

# FY 2020- 2021 STRATEGIC PLAN



[CommunityLibrary.Net](http://CommunityLibrary.Net)

## Focus Area A: Building literate and informed communities

### Initiatives:

- Cultivate and inspire young readers
- Nurture student success
- Champion literacy and lifelong learning

### Actions:

- Promote digital literacy by:
  - providing future ready programs for all ages at each library
  - using District vehicles to teach technology skills throughout the District
- Maintain adequate, high speed broadband and necessary equipment
- Maintain a balanced collection, both physical and virtual
- Help prepare preschool and school age children to be enthusiastic learners
- Offer a variety of community gathering places and learning opportunities for adults.

Mission:  
We Empower  
Discovery

Vision:  
Your Go-To Place  
for Enrichment,  
Engagement and  
Joyment

## Focus Area B: Creating connected communities

### Initiatives:

- Equal access for all (diversity, inclusion, equity)

### Actions:

- Expand partnerships with chambers of commerce, schools, other non-profits, businesses
- Get outside of the library walls
- Utilize appropriate social media to inform the communities of opportunities, programs, and services
- Encourage staff members to take active roles in community organizations as part of library tasks

## Focus Area C: Providing operational excellence

### Initiatives:

- Fiscally prudent (strive to be responsible stewards of our financial resources)
- Maintain and cultivate public trust

### Actions:

- Meet the needs of a growing population: growth management of library resources
- Recognize staff creativity, initiative, and innovation
- Provide continuing education experiences for staff development
- Draft and administer an ADA transition plan
- Implement consistent member-friendly policies and procedures

## Focus Area D: Providing accessible, inviting, safe and welcoming spaces to think, meet, work, & create

### Initiatives:

- Maintain current facilities
- Plan for future public and staff space needs

### Actions:

- Expand use of virtual space, Discovery Bus and Outreach access, offsite programs
- Investigate service sites for future expansion of facilities
- Develop a comprehensive plan for use of all library vehicles
- Improve library spaces, furnishings, fixtures, and equipment
- Evaluate and address staff safety concerns and provide appropriate training

Board of Trustees

Katie Blank • Robert Fish • Judy Meyer • Regina McCrea • Michele Veale  
Director, John Hartung