff, including two librarians, the eBranch manager and one part-time assistant.

GOALS AND OBJECTIVES

**DeKalb County Public Library Technology Plan
FY 2014 - FY 2016**

Goal I: Make library operations more efficient through the application of information technology.

Objective A: Increase the efficiency of library operations by upgrading the Integrated Library System (ILS) and related software.

FY2014 Actions	FY2015 Actions	FY2016 Actions
<ul style="list-style-type: none"> ▪ Upgrade existing ILS based on releases provided by vendor. ▪ Evaluate and deliver SMS (text messaging) notices if feasible. ▪ Explore options to reinstate card expiration emails notifications to patrons. ▪ Evaluate credit card payment systems. ▪ Explore options for on-site ILS server. 	<ul style="list-style-type: none"> ▪ Upgrade existing ILS based on releases provided by vendor. ▪ Evaluate options for a new ILS. ▪ Investigate affiliation with PINES network. ▪ Continue installing self check at existing branches, if feasible. ▪ Implement on-site ILS server, if feasible. 	<ul style="list-style-type: none"> ▪ Begin implementation of new ILS, if purchased. ▪ Begin development of staff training module for new ILS, if purchased. ▪ Complete implementation of new ILS, if purchased. ▪ Train staff on new ILS, if purchased. ▪ Implement decision on PINES network affiliation. ▪ Continue installing self check at existing branches, if feasible.

Objective B: Increase the efficiency of library operations using office automation tools.

FY2014 Actions	FY2015 Actions	FY2016 Actions
<ul style="list-style-type: none"> ▪ Upgrade productivity suite. ▪ Upgrade training module for productivity suite. ▪ Train staff on productivity suite. ▪ Evaluate upgrade for existing operating system. 	<ul style="list-style-type: none"> ▪ Upgrade operating system, if feasible. ▪ Train staff on productivity suite. 	<ul style="list-style-type: none"> ▪ Evaluate productivity suite for upgrade. ▪ Upgrade training module for productivity suite.

Objective C: Improve communications among library staff.

FY2014 Actions	FY2015 Actions	FY2016 Actions
<ul style="list-style-type: none">▪ Investigate instant messaging among staff.▪ Conduct evaluation and assessment of intranet.▪ Begin development of second phase of library intranet.▪ Evaluate use of email by staff for communication at work.	<ul style="list-style-type: none">▪ Investigate alternate email clients.▪ Begin implementation of second phase of library intranet.▪ Conduct ongoing evaluation and assessment of intranet.	<ul style="list-style-type: none">▪ Implement new email client, if feasible.▪ Train staff on new email client, if feasible.▪ Conduct ongoing evaluation and assessment of intranet.

Goal II: Deliver improved information services to patrons.

Objective A: Increase the availability and use of electronic information resources.

FY2014 Actions	FY2015 Actions	FY2016 Actions
<ul style="list-style-type: none"> ▪ Continue to evaluate and expand electronic information resources, if feasible. ▪ Train staff on use of new resources. ▪ Continue investigating downloadable digital media services. ▪ Evaluate and implement web-based products for Adult Learning computers. 	<ul style="list-style-type: none"> ▪ Continue to evaluate and expand electronic information resources. ▪ Train staff on use of new resources. ▪ Continue investigating downloadable digital media services. ▪ Continue ongoing evaluation of marketplace for web-based products for Adult Learning computers. 	<ul style="list-style-type: none"> ▪ Continue to evaluate and expand electronic information resources. ▪ Train staff on use of new resources. ▪ Continue investigating downloadable digital media services. ▪ Continue ongoing evaluation of marketplace for web-based products for Adult Learning computers.

Objective B: Support proactive staff/patron interactions with mobile technology.

FY2014 Actions	FY2015 Actions	FY2016 Actions
<ul style="list-style-type: none"> ▪ Investigate mobile service models being utilized by other library systems. ▪ Evaluate use of mobile service model. 	<ul style="list-style-type: none"> ▪ Investigate text and chat reference services. ▪ Continue to expand features available on mobile version of eBranch. ▪ Evaluate use of mobile service model. 	<ul style="list-style-type: none"> ▪ Implement text reference services, if feasible. ▪ Evaluate use of mobile service model.

Objective C: Expand methods for delivering information to patrons.

FY2014 Actions	FY2015 Actions	FY2016 Actions
<ul style="list-style-type: none">▪ Continue to explore ways to use social networking tools to communicate and interact with library patrons.▪ Investigate text messaging to provide informational services.	<ul style="list-style-type: none">▪ Continue to explore ways to use social networking tools to communicate and interact with library patrons.▪ Implement text messaging services.	<ul style="list-style-type: none">▪ Continue to explore ways to use social networking tools to communicate and interact with library patrons.

Goal III: Provide patrons with tools and knowledge to successfully locate and access information.

Objective A: Improve the user interface to the Library's collections and services.

FY2014 Actions	FY2015 Actions	FY2016 Actions
<ul style="list-style-type: none"> ▪ Evaluate and implement catalog enhancement tools, if feasible. 	<ul style="list-style-type: none"> ▪ Continue ongoing evaluation of catalog enhancement tools. ▪ Implement wireless printing, if feasible. 	<ul style="list-style-type: none"> ▪ Continue ongoing evaluation of catalog enhancement tools. ▪ Complete implementation of wireless printing, if feasible.

Objective B: Provide public training in the use of the information technology and the library's electronic services.

FY2014 Actions	FY2015 Actions	FY2016 Actions
<ul style="list-style-type: none"> ▪ Utilize web-based instructional technology to create video tutorials for using eBranch resources. ▪ Explore use of WebEx in patron education initiatives. ▪ Continue utilizing Technology Training Centers and mobile lab to provide patron training. ▪ Upgrade mobile lab equipment, if funding allows. ▪ Perform ongoing review of patron training modules. 	<ul style="list-style-type: none"> ▪ Expand use of video tutorials on using eBranch resources. ▪ Continue to explore use of WebEx in patron education initiatives. ▪ Evaluate Technology Training Centers operations. ▪ Continue utilizing Technology Training Centers and mobile lab to provide patron training. ▪ Perform ongoing review of patron training modules. 	<ul style="list-style-type: none"> ▪ Expand use of video tutorials on using eBranch resources. ▪ Continue to explore use of WebEx in patron education initiatives. ▪ Continue utilizing Technology Training Centers and mobile lab to provide patron training. ▪ Perform ongoing review of patron training modules.

Goal IV: Improve the information technology infrastructure supporting library services and operations.

Objective A: Maintain and enhance the library's telecommunications network.

FY2014 Actions	FY2015 Actions	FY2016 Actions
<ul style="list-style-type: none"> ▪ Increase bandwidth for library network and internet access. ▪ Explore alternative options for providing wireless access to patrons. ▪ Explore options for wireless printing. ▪ Install equipment for redundancy on fiber rings. ▪ Install network monitoring software. ▪ Increase storage capacity of network. ▪ Install VOIP compatible telephone equipment in new locations. ▪ Maintain a business telephone service provided by central office software. ▪ Prepare RFP and award the contract for digital phone lines according to e-rate guidelines. 	<ul style="list-style-type: none"> ▪ Begin migration from Netware to Microsoft's Active Directory or Linux, if feasible. ▪ Implement alternative options for providing wireless access to patrons, if feasible. ▪ Develop and begin training module for staff on network operating system. ▪ Migrate from Centrex lines to digital lines. ▪ Install VOIP compatible telephone equipment in new locations. ▪ Maintain a business telephone service provided by central office software or comparable system. 	<ul style="list-style-type: none"> ▪ Complete migration from Netware to Microsoft's Active Directory or Linux, if feasible. ▪ Complete staff training on network operating system. ▪ Implement VOIP telephones services. ▪ Maintain a business telephone service provided by central office software or comparable system.

Objective B: Update information technology infrastructure of physical facilities.

FY2014 Actions	FY2015 Actions	FY2016 Actions
<ul style="list-style-type: none"> ▪ Purchase/install/move computers, peripherals, telecommunications, etc. as funding allows. ▪ Evaluate wireless equipment. ▪ Evaluate network performance and make necessary improvements. ▪ Move into new Administration Building. 	<ul style="list-style-type: none"> ▪ Purchase/install/move computers, peripherals, telecommunications, etc. as funding allows. ▪ Begin upgrading/updating wireless access points. ▪ Evaluate location of equipment and peripherals to enhance workflow. 	<ul style="list-style-type: none"> ▪ Evaluate location of equipment and peripherals to enhance workflow. ▪ Continue upgrading/updating wireless access points.

Objective C: Maintain workstations, servers, and other peripherals capable of running up-to-date software for patrons and staff.

FY2014 Actions	FY2015 Actions	FY2016 Actions
<ul style="list-style-type: none"> ▪ Phase replacement of approximately 400 computers in service for more than 5 years. ▪ Explore alternatives desktop computing for patrons, i.e. thin clients. ▪ Upgrade/replacement servers as needed to improve workflow and capacity. 	<ul style="list-style-type: none"> ▪ Phase replacement of approximately 200 computers in service for more than 5 years. ▪ Upgrade/replacement servers as needed to improve workflow and capacity. ▪ Add computers as part of bond expansion. 	<ul style="list-style-type: none"> ▪ Phase replacement of approximately 200 computers in service for more than 5 years. ▪ Upgrade/replacement servers as needed to improve workflow and capacity. ▪ Add computers as part of bond expansion.

Objective D: Support library's information technology with staff who have the skills to maintain and enhance library systems.

FY2014 Actions	FY2015 Actions	FY2016 Actions
<ul style="list-style-type: none"> ▪ Enhance Technology Liaison training. ▪ Provide and support training opportunities for existing Automation staff. ▪ Add third Departmental Microsystems Specialist. ▪ Fill vacant staff trainer position. ▪ Implement new Learning Management System. ▪ Rebuild staff training schedule with use of dedicated training room in new Administration building. 	<ul style="list-style-type: none"> ▪ Enhance Technology Liaison training. ▪ Provide and support training opportunities for existing Automation staff. ▪ Provide and support training opportunities for all other staff to match their job responsibilities. 	<ul style="list-style-type: none"> ▪ Enhance Technology Liaison training. ▪ Provide and support training opportunities for existing Automation staff. ▪ Provide and support training opportunities for all other staff to match their job responsibilities. ▪ Add second Library Systems Analyst.

Funding for Technology Projects

DeKalb County Public Library will finance technology projects approved by the Board of Trustees from a combination of county, state, and federal funds.

Evaluation

DeKalb County Public Library's technology initiatives are subject to ongoing review and revision to adjust for emerging technologies. The evaluation process includes:

1. Testing and evaluating new products and technologies.
2. Collecting and evaluating user statistics on an ongoing basis.
3. Staying current with new technologies by attending conferences and reading professional publications.
4. Evaluating progress toward goals at monthly Technology Committee meetings.
5. Scheduling training classes to assess, develop and improve staff technology competencies.