# Josephine Community Library District

## 2017-2020 Strategic Direction (Updated October 2019)

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<th>VALUES</th>
<th>REPUTATION</th>
<th>POSITION</th>
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| A vibrant community strong in itself and connected to the world. | Enriching our community through access to quality library services across Josephine County. | Integrity  
Accountability  
Engagement  
Innovation  
Freedom  
Equity & Inclusion | Transformative  
Inclusive  
Dependable  
Caring  
Essential  
Courageous | Our community members and partners value the library system as a lifelong source of ideas and inspiration in an open, warm, and responsive environment. |

## IMPERATIVES

- Enhance program quality and customer service
- Nurture a work culture that values and supports its staff and volunteers
- Enhance the facilities across the library systems
- Develop efficient operating systems and structures
- Build awareness and expand partnerships

## OBJECTIVES

- Maintain high patron satisfaction
- Year-over-year increases in the quality of the library collection
- Achieve “Enhanced” status in Oregon Library Association Library Standards by 2021
- Complete Capital Improvement Plan by July 2019
- Year-over-year increases in library use
- Year-over-year increases in patron engagement

## INITIATIVES

- Update the collection development plan to improve materials against Oregon Library Association Library Standards
- Develop a three-year programming plan that responds to community needs and includes criteria for review, approval, allocation and ongoing evaluation of resources
- Develop and implement a plan to build equity across all populations
- Develop and implement a staff and volunteer professional development program that aligns with organizational needs
- Enhance volunteer engagement in evaluating and implementing adjustments to library services and procedures
- Codify the unique culture that exists between staff and volunteers
- Align communications with Josephine Community Library Foundation in support of fundraising and a capital campaign.
- Develop a long-term financial plan for the library system that includes contingency and maintenance reserve funds
- Develop new Board member onboarding process and accompanying materials
- Develop and execute a recruitment and retention plan for future Board members
- Develop and Implement a communications plan that provides ongoing updates on Measure 17-79 commitments and future facility related plans for the Library District
- Secure an agreement with the Josephine County Library Foundation that clarifies partnership in areas including communications, fundraising, and staffing
- Develop and implement an outreach plan that deepens engagement and participation with diverse groups in our community