

Library Vision Statement

Create a safe and attractive space that promotes creativity, literacy, community enrichment and development, and life-long learning to all segments of our service area, including representation and inclusion of all community members, regardless of race, age, gender identity, physical and/or print/learning disabilities, national background, or personal beliefs.

Library Mission Statement

Provide online and print resources, access to innovative technologies and a skilled staff to patrons in our service area.

Creativity

Invite creativity into the lives of all patrons in our service area, encouraging education through programming and outreach.

Objectives

1. Staff will receive outside training in order to provide them with the skills necessary to assist patrons in an effective manner
 - Annual funding will be identified to facilitate staff training
 - Staff will be made aware of and encouraged to take advantage of outside training opportunities, with at least two self-appointed trainings every fiscal year.
2. Core Competencies will be established for all levels of library staff, to include in-house training to ensure baseline levels of technical and reference skills. Additionally, a core curriculum of customer service, workplace safety, and diversity & inclusion issues will be a part of every employee's training.
3. Provide programming for children ages 0-5
 - Target groups for outreach programming
 - Encourage participation in early literacy initiatives such as 1000 Books Before K and the Raising a Reader Program
 - Incorporate the STEAM (Science, Technology, Engineering, Art and Math) initiative into branch activities
4. Provide programming for young adults ages 6-11
 - Target groups for outreach programming
 - Incorporate the STEAM (Science, Technology, Engineering, Art and Math) initiative into branch activities
 - Cultivate programs that target school aged children's interest
5. Provide programming for teens ages 12-18
 - Target groups for outreach programming
 - Continue to provide a space for teens when possible
 - Incorporate STEAM (Science, Technology, Engineering, Art and Math) initiative into branch activities
 - Cultivate programs that target teen interests
 - Offer opportunities for teens to volunteer in meaningful ways

Literacy

Promote literacy and education to all patrons in our service area through the use of digital and print resources.

Objectives

6. The library system will purchase materials that are relevant to interests in the communities we serve
 - Increase physical collections to meet the evolving needs and demands our community
 - Promote all digital reference databases in branch libraries, and review their relevance to the service population yearly
 - Provide eContent to our community via digital content platforms such as Hoopla and the SOVALUE Consortium, reviewing the circulation trends of purchased or licensed materials bi-annually
7. Participate in system wide literacy initiatives for all ages
 - Provide a Summer Reading Program for children, teens and adults
 - Active involvement in state and nation-wide library programming, such as banned book week, library card sign up month, children's book week and teen read week

Community Enrichment and Development

Encourage all citizens to be active members of their communities through involvement at their local library.

Objectives

8. We will meet our community where they are
 - Actively participate in the community by having a presence at community events, and providing programs outside the confines of our brick-and-mortar buildings.
9. We will strengthen or make adjustments to our Partnerships when appropriate
 - Identify and contact potential partners
 - Review and adjust partnerships by the end of each fiscal year
 - Invite partnerships with each locality's community management
 - Seek out library partnership opportunities
10. Every effort will be made each year to collaborate with educational entities within our service area
 - Develop relationships with all schools in our service area, including an active presence in school activities and passive support of educational needs
 - Create outreach programs with adult and children's day cares in the service area
11. Promote volunteer activities in all branch libraries
 - Ensure library support for all Friends of the Library groups
 - Support of adult volunteer programs in libraries, as needed
 - Participation in National Volunteer week activities
12. Encourage multiple platforms for information and reference in all branch libraries to meet the needs of a diverse population, including culturally diverse programming



Long Range Plan 2020-2025

13. Promote various methods of input for citizens to identify library services that the community wants and needs
14. Identify areas of need for grants for staff to investigate appropriate grant opportunities to enhance and support library services.

Life-Long Learning

Engage in all ages of our service population through relevant programs and initiatives to ensure life-long success, emphasizing 21st century literacy skills.

Objectives

15. The library will promote technology and job-skills education for adults and young adults in our service area
 - Involve citizens in the branches through consistent technology education for adults and young adults, with an annual review to ensure efficacy
 - Pursue partnerships to guarantee staffing for technology education
16. Programming will be promoted that meets the recreational needs of adults and young adults
 - Encourage programming such as craft evenings, fitness courses and local author visits
 - Facilitate outreach programs based on community need
17. Programming will be created that meets the life-skills needs of adults and young adults
 - Incorporate new parent information into existing children's programming
 - Execute weekend and evening programming in branches to meet the needs of adults and young adults