

Smith Public Library

Strategic Plan 2025 - 2030



Executive Summary

The Smith Public Library aims to enhance its role as a cornerstone of lifelong learning, cultural enrichment, and community engagement. This five-year strategic plan outlines our commitment to meeting the evolving needs of our community by expanding access to technology, offering diverse resources, and fostering a vibrant cultural and educational environment.

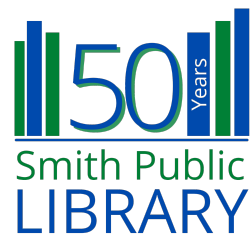


Vision Statement

To be a dynamic hub that inspires learning, creativity, and connection for all members of our community.

Mission Statement

Inspire. Inform. Interact.



Core Values

1. **Accessibility:** Ensuring that resources and services are available to all.
2. **Innovation:** Embracing new technologies and ideas to better serve our patrons.
3. **Community:** Strengthening partnerships and fostering a sense of belonging.
4. **Stewardship:** Managing resources responsibly to ensure long-term sustainability.



Strategic Goals and Priorities -

1. Community Engagement and Partnerships

Foster deeper connections with local organizations, schools, and businesses. Increase library outreach to underserved populations.

- Continue to develop partnerships with local schools to promote literacy and learning initiatives.
- Collaborate with community organizations to host events that reflect the community's cultural diversity.
- Collaborate with community organizations to address pressing issues such as digital literacy, workforce development, and access to education.
- Actively participate in community events and initiatives to raise awareness of library services and build stronger connections with residents.
- Partner with local social service agencies to offer on-site information sessions and support.
- Continuously monitor trends in technology, education, and community needs to identify emerging opportunities and challenges.

Strategic Goals and Priorities -

2. Cultural Programming and Events

Offer diverse cultural experiences to reflect the community's demographics. Strengthen arts and humanities programming.

- Host cultural festivals and exhibits featuring local and international artists.
- Develop author talks and storytelling events that highlight diverse voices.
- Partner with local cultural organizations to offer heritage programs and workshops.
- Expand the library's musical and performing arts events, including concerts, theater, and dance.



Strategic Goals and Priorities -

3. Diverse Resources and Collection Development

Build a collection that reflects the community's diverse needs and interests. Enhance access to digital resources.

- Expand the library's collection to include a diverse range of materials and resources that cater to different interests, ages, and learning styles.
- Invest in additional eBooks, digital audiobooks, and streaming services.
- Continue to offer digital access to newspapers, magazines, and research databases.
- Promote existing one on one sessions with librarians to learn how to use these resources effectively.



Strategic Goals and Priorities -

4. Access to Technology and Digital Literacy

Ensure equitable access to current and emerging technologies. Promote digital literacy across all age groups.

- Provide access to technology, including 3D printers, and creative software.
- Expand the lending library of technology devices, such as hotspots and laptops.
- Offer digital literacy workshops on topics such as internet safety, coding, and online research.
- Develop a robust online presence through social media, a user-friendly website, and virtual platforms to engage with community members beyond physical library walls.



Strategic Goals and Priorities -

5. Facility Improvement and Sustainability

Create a more welcoming and functional space.

- Replace library furnishings to include more flexible, comfortable seating and collaborative spaces.
- Expand the Small Business Resource Center to include a homeschool meeting space.
- Add pod furniture that creates semi-private study areas for community use.
- Add more lighting to the Adult Services area to brighten up that side of the library.



Strategic Goals and Priorities - 6. Staff Development

Train and encourage staff to continue expanding their knowledge and leadership skills.

- Offer opportunities at all levels for learning through virtual and in-person workshops and classes.
- Streamline the onboarding process with recognition of milestones and solicit feedback on the new employee experience at 90 days and six months.
- Request feedback from staff on how to improve communication, morale, and their work environment.
- Continue monthly all staff meetings and meetings with departments as appropriate to provide a platform for employee feedback.



Evaluation and Metrics

To measure the success of the strategic plan, the library will track key metrics annually:

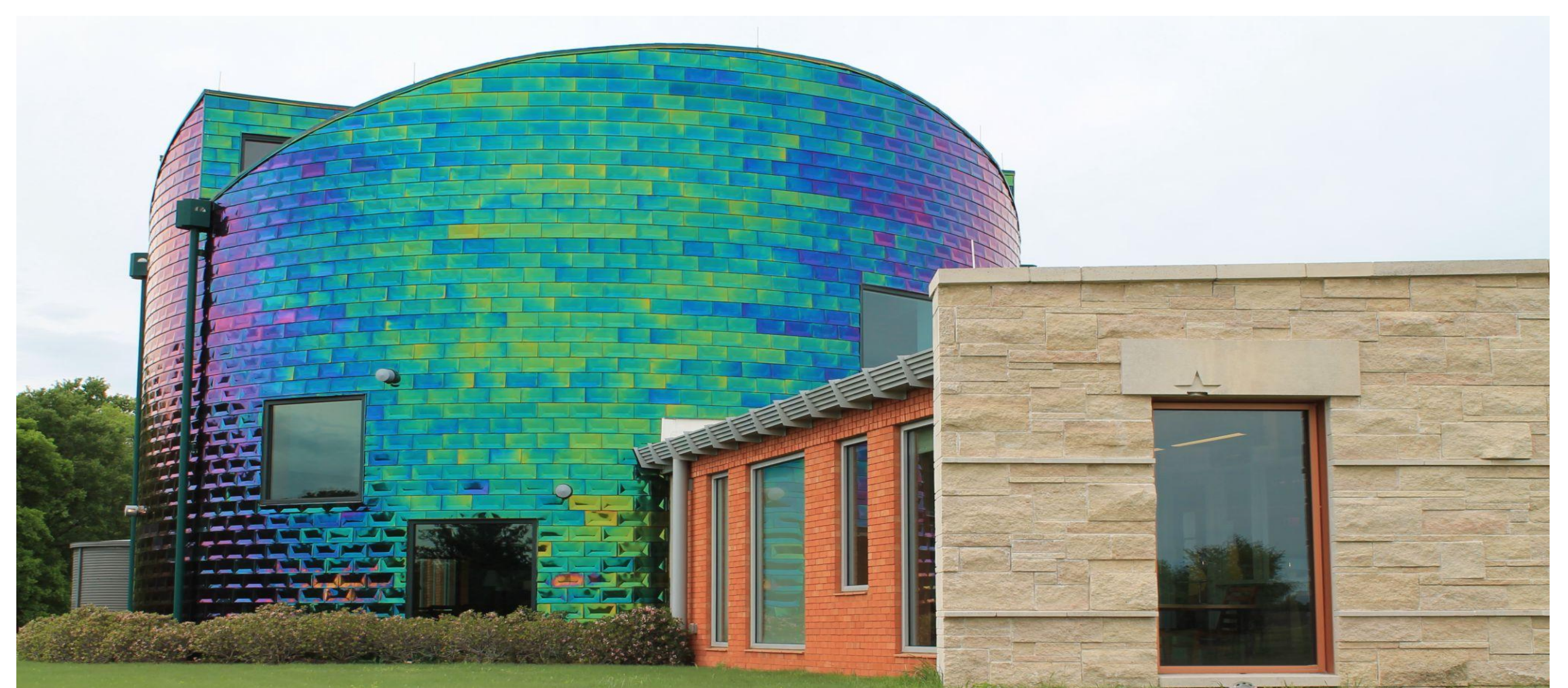
1. Increase in library visits and program attendance.
2. Growth in the diversity and usage of the library collection.
3. Number of partnerships and community events hosted.
4. Patron satisfaction through comment cards and surveys.
5. Increase in usage of the library app, digital databases and electronic resources.
6. Employee satisfaction through surveys and retention statistics.



Conclusion

This five-year strategic plan positions the Smith Public Library to be a leader in community engagement, cultural enrichment, and technological access. By focusing on innovation and sustainability, we will ensure that the library remains a vital and cherished resource for all residents.





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