



Strategic Plan 2023-2025

MISSION

Providing welcoming service and equitable access to library resources to enrich the lives of our patrons.

VISION

Support. Connect. Thrive.

CORE VALUES

SERVICE

We provide the highest level of customer service to all library users and to each other.

ACCESS

We provide equitable access to all library resources.

LIFELONG LEARNING

We serve as the community's center for lifelong learning.

SUSTAINABILITY

We engage in practices that are environmentally sound, fiscally responsible and will endure.

INTERNAL GOALS

Phase 1: Support

1. We will continue to build trust through open communication and honest feedback.
2. We will be fully supported with professional development opportunities, including cross training between buildings and departments.
3. We will have technology and resources to perform our jobs effectively.

Phase 2: Connect

1. We will choose to collaborate with good faith and consistency.
2. We will be given opportunities to serve on both internal and external committees in order to contribute to the growth and development of the library.
3. We will strive to be one SPL.

Phase 3: Thrive

1. We will be empowered to use our strengths and skills to remain the library's greatest resource.

EXTERNAL GOALS

Phase 1: Support

1. Students and parents will have materials and programs that incorporate research-supported early literacy practices to **SUPPORT** young readers and help them learn.
2. The library will **SUPPORT** users with the resources they need to enhance their leisure time and help them explore topics of personal interest so they can continue to learn throughout their lives.

Phase 2: Connect

1. Library users will have a central source to **CONNECT** to information and resources from the community.
2. Students will be **CONNECTED** to the resources they need to succeed in school.
3. The library will be a safe, welcoming place that **CONNECTS** people together.

Phase 3: Thrive

1. Library users will be connected to and supported with resources and services to foster lifelong learning and help them **THRIVE**.

SPL Internal Goals

Internal Phase 1

Support

1. We will continue to build trust through open communication and honest feedback.
2. We will be fully supported with professional development opportunities, including cross training between buildings and departments.
3. We will have technology and resources to perform our jobs effectively.

Internal Phase 2

Connect

1. We will choose to collaborate with good faith and consistency.
2. We will be given opportunities to serve on both internal and external committees in order to contribute to the growth and development of the library.
3. We will strive to be one SPL.

Internal Phase 3

Thrive

We will be empowered to use our strengths and skills to remain the library's greatest resource.

SPL External Goals

External Phase 1

Support

1. Students and parents will have materials and programs that incorporate research-supported early literacy practices to **SUPPORT** young readers and help them learn.
2. The library will **SUPPORT** users with the resources they need to enhance their leisure time and help them explore topics of personal interest so they can continue to learn throughout their lives.

External Phase 2

Connect

1. Library users will have a central source to **CONNECT** to information and resources from the community.
2. Students will be **CONNECTED** to the resources they need to succeed in school.
3. The library will be a safe, welcoming place that **CONNECTS** people together.

External Phase 3

Thrive

Library users will be connected to and supported with resources and services to foster lifelong learning and help them **THRIVE**.