

Josephine Community Library District

2017-2020 Strategic Direction (Updated October 2019)

<p>VISION </p> <p>A vibrant community strong in itself and connected to the world.</p>	<p>MISSION </p> <p>Enriching our community through access to quality library services across Josephine County.</p>	<p>VALUES </p> <p>Integrity Accountability Engagement Innovation Freedom Equity & Inclusion</p>	<p>REPUTATION </p> <p>Transformative Inclusive Dependable Caring Essential Courageous</p>	<p>POSITION </p> <p>Our community members and partners value the library system as a lifelong source of ideas and inspiration in an open, warm, and responsive environment.</p>
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<p>IMPERATIVES </p> <p>Enhance program quality and customer service</p>	<p>OBJECTIVES </p> <ul style="list-style-type: none"> 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 	<p>INITIATIVES </p> <ul style="list-style-type: none"> 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
<p>Nurture a work culture that values and supports its staff and volunteers</p>	<ul style="list-style-type: none"> Maintain high staff engagement Maintain high volunteer engagement 	<ul style="list-style-type: none"> 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
<p>Enhance the facilities across the library systems</p>	<ul style="list-style-type: none"> Complete Capital Improvement Plan by July 2019 	<ul style="list-style-type: none"> Align communications with Josephine Community Library Foundation in support of fundraising and a capital campaign.
<p>Develop efficient operating systems and structures</p>	<ul style="list-style-type: none"> Clear opinion on audit Increased Board effectiveness 	<ul style="list-style-type: none"> 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
<p>Build awareness and expand partnerships</p>	<ul style="list-style-type: none"> Year-over-year increases in library use Year-over-year increases in patron engagement 	<ul style="list-style-type: none"> 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