



**2023-
2026**



**CAMAS
PUBLIC
LIBRARY**

**Strategic
Plan**





PART I

PART II

1. Mission, Vision, Values, Equity Statement
2. Strategic Priorities and Goals
3. What's next



List of

Values

- | | | | |
|----------------|---------------------|----------------------|------------------|
| Accountability | Equality | Joy | Self-expression |
| Achievement | Ethics | Justice | Self-respect |
| Adaptability | Excellence | Kindness | Serenity |
| Adventure | Fairness | Knowledge | Service |
| Altruism | Faith | Leadership | Simplicity |
| Ambition | Family | Learning | Spirituality |
| Authenticity | Financial stability | Legacy | Sportsmanship |
| Balance | Forgiveness | Leisure | Stewardship |
| Beauty | Freedom | Love | Success |
| Being the best | Friendship | Loyalty | Teamwork |
| Belonging | Fun | Making a difference | Thrift |
| Career | Future generations | Nature | Time |
| Caring | Generosity | Openness | Tradition |
| Collaboration | Giving back | Optimism | Travel |
| Commitment | Grace | Order | Trust |
| Community | Gratitude | Parenting | Truth |
| Compassion | Growth | Patience | Understanding |
| Competence | Harmony | Patriotism | Uniqueness |
| Confidence | Health | Peace | Usefulness |
| Connection | Home | Perseverance | Vision |
| Contentment | Honesty | Personal fulfillment | Vulnerability |
| Contribution | Hope | Power | Wealth |
| Cooperation | Humility | Pride | Well-being |
| Courage | Humor | Recognition | Wholeheartedness |
| Creativity | Inclusion | Reliability | Wisdom |
| Curiosity | Independence | Resourcefulness | |
| Dignity | Initiative | Respect | |
| Diversity | Integrity | Responsibility | |
| Environment | Intuition | Risk-taking | |
| Efficiency | Job security | Safety | |
| | | Security | |
| | | Self-discipline | |

Write your own



VALUES

exercise

<https://brenebrown.com/resources/dare-to-lead-list-of-values/>



VALUES *exercise*

KNOWLEDGE

COMMUNITY

SERVICE

**KINDNESS
&
COMPASSION**

JOY

GROWTH

CREATIVITY

OUR

VALUES

We believe in cultivating community through:

- Delivering service with empathy and integrity.
- Encouraging exploration.
- Fostering space for creativity and joy.

In addition, we ascribe to the American Library Association's core values, on which modern librarianship is practiced. They can be found at camaspl.org/corevalues2.

MISSION *exercise*

**COMPLETE
THIS
SENTENCE
10 TIMES**

The Camas
Public
Library
exists to...

EXAMPLES
INCLUDED

...connect people.

...serve the needs of the public.

...welcome every member of our community.

...provide information and resources.

...encourage lifelong learning.

...be the central gathering place of our community.

...provide programs that benefit the community.

...provide free and equitable service.

...provide free and equitable service.

...provide information and resources.

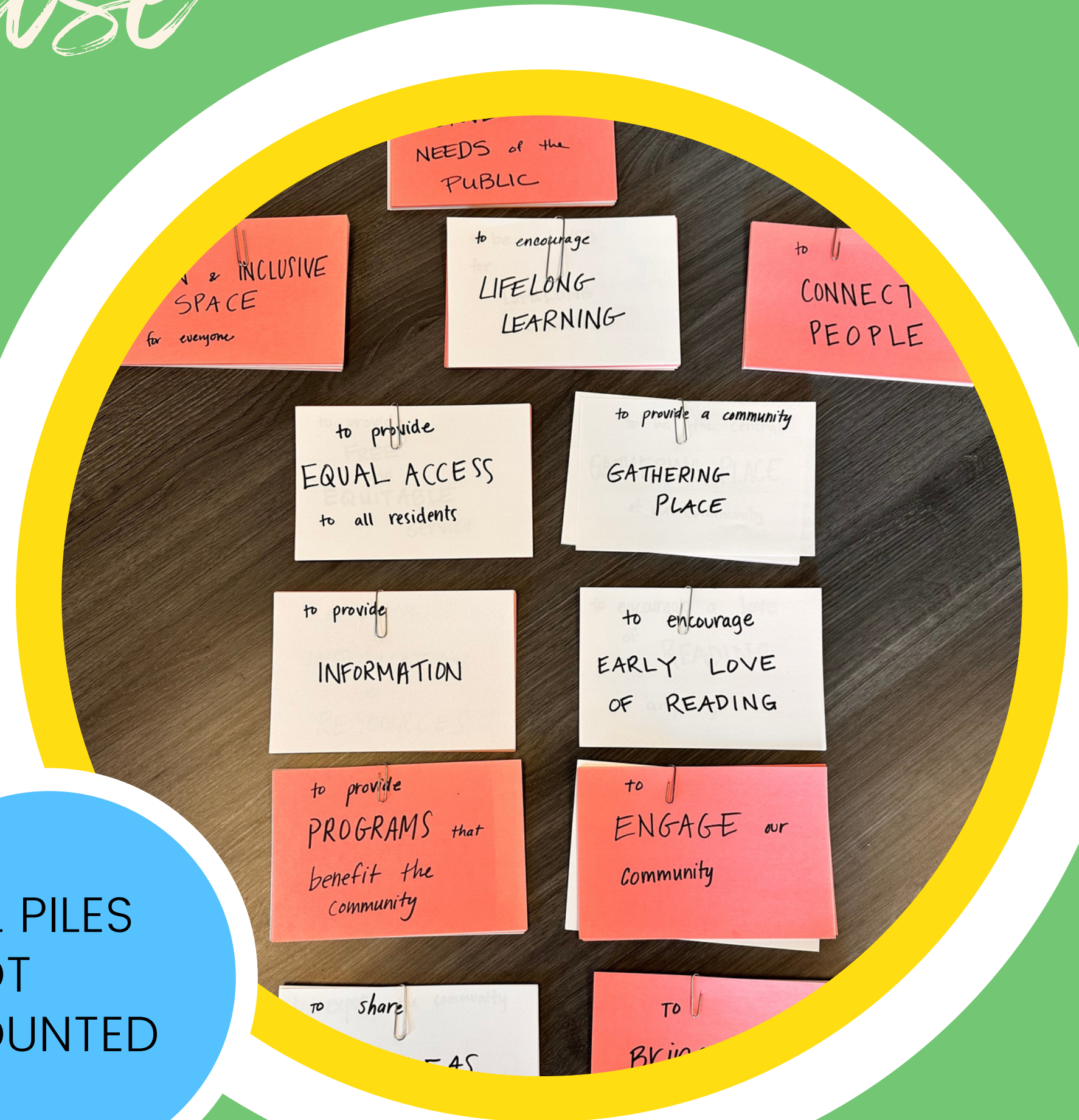
...encourage a love of reading.

MISSION *exercise*

**ALL
SENTENCES
WENT ONTO
CARDS**

All cards
got
sorted
into piles

ALL PILES
GOT
COUNTED



MISSION *exercise*

PROGRAMS

ENGAGE

GROW

SERVE

INFO

GATHER

BELONG

LEARN

ACCESS

CONNECT

ENRICH

LITERACY

OUR

MISSION

The Camas Public Library is dedicated to serving our community with meaningful connections, engaging enrichment, and pathways to knowledge.

VISION

exercise

**ANSWER
THE
FOLLOWING
QUESTION**

What are the results of successfully achieving the Library's mission, and what is the impact to the community?

OUR

VISION

To strengthen a supportive and informed community, while continuing to promote the joy of reading, we provide:

- Lifelong learning opportunities.
- Free and equitable access to resources.
- A welcoming and inclusive place to gather.

EQUITY STATEMENT

exercise

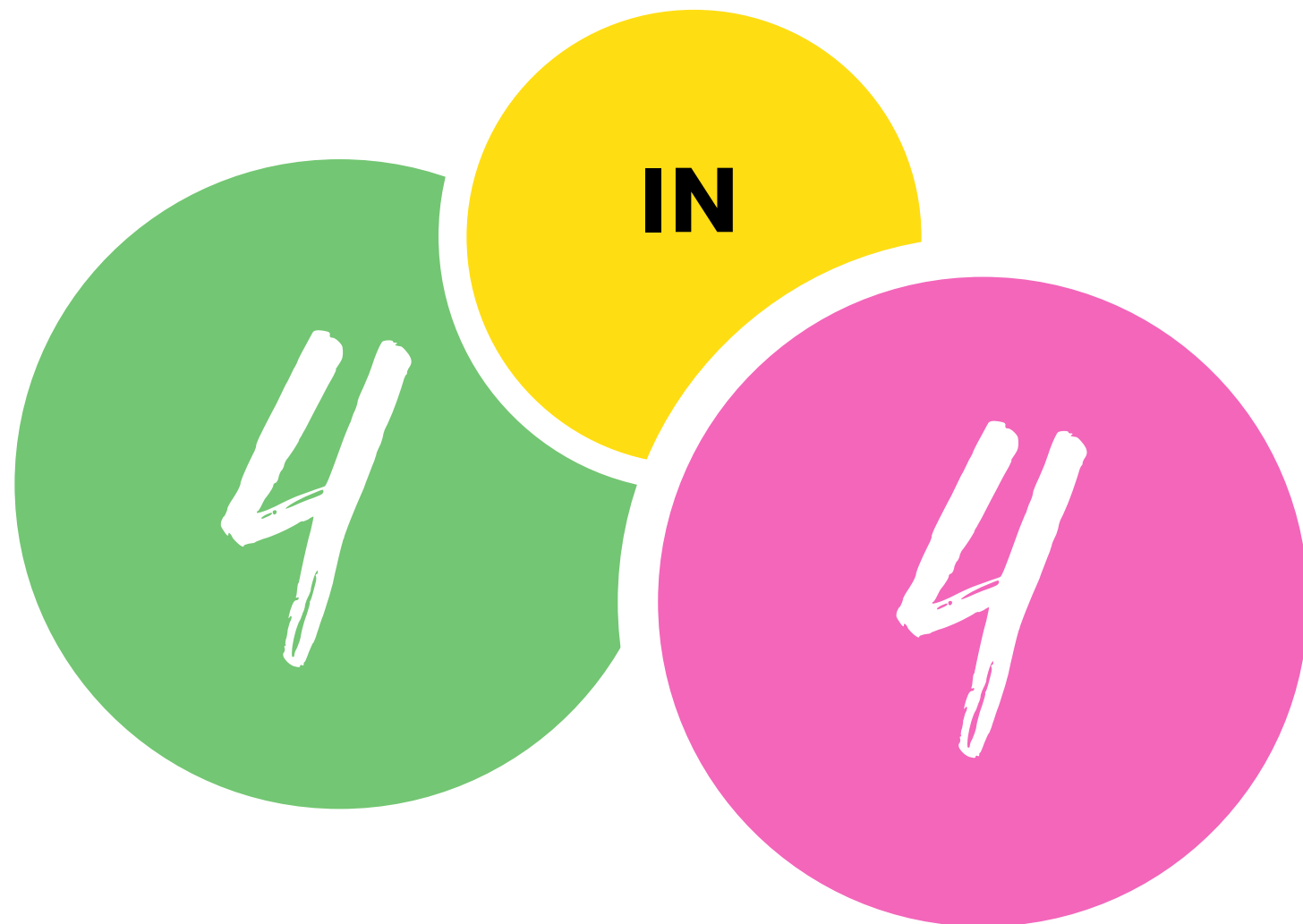
Read through other public libraries' equity statements to determine what works and what doesn't. Create a statement that works for our Library.

our

EQUITY STATEMENT

We demonstrate an unwavering commitment to diversity, equity, and inclusion by welcoming everyone, treating them with respect and kindness, and striving for growth in a learning culture through continuous staff development.

STRATEGIC PRIORITIES



Community Feedback

GENERAL THEMES

Programs
Learning
Nature
DEI
Connection

IDEAL COMMUNITY

Friendly
Safe
Supportive
Inclusive
Green

CONCERNS

Growth
Divisiveness
Racism
Housing
Safety

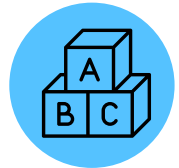
IMPROVEMENTS BY CATEGORY

Programs
Collections
Facilities
Hours
Marketing
Community & Partnerships

STRATEGIC PRIORITIES



01. Remove Barriers



02. Focus on Early Literacy



03. Build or Strengthen Partnerships



04. Encourage Lifelong Learning at Every Age



GOALS

Remove Barriers.

01

COMMUNITY ENGAGEMENT

Meet people where they're at.

CONTENT DELIVERY

Reflect the world at large.

BUILDING

Improve access to and within the building.



GOALS

02

Focus on Early Literacy.

COMMUNITY ENGAGEMENT

Promote early literacy through positive Library interactions.

CONTENT DELIVERY

Support families and caregivers with sharing the joy of reading.

BUILDING

Provide a facility that aides in the development of early literacy.



GOALS

03

Build or Strengthen Partnerships.

COMMUNITY ENGAGEMENT

Collaborate with organizations that focus on the natural world.

CONTENT DELIVERY

Partner with groups interested in preserving local history.

BUILDING

Strengthen internal partnerships within the City of Camas.



GOALS

04

Encourage Lifelong Learning at Every Age.

COMMUNITY ENGAGEMENT

Provide programs that inform, enrich, or introduce new ideas.

CONTENT DELIVERY

Offer the opportunity for learning in a wide variety of formats.

BUILDING

Allow human-centered behavior to lead design.



NEXT STEPS



Annual work plans



Annual reports



Flexibility and communication

QUESTIONS

