



COUNCIL AGENDA: 2/27/2024

ITEM: 7.1

FILE NO: 24-73477

Memorandum

TO: HONORABLE MAYOR AND
CITY COUNCIL

FROM: Toni J. Taber, CMC
City Clerk

SUBJECT: SEE BELOW

DATE: February 27, 2024

SUBJECT: Education and Digital Literacy Annual Report

Recommendation

As recommended by the Neighborhood Services and Education Committee on January 11, 2024, accept the annual report on Education and Digital Literacy for Fiscal Year 2022-2023, including program outcomes and progress toward implementation of quality standards.

CEQA: Not a Project: PP17-009, Staff Reports, Assessments, Annual Reports, and Informational Memos that involve no approvals of any City action. (Library/Parks, Recreation and Educational Services)

[Neighborhood Services and Education Committee referral 1/11/24 – Item (d)1]



Memorandum

TO: NEIGHBORHOOD SERVICES
AND EDUCATION COMMITTEE

FROM: Jill Bourne

SUBJECT: EDUCATION AND DIGITAL
LITERACY ANNUAL REPORT

DATE: December 19, 2023

Approved

Date

1/4/24

RECOMMENDATION

- a) Accept the annual report on Education and Digital Literacy for Fiscal Year 2022-2023, including program outcomes and progress toward implementation of quality standards;
- b) Cross reference this report for the February 27, 2024 City Council meeting.

OUTCOME

The Neighborhood Services and Education Committee (NSE) will be informed on the implementation of the Education and Digital Literacy (EDL) Strategy and will provide feedback on the approach and direction of the initiative.

EXECUTIVE SUMMARY

In Fiscal Year (FY) 2022-23, the City of San José continued its strong investment in improving the quality of programs available to residents and aligning programming with areas of educational development. Over the last fiscal year, staff made significant progress in implementing the EDL Strategy action items: assessment and evaluation, data collection and analysis, continued program alignment with quality standards, and improvement along the quality continuum. Each area of the EDL saw growth in program development and higher quality standard evaluations. Staff provided significant support to the development of the Children and Youth Services Master Plan while also prioritizing the City's ongoing commitment to our partnerships with Local Education Agencies (LEAs) through the work of the Schools/City Collaborative.

In FY 2023-24, staff will continue to place emphasis on Digital Empowerment and the Equity, Diversity and Inclusion work within the EDL Strategy, pilot high-level programmatic data analysis processes, expand quality assessments and improvement plans to new EDL programs and continue to collaborate with City staff on the Children and Youth Services Master Plan efforts.

BACKGROUND

On May 7, 2018, City Council unanimously approved the EDL Strategy¹, and designated the San José Public Library (“Library”) as lead department, with direction to devise and implement a comprehensive educational policy and workplan for the following educational development areas:

- **Early Education** – Entering School Ready to Learn and Succeed;
- **Learning by Grade Level Proficiency** – Expanding Education Beyond the School Day;
- **College and Career** – Providing Meaningful Supports and Opportunities on Pathways to Self-Sufficiency;
- **Digital Literacy** – Ensuring Access, Affordability, and Adoption; and,
- **Policy and Governance** – Ensuring evaluation and accountability for program quality and expenditure of resources.

Program Quality Standards have been adopted for each educational development area. On February 11, 2020, the City’s Education Policy 0-30² was approved and adopted by City Council. On February 8, 2022, City Council unanimously approved the Equity, Diversity and Inclusion Quality Standards as part of the EDL Strategy.³ The six sets of Quality Standards deepen the work of the EDL Strategy, making these the City’s first quality requirements for citywide offered programs to prioritize and assess efforts based on impact in achieving the principles of equity, inclusion, diversity, and anti-racism.

An action plan in each educational development area has been articulated and approved within the EDL Strategy. The action plans reflect the principles of piloting ideas with partners and learning quickly, demonstrating a bias toward action, and a commitment to quality assessment, data collection, and analysis of program effectiveness and impact. All efforts are intentionally learner-centered and grounded in our commitment to equity, diversity and inclusion.

Staff presented the EDL annual update to the Library and Education Commission on October 18, 2023⁴. A timeline of EDL Strategy milestones including the adoption of each set of Quality Standards is provided in Attachment A.

ANALYSIS

This memorandum will provide updates on implementation of the EDL Strategy Action Items and will include data for FY 2022-23 and current plans for FY 2023-24. Additionally, this report includes the programmatic and service delivery functions of the Broadband and Digital

¹ <https://sanjose.legistar.com/MeetingDetail.aspx?ID=604595&GUID=A678879F-AAB0-411B-AAAC-7448FBA01821&Options=&Search=>

² <https://sanjose.legistar.com/View.ashx?M=F&ID=8047051&GUID=15994766-35DE-4026-B209-8E2F0778C49F>

³ <https://sanjose.legistar.com/LegislationDetail.aspx?ID=5392200&GUID=88E75608-77BD-4634-B6FF-8CBD0547BEC9>

⁴ [COUNCIL REPORT WRITING FORMAT \(sjpl.org\)](#)

Literacy/Digital Equity initiatives, which have been reported separately in the past. Going forward, these activities will be reported under the Digital Literacy plank of the EDL Strategy.

Early Education – Entering School Ready to Learn and Succeed

The Library and Parks Recreation and Neighborhood Services Department (PRNS) provide several programs designed to meet the needs of children, ages 0-5, and their caregivers.

PRNS Early Education in FY 2022-23

Annually, PRNS serves more than 1,500 children, ages 3-5. Between August 2022 and June 2023, PRNS served 286 unduplicated children, ages 3-5, through in-person San José Recreation Preschool (SJRP) programs. PRNS assessed the program utilizing the Early Education Quality Standards (EEQS) Assessment Tool (Attachment B). PRNS partnered with FIRST 5, Applied Survey Research (ASR), and Kate Horst, developer of the SEEDS curriculum, to implement best practices and strategies across SJRP programs. SJRP used Phonological Awareness Literacy Screening (PALS) to assess children’s literacy development through pre- and post-assessments along the Early Language and Literacy Classroom Observation to assess instruction and environmental setting.

PRNS Program Highlight: San José Recreation Preschool

During Academic Year (AY) 2022-23, PRNS offered 19 SJRP classes at 13 City sites, including: Almaden, Berryessa, Camden, Emma Prusch Park & Farm, Evergreen, Kirk, Millbrook, Mayfair, Noble, Roosevelt, Seven Trees, Southside, and Willow Glen. The data set included 286 unique child records, including 121 children served by Little Learners (ages 3 – 4.5), 136 children served by Kinder Prep (ages 4.6 – 5.11), and 15 children served by Spanish Explorers. The Spanish Exploration program involves immersing children into a foreign language in a fun and exciting environment; children are introduced to socialization, positive self-esteem, following directions and simple learning concepts in addition to working on hand eye coordination, motor skills, and arts and crafts.

SJRP allocated and distributed \$342,353.00 in scholarships to 196 program participants with 75% of the cost covered by City of San José funds and 25% covered by American Rescue Plan (ARP) funds. Full program costs were covered for 119 students and at least 25% of program costs were covered for 77 students. In some cases, partial scholarships were a result of pro-rated enrollment.

To measure quality of instruction and settings, the Early Language and Literacy Classroom Observation assessment is often used with the SEEDS curriculum. The assessment was administered across all 19 classrooms as pre-assessments (baseline) and post-assessments (follow up). If classrooms showed room for improvement in the fall baseline, teachers were provided with coaching from SEEDS of Learning and SJRP Administrative staff. The Language and Literacy subscale of the Classroom Observation component included ratings regarding teachers’ efforts to build student vocabulary. This subscale was administered across 19

classrooms as baseline and post-assessments. At post-assessment, most classroom providers (68%) were rated as “exemplary,” and about 32% were rated as “strong.” No classroom providers were rated as “deficient,” “inadequate,” or “basic” for this domain at post assessment.

Library Early Education in FY 2022-23

The Library provided more than 2,600 programs for 70,269 children and their caregivers at all 25 library locations.

Library staff used the EEQS Assessment Tool, Attachment C, to assess its Early Education programming in each of the eight EEQS areas. The overall rating for the Library’s Early Education programs such as story time, kindergarten readiness, and art and science enrichment meet the Proficient Quality Standard area. Library staff made infrastructural and programmatic changes and implemented best practices which resulted in an increase in quality within Year 4 of implementation. Library staff participated in over 3,725 hours of professional development training, averaging 60 hours per staff member, doubling the recommendation of 30 hours of annual professional development.

Library Program Highlight: Wee Grow! Developmental Screening Pilot Program

One in six children (ages 3-17) have one or more developmental disabilities, yet only 30-50% of children with disabilities are identified before starting school⁵. The Library’s Wee Grow! Pilot program addresses this gap in service by sharing information with caregivers about developmental milestones, offering free developmental screenings, and connecting families to early learning resources and services to achieve the following outcomes:

1. Caregivers gain and apply knowledge of child development to feel less stigma around discussing their child’s growth and development and identify concerns earlier;
2. Caregivers are connected to a wide network of community services and access early treatment resources to provide children with individualized supports; and,
3. Families have increased awareness of the Library as an early learning resource and reach out to staff with questions and feedback.

In the first six months of the pilot program, program navigators documented interactions with over 1,000 families. Within these interactions, 850 families were directly referred to other services, and 27 referrals were made for developmental screening. These statistics underscore the program’s significant impact on community relationships and overall community well-being.

The Wee Grow! Pilot program is driven by equity, diversity, and inclusion principles and it seeks to provide targeted supports for marginalized families at the intersections of language access, socio-economic class, and a culture that stigmatizes neurodivergence and disability. Bilingual (Spanish/English and Vietnamese/English) Wee Grow! Navigators implement a de-stigmatizing, caregiver-led approach to promoting growth and addressing developmental concerns by

⁵ National Center for Learning Disabilities: <https://www.nclld.org/wp-content/uploads/2020/10/Early-Detection-of-Learning-Difficulties-1.pdf>

implementing a wrap-around approach of providing both concrete supports (e.g., screenings, learning activities, connections to community resources) as well as relational support in the form of emotional affirmation, validation, and strengths-based interactions. The implementation of this pilot program moved the Library from Basic Quality Standard Not Met to Advanced Quality Standard for Standard Area #8, Equity, Diversity, Inclusion.

Early Education in FY 2023-24

PRNS seeks to continue reducing barriers to access through its use of the PRNS Scholarship fund and is also committed to building the internal capacity of the Citywide team to support professional development and continuing the education of its staff. As part of its ongoing commitment to improvement, PRNS will use survey data collected via the customer satisfaction survey along with the Parent/Caregiver Intake form to facilitate programmatic changes such as increasing awareness and access to scholarship funds and ensuring priority enrollment for returning and scholarship eligible families.

The Library continuously seeks to evolve and adapt to the changing needs of the community while maintaining consistent levels of intentional planning for high quality services. Using a combination of information from Year 4 EEQS implementation, caregiver survey data, and reflective practice session data with staff and key stakeholders, the Library has identified priority projects to review and adjust during Year 5 EEQS implementation:

- Development of high-quality cultural enrichment curriculum to be embedded in routine Library programming;
- Development of Language Environment Analysis (LENA) Start, an evidence-based program designed to engage families and help them learn how to increase conversation with their children;
- Establishment of Caregiver Advisory Committees with the intent of integrating the caregiver's voice into programming decisions; and,
- Collaboration with local community partners and organizations to diversify story time and early childhood programming.

Learning by Grade Level Proficiency – Expanding Education Beyond the School Day

Grade-level proficiency impacts San José students across all neighborhoods and has been proven to be one of the leading indicators of later academic success in students of all demographics. Currently, San José is home to a variety of afterschool and summer program opportunities which are offered by City Departments, school districts, and non-profit or community-based organizations, clubs, and private providers. These expanded learning programs for young people serve many critical functions for our city: bolstering skills needed for academic success, supporting workforce development, keeping our youth safe and engaged, and increasing civic engagement.

Upon adoption of the Expanded Learning Quality Standards (ELQS) by the City Council, in March 2020⁶, City Departments began applying the ELQS to all City-sponsored programs for Expanded Learning. The ELQS support program planning, improvement plans, and build a shared culture of high-quality City expanded learning programs.

PRNS Expanded Learning in FY 2022-23

On an annual basis, PRNS serves more than 4,900 unduplicated students through programs such as Recreation of City Kids (R.O.C.K.) at 26 afterschool sites; one After School Education and Safety (ASES); ten teen centers; and a variety of camps throughout the year.

PRNS Program Highlights: R.O.C.K. Afterschool, Afterschool Education and Safety (ASES) programs, and City of San José Youth Centers

PRNS provided 30 afterschool programs from August 11, 2022 – June 13, 2023. Scholarships were funded using a combination of City of San José and American Rescue Plan (ARP) funds. Access to Teen Centers were supported by the partnership with the Santa Clara County Probation Department Grant. Scholarship eligible families received a partial to full (25% or 100%) scholarship. Table 1 and Table 2 shows the scholarships awarded for these programs.

Table 1 – PRNS Afterschool Program Registration FY 2022-23

Program	Unduplicated Registration	Amount of Scholarship Awarded
R.O.C.K Afterschool	1,114	\$1,223,205.63
Holiday Breaks Camps	1,251	\$17,285.00
Teen Center	1,143	\$8,220.00
Total	3,508	\$1,248,710.63

To ensure high quality programming, evaluations of R.O.C.K. Afterschool, ASES programs, and City of San José Youth Centers were conducted in September 2023, February 2022, and April 2023. Across the City, the average score was 2.00 which indicates ‘Meets Standard.’ The evaluation tool looks at Safety, healthy activities and recreation, academic support, and human interactions to name a few.

⁶ <https://sanjose.legistar.com/LegislationDetail.aspx?ID=3927374&GUID=4059FDA9-EF42-4745-B78D-6F4A4B0EB63F&Options=&Search=>

Table 2 – Camp San José, F.I.T. Camp, and Camp San José Junior

Program	Unduplicated Registration	Amount of Scholarship Awarded
Camp San José	1,479	\$ 1,232,184
F.I.T Camp	378	\$136,284
Camp San José Jr.	327	\$88,783
Teen Leadership Camp	158	\$21,850
Total	2,342	\$1,479,101

As part of PRNS’s continued efforts to align with the ELQS, PRNS hosted the annual Citywide Summer Recreation Leader Training on June 3, 2023. The training supported nearly 270 part-time unbenefited staff, which included new and returning employees.

Library Expanded Learning in FY 2022-23

The Library offered more than 9,600 free programs and activities designed for afterschool and summer at all 25 library locations throughout San José with a total attendance of 133,630 program participants.

The Library utilized the School-Age Program Quality Self-Assessment Tool developed by the Weikart Center for Youth Program Quality to assess (Attachment D) its Expanded Learning programming against the ELQS. The Library doubled the number of programs assessed to include Homework Clubs, Maker[Space]Ship programs, Reading Buddies, and Apple Code and Create programs. Branches where programs were assessed include Tully, Santa Teresa, West Valley, Calabazas, King, and the Maker[Space]Ship. High-level learnings and recommendations from the assessments include a continued focus on Safe and Supportive Environments, Active and Engaged Learning, Diversity, Access and Equity, Quality Staff and Program Management.

Library Program Highlights: Homework Club, Reading Comprehension, Read Write Discover, San José Learns, Maker[Space]Ship

In Fall 2022, virtual Homework Club (HWC) transitioned to in-person sessions at Library locations. In-person HWCs offered at Library locations utilized the ELQS, reaching 1,973 students during 567 sessions across the system. HWCs at Alum Rock, Biblioteca Latino Americana, Educational Park Evergreen, Hillview, Joyce Ellington, King, Tully, West Valley were staffed by members of Resilience Corps⁷, a jobs program for young adults that focuses on critical areas of community resilience, specifically accelerating K-12 learning recovery from the COVID-19 pandemic.

In Spring 2023, the Library piloted Reading Comprehension through a Social Justice Lens. This 9-week program sought to close the literacy gap for 3rd and 4th graders while introducing fundamental social justice concepts. The program focused on reading for decoding, fluency, and

⁷ <https://www.sanjoseca.gov/home/showpublisheddocument/80410/637745790268300000>

comprehension. An average of 13 students per week worked with trained Library staff and volunteers for a total of 13 hours of classroom instruction. Weekly office hours offered one on one assistance and was attended by nearly all class participants. Overall, students showed growth and improvement in their overall reading aloud confidence and ability to speak on the social justice topics introduced.

Read Write Discover (RWD) is an organization that offers opportunities for school age children to learn and practice their academic skills over the summer, while also providing vital social interaction with their peers. The Bascom, Seven Trees, Biblioteca Latinoamericana, Berryessa, and Educational Park Branches hosted RWD over Summer 2023, which connects volunteer-led academic support to learners. Over the course of the summer, 42 RWD sessions were held, serving 591 participants.

San José (SJ) Learns, a City-funded grant program, provides school districts with resources that leverage their out-of-school time budgets and their selected program providers to ensure improved learning outcomes and expanded access to high-quality out-of-school-time programs for at-risk youth. In AY 2022-23 SJ Learns served 1,436 students at six LEAs with \$1,668,600 in grant funding. A full programmatic update on SJ Learns was presented to NSE on August 10, 2023⁸.

Since its launch in December 2016, the Maker[Space]Ship (MSS) has brought high-quality maker and tech-related programs to over 50,000 San José residents across the City. In FY 2022-23, the MSS made 119 visits serving 9,178 participants with programs such as earthquake engineering, owl pellet dissections, stop-motion animation, Sphero robotics experiences, and egg drop challenges. With on-board equipment, from laser cutters and robots to microscopes, the MSS offers a variety of STEAM (Science, Technology, Engineering, Arts, & Math) programs to participants of all ages. Library staff has taken the MSS to schools, community centers, parks, and community events such as Juneteenth, Viva Calle, and the Tully Night Market.

Joint School/Library Card Initiative

In AY 2022-23, the Library continued to develop partnerships to provide San José students with Student Library Cards. Attachment E shows current Student Library Card distribution across more than 20 San José LEAs for more than 98,000 students.

Educator e-Card

Introduced in 2020, the Educator e-Card provides an extended checkout period and no accrual of fines on overdue materials. In addition to physical learning materials, the Educator e-Card allows teachers working in distance learning or alternative settings to access online resources and databases to support classroom curricula. To date, 605 San José educators have registered for an Educator e-Card, the distribution of which is shown in Attachment F. In Fall 2023, the Library

⁸ <https://sanjose.legistar.com/LegislationDetail.aspx?ID=6278228&GUID=68200E9E-1586-4519-8A1D-C673FFEFE143>

partnered with Hillbrook Upper School to provide Educator Cards to staff as a potential model for expansion of the service and library resources.

Expanded Learning in FY 2023-24

PRNS will continue to implement the ELQS with added focus on exploring strategies to expand affordable access to youth programming and ELQS 6: Equity, Diversity and Access. Throughout the academic year, program staff will conduct pre- and post-assessments utilizing the ELQS and develop quality improvements plans.

During AY 2023-24, PRNS is offering the ASES program at one school site, Summerdale Elementary serving approximately 71 students, grade K-5, as well as programs at Starbird Youth Center.

R.O.C.K. Afterschool childcare programs are being offered at 26 locations such as Brooktree, Majestic, Simonds, Elementary School, Piedmont Middle School serving approximately 1,058 students from TK-8, with a capacity to serve up to 1,144 children.

To increase access to R.O.C.K. Afterschool, PRNS has leveraged its scholarship program to provide additional funding for scholarship eligible families. In addition to the annual budget allocation, scholarship funding has been supported through the utilization of American Rescue Plan (ARP). With this additional support, PRNS has been able to increase access and has seen the need for scholarships continue to grow. During this last budget cycle, City Council approved an increase to the annual funding allocation to PRNS, which added \$1.0 million from the General Fund in FY 2023-24 and \$500,000 on-going, to support youth programs such as R.O.C.K. Afterschool. For FY 2023-24, the amount of ARP funds available to support scholarships has decreased and ARP funds will no longer be available next fiscal year. Accordingly, the number of youth who have received scholarship support for R.O.C.K. has decreased from 475 students in AY 2022-23 to 327 students in AY 2023-24. PRNS continues to evaluate the scholarship program and will continue to work through the annual budget process to analyze the annual funding allocation to ensure residents who are most in need have access to programs and financial support.

The Library will continue to develop its partnerships with LEAs through Maker[Space]Ship programming and providing technical assistance and personalized learning resources, promoting library cards, and offering customized lesson plans and activities for teachers, students, and families. The Library will assess student usage and the impact of the Student Library Cards and Educator e-Cards, including feedback from participating school districts. The MSS team will curate an extensive STEM program menu that can also be used by other staff.

College and Career – Providing Meaningful Supports and Opportunities on Pathways to Self-Sufficiency

Youth and adults in our community should have access to quality college and career programs that will help them achieve their educational and career goals. The Library and the City support

youth and adults in their exploration of college and career pathways through access to information, training, educational opportunities, and experiences that will be integral to their workforce development journey toward (and beyond) earning a living wage.

The College and Career Readiness Quality Standards (CCRQS)⁹ were adopted by City Council in December 2020. In November 2021, City staff presented an aligned Assessment Tool to provide a structure for reflection and planning and a Logic Model to provide a visualization of existing programs and opportunities for youth and young adults. Together, these resources guide internal continuous quality improvement processes and create a foundation for building a robust college and career supportive strategy/framework.

Following staff's presentation of the CCR Logic Model to the Committee in 2021, the Committee directed staff to identify specific actions that would close gaps in the system, strengthen collaboration across City programs and departments, and enhance coordination with external partners. Staff shared a plan for articulating these actions in a presentation to Council in March 2022¹⁰, regarding recommended allocation of \$3.25 million in Community Benefit funding connected to Google's Downtown West development project.

Recommendations included funding for a College and Career Pathways Coordinator position, which was onboarded in July 2022 and integrated as part of the Library's EDL team to support City staff in achieving the following goals:

- Improve education and employment outcomes for San José's youth;
- Increase participation by historically underserved students in:
 - Post-high-school education and training programs
 - Internships
 - Apprenticeships
 - Jobs that lead to longer-term careers in fields that provide a living wage in Silicon Valley; and,
- Demonstrate improved program outcomes through reporting to the NSE Council Committee.

Library College and Career Programs in FY 2022-23

After having implemented the CCRQS assessment tool in FY 2021-22 with three programs (Family, Friend, and Neighbor Caregiver Support Network, SJ Aspires, and Career Online High School), SJPL Works and the Resilience Corps Learning Pathway were assessed in FY 2022-23. Attachment G details the quality improvement efforts identified through the process.

⁹ <https://www.sjpl.org/sites/default/files/2021-03/college-and-career-readiness-quality-standards.pdf>

¹⁰ <https://sanjose.legistar.com/LegislationDetail.aspx?ID=5457542&GUID=7A92F553-3782-45C1-9B7A-35C98F2B4783&Options=&Search=>

SJPL Works

SJPL Works provides free career and business development resources, including programs and access to print and e-book collections, workspaces, conference rooms, and technology.

In FY 2022-23, SJPL Works offered 381 programs. A total of 1,850 participants attended SJPL Works career and business programs; 125 customers received direct career or business-related reference assistance; 80 customers benefited from one-on-one, hour long career or business consultations. Customers report a high degree of satisfaction with SJPL Works programs and services. Seventy-six percent of all surveyed participants stated that they “Strongly Agree” or “Agree” with the statement “I learned something new that is helpful to establish a business/advance my career.”

Business topics in support of small business growth and development comprise 26% of SJPL Works programs and are typically provided by expert partners. SJPL Works collaborated with 16 industry and nonprofit partners to offer programs addressing a wide range of business development needs including entrepreneurship programs offered in both English and Spanish, business exploration and lending, and monthly programs with the San José State University Small Business Development Center.

Career programs, which comprise 74% of SJPL Works programs, address various aspects of personal career exploration and development. Women Back to Work and SJPL Works continued to collaborate to offer a successful monthly networking program for women seeking re-entry into the workforce. Led by SJPL Works business and career librarians, more than 374 people have participated in virtual weekly core career programs focusing on resume and cover letter development and review, mock interviews, and networking skills.

Resilience Corps Learning Pathway

Launched in 2021, the Resilience Corps Learning Pathway program is a jobs program for young adults that focuses on critical areas of community resilience, specifically accelerating K-12 learning recovery from the COVID-19 pandemic. Led by the Library with SJPLF as the employer of record, young adults have been recruited through local colleges, universities, and community partners. The primary goal of the Resilience Corps Learning Pathway program is to address economic and workforce development needs among university students with a secondary goal designed to accelerate learning growth for K-12 students in San José. Resilience Corps participants are placed with high-quality and well-established expanded learning program providers serving San José students, including City agency program providers. These providers are aligned to common core anchor standards, prioritize whole child learning opportunities, including social-emotional learning, academics, and physical activity, and follow CDC public health and safety guidelines and best practices.

In FY 2022-23, 115 participants were placed with Boys & Girls Club of Silicon Valley, Catholic Charities of Santa Clara County, Mount Pleasant After School Program, PRNS, the Library, and Think Together. The Resilience Corps joined the California For All, Youth Jobs Program, a

State jobs program in partnership with local government. In addition to on the job training all program participants participate in professional development and training opportunities that exposed them to Expanded Learning pedagogy, career pathway support, and professional skills. Participants attended workshops that provide information related to careers in education and expanded learning, like postgraduate programs, becoming a credentialed teacher, or substitute teaching options. They received training related to trauma-informed care, protective factors, and CDC guidelines as well as trainings to better support students’ academic success.

Participants received training related to work readiness services including resumé development, interviewing skills, professionalism, and skills for working remotely. Participants attended financial literacy workshops developed in partnership with a local youth development non-profit, Envision your Pathway: The Basics of Budgeting and Saving, Credit and Debt Management, Employment Tax Forms and Building and rebuilding credit.

Table 3 – Key Program Metrics June 2022-May 2023

Key Resilience Corps Learning Pathway Program Metrics: June 2022 - May 2023	
Total participants enrolled	115
Number of participants identify as BIPOC	94%
First-generation college students	77%
Total hours worked	59,000
K-8 Students served	6,500

Family, Friend, and Neighbor (FFN) Caregiver Support Network

The Library's FFN Caregiver Support Network empowers FFN caregivers through holistic programming that removes systemic barriers, fosters a diverse and inclusive environment, and facilitates caregivers’ personal and professional growth. All programming is free and welcomes FFNs to co-create their learning experience.

To date, three cohorts have completed the FFN program. The third cohort of the program, with an expanded capacity of 120 participants, launched in Fall 2022 with multiple levels of support: 15 Early Childhood Education Units, wraparound supports, childcare licensing, business and technical guidance, and continued individualized mentoring for FFNs. Over 3,200+ collective professional development hours were completed by the participants, 93 participants joined the Trustline Registry, 95 participants became Pediatric CPR/First Aid certified, and 111 participants joined the CA ECE Workforce Registry.

Career Online High School

Launched in 2016, adult learners in San José ages 19 and older without a high school diploma can enroll in the Library’s Career Online High School (COHS) program. Through COHS, students can earn a high school diploma and a career certificate in one of nine high-demand career fields. The California State Library, the Library, and SJPLF offer fully paid scholarships

to COHS students. Students have 18 months to complete this online program on their own schedule, in their own homes with family support, and anywhere that internet access is available. Notably, students in the Library's COHS cohort complete the program in average of 13 months. Students receive mentoring from the Library's Partners in Reading (PAR) staff, coursework support from an academic coach, guidance on job search and preparation from SJPL Works, and access to transition specialists from local community colleges such as Evergreen Community College and San José City College.

During FY 2022-23, 39 students were awarded scholarships and enrolled in COHS; 20 students graduated with a high school diploma and career certificate. As of December 12, 2023, 171 students have earned their degree through COHS.

San José Aspires (SJ Aspires)

Beginning in 2018, the Library and San José Public Library Foundation (SJPLF) piloted SJ Aspires to change students' attitudes and behaviors related to graduating high school, succeeding in post-secondary education, and the Silicon Valley workforce. Students enrolled in a participating school (San José High School, Overfelt High School) who met the program criteria (first-generation college students and English language learners) were automatically eligible to participate in the program. SJ Aspires students could earn up to \$5,000 in scholarships to support their post-secondary education goals and help defray the financial barriers to college. Since SJ Aspires' inception, the program has served 2,129 high school students who have claimed 10,655 scholarship awards and earned \$98,550 scholar dollars.

Following a successful pilot phase, the Library and SJPLF sought a qualified partner agency to assume long-term oversight and operations for SJ Aspires including program expansion and financial sustainability. The Boys and Girls Clubs of Silicon Valley (BGCSV) was selected through a Request for Proposal as the best organization to continue advancing the goals of SJ Aspires. The Library and SJPLF are working closely with BGCSV through this transition to ensure that the incredible work that has gone into building this program continues to grow and maximize the potential of students, regardless of their economic status or geographic location. Existing funds dedicated to SJ Aspires will continue to be reserved for student financial awards.

San José Works Youth Jobs Initiative in FY 2022-23

San José Works Youth Jobs Initiative is a partnership between the City's Office of Economic Development/work2future, PRNS and the Mayor's Youth Empowerment Alliance. This program, which began in FY 2015-16, provides youth with employment services, career awareness regarding high wage, high growth jobs, and critical life skill instruction that includes leadership development, financial literacy, job counseling, mentoring, job readiness training, and supportive services. In FY 2022-23, the San José Works program provided subsidized and unsubsidized employment opportunities to a total of 829 youth.

FY 2022-23 Subsidized Program

The subsidized program is a paid internship for San José youth (ages 14-18) who meet one of the following eligibility requirements: live in an area with an identified gang presence or opportunity neighborhood, CalWORKs/Cal Fresh recipients, foster or former foster youth, justice engaged, receive free/reduce lunch, homeless, or at risk of homelessness. Over 80% of the 376 youth served in the subsidized program were BIPOC and the overall successful retention rate was 93%. Approximately 78% of the youth served were from or in close proximity (within one block) to an Opportunity Neighborhood, with the significant majority of these same youth referred through the Youth Empowerment Alliance.

All subsidized youth were placed in a priority sector and/or a demand occupation related to information technology, advanced manufacturing, health care, construction and the trades, and business and accounting. Priority Sector Industry/Employers that hosted youth included Intuit, NK Technologies, CreaTV, Delta Machine, the Better Business Bureau and various City of San José Departments. In-demand occupations included working with the Library, PRNS community centers, Veggielution, Boys & Girl Club of Silicon Valley, ConXion, and Catholic Charities where the youth provided IT Support, Social Media Marketing, Website Design, Accounting and bookkeeping, and software development (i.e., coding, troubleshooting, software apps, system performance evaluator & maintenance).

FY 2022-23 Unsubsidized Program

The unsubsidized program is open to San José residents (ages 16-29) who are in search of employment paid directly paid by an employer or employment services. Full-time or part-time employment was obtained by 453 clients either independently or with the help of a San José Works job coach. Examples of placements include manufacturing (TTM/Viasystems Group) afterschool programs (Boys & Girls Club, YMCA, Think Together), and positions within the City of San José. Program participants receive employment services such as resume building, mock interview practice, job search, access to job fairs and job leads, and Metrix learning certification.

San José Works at the Library

The Library's TeenHQ continued to partner with work2future to offer in-depth, summer-long internships in areas of social media and marketing. Three teens completed the internship with 300 hours of work logged. TeenHQ's Social Media Interns were part of a six-week, social media and marketing course designed to educate and prepare them to create marketing campaigns covering TeenHQ programs, services, and resources on TeenHQ's official Instagram account. Interns completed weekly assignments that involved researching current media trends in libraries, analyzing data, learning to use graphic design and video-making tools, and taking virtual marketing and branding classes from professionals in the field. They translated those lessons into static advertisements and reels suitable for TeenHQ's audience, collaborated to create a single TeenHQ campaign, evaluated their work, and then created portfolios capturing their accomplishments.

Additionally, interns became production assistants for TeenHQ's Summer Theater production. Interns performed tasks such as creation of props, cataloging props and costumes, providing some stage direction, learning to use professional video equipment, filming the final performance, and using their acquired video-editing skills to edit the footage.

College and Career in FY 2023-24

Staff will continue to assess the expansion of College and Career Readiness Quality Standards and the implementation of the Assessment Tool, build out the CCR Logic Model, and enhance college and career program coordination efforts citywide.

In FY 2023-24, Library staff provides technical assistance to six City departments to implement the CCRQS in programs:

- Fire Explorer Program (Fire)
- City Intern-view Workshop (HR)
- SJ Bridge (Housing)
- SJ Works (OED/work2future)
- Resilience Corps Climate Change Pathway (PRNS)
- Fleet Management Equipment Mechanic Apprenticeship Program (Public Works)

The College and Career Pathways Unit has initiated efforts and will continue to take strategic action to:

- Enhance coordination efforts across City departments and identify opportunities for collaboration and program improvement;
- Co-design a College and Career Supportive Strategy/Framework with residents who have lived experience navigating the education and workforce systems;
- Continue to provide direct services to the community through programs connected to the College and Career Readiness (CCR) Logic Model; and,
- Support the work of the Youth Commission and continue to advocate for the inclusion of young people in decision-making processes that are most relevant to them.

SJPL Works in FY 2023-24

In FY 2023-24, goals for SJPL Works include adapting programs and services in response to the changing economic climate and the demand for flexible methods of program and service delivery:

- Continue to expand the Library's partnership with work2future to provide individualized career services at Library branches serving under-resourced communities;
- Collaborate with Family Learning Center Literacy Specialists to reach the Library's most vulnerable customers;
- Identify additional partnerships and services based on equity data and community needs;
- Provide more opportunities for program participants to connect and build networks; and,

- Create a landscape map and aligned tools to help community partners, Library staff, and residents navigate the complex workforce development system within our region with greater efficacy.

Resilience Corps Learning Pathway in FY 2023-24

In FY 2023-24, the Resilience Corps Learning Pathway program will remain focused on increasing employment for underserved youth in San José by developing meaningful career pathways in public service and in partnership with educational and expanded learning organizations. As a grantee of the Youth Jobs Corps program, the program will continue to employ the majority of BIPOC, first-generation college students, and those who meet the grant requirements.

After the completion of the CCRQS assessment, FY 2023-24 program improvements implemented in the area of Skill Building and Learning and Curriculum and Teaching Practices include:

- Providing participants with material and workshops to develop the tools and skills needed to enter the workforce, including building a resume, completing applications and gaining interview confidence;
- Connecting program participants with post-secondary education resources to raise awareness about financial aid, technical education, and scholarship opportunities.

Family, Friend, and Neighbor (FFN) Caregiver Support Network in FY 2023-24

In FY 2023-24, staff is focused on providing consistent and stable FFN workforce development supports and community engagement to promote high-quality early learning experiences for children. The need for continued FFN programming is evident: local FFNs continue to inquire about the program, and there is a growing waitlist for a Year 4 cohort. Program participants have expressed interest in an ongoing FFN community, additional professional development opportunities, and assistance with pursuing childcare licenses and careers in early care.

Based on data collected in the original Environmental Scan, FFN program participants' feedback, and a recent program assessment conducted by EVALCORP, staff will revisit the program design and recommend enhancements. The expanded iteration of the program will launch with multiple pathways and levels of support to ensure that caregivers' broad range of goals and needs will be supported, including: childcare licensing, business and technical guidance, and continued individualized mentoring. Program capacity will be increased to serve an anticipated 130 participants.

San José Works in FY 2023-24

During the summer of FY 2023-24 the San José Works 9.0 program served 375 youth who were placed into subsidized employment related to a priority sector and/or demand occupation as described above. The retention rate was 95% and 83% were BIPOC. An additional cohort of 25 youth are receiving a paid internship this Fall. Approximately 82% of the youth served are from

or in close proximity to an Opportunity Neighborhood, with the significant majority of these youth referred through the Youth Empowerment Alliance. All participants receive job readiness training, counseling, with many also receiving supportive services such as referrals to mental health services or food services. In addition, over 100 youth have been connected with a mentor. Examples of employers engaging with the mentoring program included TATA Group, Intel, Bank of America, Hewlett Packard Enterprise, and the City of San José.

For the remainder of FY 2023-24, San José Works anticipates serving an additional 400 to 450 youth through the unsubsidized program and providing entrepreneurship training. Work2future will partner with Library staff to host another cohort of teens at the Library in Summer 2024.

SJ Access: Digital Equity & Skill Building – Ensuring Access, Affordability, and Adoption

In support of the EDL Strategy and Digital Equity goals, the SJ Access initiative supports providing quality digital connectivity, resources, and programs to San José residents. Areas of need are identified and monitored using the Library’s Digital Inclusion Priority Index, which is a multi-dataset index that tracks barriers to connectivity and informs targeted outreach and resource allocation. The initiative includes four main components which are described below:

- Ensuring internet access
- Access to technology tools
- Skill building opportunities
- Intergovernmental affairs and advocacy

Ensuring Internet Access

Since June 2020 the City has built and activated seven Community Wi-Fi networks through a partnership and cost-sharing agreement with East Side Union High School District, bringing the total number of Wi-Fi networks to eight. As of September 2023, networks are active in the residential areas of the following high school attendance areas: James Lick, Overfelt, Yerba Buena, Independence, Andrew P. Hill, Oak Grove, Mt. Pleasant, and Silver Creek. These networks in neighborhoods join a Downtown Wi-Fi network as well as outdoor networks at Community Centers and Libraries, which were also funded through the initial Digital Inclusion Expenditure Plan approved by the City Council in June 2020. Approximately 200,000 residents live in an area serviced by a Community Wi-Fi network.

In FY 2022-23, each residential household in a community Wi-Fi area received a direct-mailed postcard notifying them of the trusted network in their area and how to report their customer experience. Staff has prioritized social media and visual marketing as the primary source of awareness and outreach, which will continue in FY 2023-24.

As of August 2023, the total number of devices that used a community Wi-Fi network in the eight months of 2023 was 654,051, though this number is duplicated as the unique ID associated with each device resets on a monthly basis. The average monthly use of all networks was 8,779 unique devices (unduplicated). The Downtown and Independence networks are seeing the highest sustained traffic, with over 12,000 unique devices (users) using the networks each month.

As of August 2023, the total amount of data transferred via community Wi-Fi networks is 238.83 Terabytes, with a monthly average of 3.09 Terabytes per network. It is worth noting that the outdoor networks at Community Centers and Libraries have some of the most consistent use and routinely return high data use, indicating that residents are utilizing these networks to conduct their daily digital tasks while outside our City facilities. Attachment H provides graphs and tables with an overview of the use data by network area.

While the outdoor Wi-Fi networks provide significant benefit to residents as a safety net service and can often reach indoors, in almost all cases residents will have a better and more robust experience using a wired internet subscription available to them inside their home. In FY 2023-24, staff is focusing on prioritizing outreach and engagement of residents living in community Wi-Fi areas for enrollment in the Affordable Connectivity Program. This federally funded program provides eligible households with a \$30 per month reduction on their internet bill. In some cases, this subsidy may eliminate a household's monthly bill. As of June 2023, 60,000 households were estimated to qualify for the Affordable Connectivity Program, with approximately 32,000 currently enrolled.

Access to Technology Tools

Device Access

In FY 2022-23, the Library provided access to 7,137 hotspots, 2,083 Chromebooks, and 120 iPads through SJ Access with a total of 20,461 device checkouts; device inventory averaged at 98% checked-out in FY 2022-23, with less than 2% of devices available at any given time. Devices also come with information regarding internet service providers and affordable plans, as well as information about how to use library resources and participate in programs. Patrons also receive a 10-minute onboarding session when they check out the device. All instructions and documents are available in English, Spanish, and Vietnamese. In Fall 2023, AT&T made the City aware that the existing data plan for the devices would not be renewed and negotiations of a new rate began. On December 5, 2023, the City Council approved a new rate and data-limited plan, which may result in a reduction of available devices¹¹.

Transition of the Digital Inclusion Grant Program

On April 11, 2023, the City Council authorized the transition of the Digital Inclusion Grant Program, funded by the City's Digital Inclusion Fund, to be managed by the Library and SJPLF¹². Upon approval, staff immediately initiated the grant application and process for the fourth round of Digital Inclusion grants, in alignment with the City Council's direction.

Applications were vetted by the Digital Inclusion Advisory Board, which recommended eight grant awards to: Catholic Charities of Santa Clara County, International Children's Assistance

¹¹ <https://sanjose.legistar.com/View.ashx?M=F&ID=12475360&GUID=3D117403-7958-4F5A-9619-4D95AA720683>

¹² <https://sanjose.legistar.com/View.ashx?M=F&ID=11826178&GUID=F069D797-3703-4B3E-98F5-0946272718DD>

Network, International Rescue Committee, Sacred Heart Community Services Agency, Sourcewise, Step Up and Do Something, The Tech Exchange, and VIVO. Due to staffing transitions, Sourcewise declined the grant award. All other organizations are actively managing grants, which are expected to total 1,098 full or partial adoptions when the grant period closes June 30, 2024.

The final analysis of Round 3 grant performance is still being completed at this time and more information will be provided to City Council at a future date. Given the progress in digital adoption and changes in federal programs and funding expected in the next fiscal year, a full review of program effectiveness is underway, and a revised grant structure will be brought to the City Council with recommended changes for Round 5 in Spring 2024.

Skill-Building Opportunities

The Library offers a variety of skill building programs, including the Digital Skill Building Pathways (DSBP) which was launched in July 2023, Coding 5K, and one-on-one Tech Mentoring. Library programs are offered in English, Spanish, and Vietnamese, provides critical inclusive language learning options paired with access to digital devices to practice skills-building at home. Library staff and volunteers also provides individualized technology support throughout the year for additional basic troubleshooting and skills-building reinforcement via one-on-one Tech Mentoring.

Digital Skill Building Pathway Courses

In FY 2022-23 the Library leveraged the AmeriCorps VISTA program to add staff capacity for curriculum development to expand the Digital Skill Building Pathways (DSBP) and integrate curricula into the Library's existing programs. The goal of the DSBP is to ensure that all residents of San José are fully digitally literate and have the skills, resources, and technology needed to interact with the online world.

The DSBP is managed through the online learning management system Articulate. Courses are available through weekly Zoom and in-person class (synchronous). Alternately, learners can choose to take courses at their own pace through asynchronous courses that are available through the Library's website (<https://www.sjpl.org/digital-skills>). Since the launch of the DSBP in July 2023, the Library has hosted 1,255 digital skill building related program sessions and served a total of 1,837 learners.

Current courses in seven topic areas focus on online safety, protecting user privacy, basic computer literacy, and resources to continue learning post-program completion. An additional course focuses on accessing and using library services, a library card, and library programming.

- **Digital Skills** | Designed to help learners gain basic skills to connect to and access the Internet, retrieve online information, learn how to use a computing device, be safe online, use programs and applications such as Gmail, Windows 11, and Zoom.

- **Career** | Designed to help learners navigate resources to support job searches and career changes, resume creation, interview preparation, and small business development.
- **Education** | Designed to further educational goals through online resources, access to Career Online High School Program, and assistance with applying for financial aid.
- **Tech for Fun** | Curriculum teaches learners how to use a smartphone or tablet, connect with family and friends online, find Library e-Resources, eBooks and other digital media through the library's website.
- **Health/Telehealth** | Designed to help learners how to use healthcare websites and fitness tracking apps, access telehealth appointments, and navigate Covered California and how to apply.
- **Finances** | This category provides links to financial literacy resources, SJPL Works programs, and instruction on how to use Excel to create a budget and more.
- **Online Forms and Applications** | Designed to host curriculum on how to fill out forms and applications online including navigating the DMV website and courses on how to apply to the Affordable Connectivity Program and FCC benefit program that helps ensure that households can afford the broadband they need for work, school, healthcare, and more.

The DSBP is still being expanded to include feedback from learners to include courses in online job applications, social media usage, cybersecurity, and Google Suite.

Computer Science - Coding 5K Challenge

The Coding 5K Challenge was introduced in February 2018 to address the need for access to computer science educational supports for students throughout San José, particularly in underrepresented neighborhoods. The initial goal was to serve 5,000 students by year 2020 and that goal was accomplished in 2019.

In FY 2022-23, the Coding5K Challenge engaged 3,648 participants in programs including Girls Who Code clubs, bootcamps, workshops, robotics experiences, and summer camps. Eight week-long summer camps were hosted for 225 students in grades 3-8, with three camps designated as girls-only camps to address the gender gap in tech fiends. A program-wide survey of participants provided the following findings:

- 79% of all students were excited to continue learning about computer science, coding, and robotics,
- 86% said they enjoyed learning coding at the library;
- 60% of students reported that they considered themselves to be “good” at coding after taking a class at the library; and,
- Among those who did not self-identify as having “good” coding skills, many students still reported that they were excited to keep learning in the future.

Recognizing the changing nature of technology learning and new developments in the areas of computer science and machine learning, in FY 2023-24 staff are engaging with academic and community partners to build on the successful Coding 5K program to create the next phase in programming.

Tech Mentoring

In FY 2022-23 the Library continued to support the community with one-on-one technology assistance and small group programming. This more focused style of programming offers individuals who may need more assistance to gain confidence and learn new skills in a different environment than traditional programming provides. More than 1,837 individuals were supported through one-on-one technology assistance, both through in-person and virtual programming. Computer assembly and disassembly has become a popular program at the Educational Park branch with 41 participants at the bi-weekly program.

Intergovernmental Relations and Advocacy

With the deployment of the Infrastructure Investment and Jobs Act funding beginning in 2022, SJ Access staff has been fully engaged in analyzing and issuing comments on regulations associated with policy direction and funding. In FY 2022-23 the City served as a co-host for the California Digital Equity Plan regional meeting along with the County of Santa Clara, the Santa Clara County Office of Education, and Joint Venture Silicon Valley. The City was also awarded a California Public Utilities Commission \$500,000 Local Area Technical Assistance grant to support a feasibility assessment of increasing Community Wi-Fi internet speeds to 100/100 megabits per second. The acceptance of that award will come to the City Council in early 2024. A key advocacy focus in FY 2023-24 is for sustained funding for the Affordable Connectivity Plan.

SJ Access in FY 2023-24

The overarching goal for SJ Access in FY 2023-24 is to foster digitally equitable programs and technology access to residents of San José through community partnership and a focus on the following priorities:

- Finalizing the Digital Equity Assessment for City Council review and approval;
- Managing the Digital Inclusion Grant Program and evaluating the program structure ahead of Round 5;
- Outreach and awareness of the Affordable Connectivity Plan and maximizing referral opportunities to enroll eligible households;
- Expansion of the Digital Skill Building Pathways to include online job applications, social media use, Google Suite, and additional workforce development opportunities;
- Re-envisioning computer science programming for youth; and,
- Resource development for ongoing device access available through the Library.

Policy and Governance

Significant City Council actions introduced related priorities in enhancing early care and education options and allocation of resources toward educational initiatives. The Education Policy was crafted to address relevant items in areas of land use, transportation, infrastructure,

and resource allocation. As outlined in Education Policy 0-30¹³, formal relationships were established between, the City, Santa Clara County Office of Education, and LEAs through the Schools/City Collaborative (S/CC) to ensure positive communication and address areas of common interest for San José students. In AY 2022-23 the S/CC convened October 2022 and provided End-of-Year accomplishments in lieu of a Spring 2023 convening. S/CC focused on the EDL workplan specifically on connectivity, equity, and learning resources.

The AY 2023-24 workplan was finalized at the October 2023 convening of the S/CC with input from LEAs and City leaders.

Equity, Diversity and Inclusion

The Equity, Diversity and Inclusion Quality Standards (EDIQS) provide the framework through which all City educational programs will be assessed for centering and advancing equity. The EDIQS comprise six areas, including an anti-racist approach, inclusive programming, culturally relevant pedagogy, community involvement, and outreach.

During FY 2022-23, Library staff developed an EDI Toolkit (Attachment I), which is a list of recommended trainings and materials to support City staff capacity-building in the six Quality Standard areas. In early summer, staff began a pilot Quality Assessment of five adult programs. The feedback provided by this pilot group identified additional learning tools and guidance needed to support the self-assessments and supervisor feedback. These will be incorporated for additional program assessments during the next portion of the pilot process during FY 2023-24, which will expand to more Library programs.

EVALUATION AND FOLLOW-UP

Evaluation and data-driven decision making are cornerstones of the EDL Strategy. Implementation of the EDL Strategy Work Plan, including quality standards and regular assessments in each area, will be the subject of future reports to the Neighborhood Services and Education Committee. Following the completion of the Children and Youth Services Master Plan, the annual EDL Strategy report will align with the goals and outcome metrics identified in that Plan.

CLIMATE SMART SAN JOSE

The recommendation in this memo has no effect on Climate Smart San José energy, water, or mobility goals.

¹³ <https://sanjose.legistar.com/View.ashx?M=F&ID=8047051&GUID=15994766-35DE-4026-B209-8E2F0778C49F>

PUBLIC OUTREACH

This memorandum will be posted on the City's website for the January 11, 2024, Neighborhood Services and Education Committee meeting.

COORDINATION

This report has been coordinated with the City Attorney's Office, Parks Recreation and Neighborhood Services Department, and San José Works Youth Jobs Initiative.

COMMISSION RECOMMENDATION/INPUT

The Library & Education Commission has reviewed updates to various pilots as well as the annual update as part of the EDL Strategy. The Commission recommends their approval to the Neighborhood Services & Education Committee. The Youth Commission reviewed this report at the November 28, 2023, meeting and vocalized their support of the work.

CEQA

Not a Project: PP17-008 - General Procedure & Policy Making resulting in no changes to the physical environment.

/s/
JILL BOURNE
Director, Library Department

For questions, please contact Vidya Kilambi, Division Manager, at vidya.kilambi@sjlibrary.org.

ATTACHMENTS

Attachment A: Education and Digital Literacy Milestones
Attachment B: San José Recreation Preschool Report FY 22-23
Attachment C: Early Education Library Report FY 22-23
Attachment D: Library School-Age Program Quality Self-Assessment FY 22-23
Attachment E: Student Library Cards FY 22-23
Attachment F: Educator Library Cards
Attachment G: College & Career Program Assessments FY 22-23
Attachment H: Digital Equity Community Wi-Fi Statistics FY 22-23
Attachment I: SJPL Equity, Diversity, and Inclusion Toolkit