

CITY OF DILLINGHAM LIBRARY FIVE-YEAR PLAN
As recommended by the Dillingham Library Advisory Board

CATEGORY	FY27	FY28	FY29	FY30	FY31
Technology	Reorganize computer station area, make OWL technology more accessible	Develop e-reader policy	Replace 1-2 computers	Replace staff computers	Reassess technology
Children's Programs	Friday morning story time (pick one week and focus indigenous authors), Battle of the Books Club	Two afternoon programs that focus on literacy and STEAM.	Reading Circles (student led book selection – focus on high schoolers)	Reading Incentive program, an alternative to Accelerated Reader Program.	Digital & creative literacy expansion
Library Advisory Board, Policy and Procedure Review	The Library Advisory Board meets quarterly to review and revise library policies, procedures, bylaws, the budget, to appoint members to available seats, and to address specific topics and issues as they arise.				
	Review Patron and Checkout Policies	Internet Usage & Safety Policies LAB Position Descriptions	Policy Review	Policy Review	Review Weeding & Collections Policies 5-Year Plan
		Officer Elections		Officer Elections	
Staffing	The Library is committed to developing a skilled, adaptable, and community-focused workforce of staff and volunteers.				
	Develop a Behavior Matrix for the staff to follow. Strengthen core library and customer service skills	SOP for Staff and Volunteers	Proficiency Development Pathway	To enhance service to patrons, staff will strive to be knowledgeable across multiple genres.	Staff will participate in library programs
Building – CIP, Maintenance	Change the utility sink area	Modernize bathrooms	Digital Sign	Fire/Video Security System	Update Shelving
Furniture, Fixtures and Equipment (FF&E)	Assess shelving needs New Circulation Desk	New Video System	Reading Chairs Meeting Chairs	Assess Table Needs	Locking shelf for reference books
Community Outreach	Adult Storytime Put on two or three suggested events from the survey two years ago	Use the community survey Safe is doing and put on one activity a month. Focus on combining our efforts with other entities	New survey Two or three events a months	Month Themed Events	Outreach at Community Events
Internet	The Library will maintain and strengthen reliable, high-speed internet access at the public library, ensuring all Dillingham residents have consistent access to essential online services. Over the next five years, we will sustain our infrastructure, invest in necessary upgrades, and support equitable, dependable connectivity for our community.				
External Funding	The Public Library will seek and secure grant funding to sustain and enhance library programs, services, and community initiatives.				

Review and Weeding	Magazine & newspaper	Children/Youth	AK & Local History Collection	Adult Fiction & Nonfiction	Reference Materials
Circulation Development	Grow and implement a sustainable, community-informed collection development strategy that balances current demand, cultural relevance, and long-term preservation while maintaining a manageable and regularly evaluated collection size over the next five years.				
	Determine Collection Priorities	Deep dive into the Collection	Review community needs	Focus on digital priorities	Establish responsive, data-driven collection model

Notes:

1Funding sources for all items recommended in this five-year plan will be through grants. City of Dillingham general funds will be expended only when available.

2Library activities will only be posted on the Dillingham Trading Post and Community Facebook page with prior permission from the City Manager.

3These events are planned with the understanding that the library will follow current City Ordinances related to public health and safety.

APPROVAL AND ADOPTION

This Five-Year Plan was developed by the Dillingham Public Library in collaboration with the Dillingham Library Advisory Board to establish priorities, goals, and objectives for library services over the next five years.

The Dillingham Library Advisory Board recommends this plan for adoption by the Dillingham City Council.

Prepared and Submitted by:



Rebecca Duke, Librarian
Dillingham Public Library

Date: 8/24/2026

Recommended by the Dillingham Library Advisory Board on the 24 day of August, 2026.



Lee Ann Andrew, Board President
Library Advisory Board

Date: 8-24-2026

Adopted by the Dillingham City Council on the ____ day of _____, 20____.

Resolution No. _____

Alice Ruby, Mayor
City of Dillingham

Abigail Flynn, City Clerk
City of Dillingham

Date: _____

Date: _____