

Josephine Community Library District

2024-2027 Strategic Direction

Vision

A strong and vibrant community connected to the world.

Mission

Serving our community through access to 21st Century library services.

Values

We are guided by:

- Intellectual freedom
- Acting with integrity and accountability
- Respect for each other
- Equitable engagement for all

Reputation

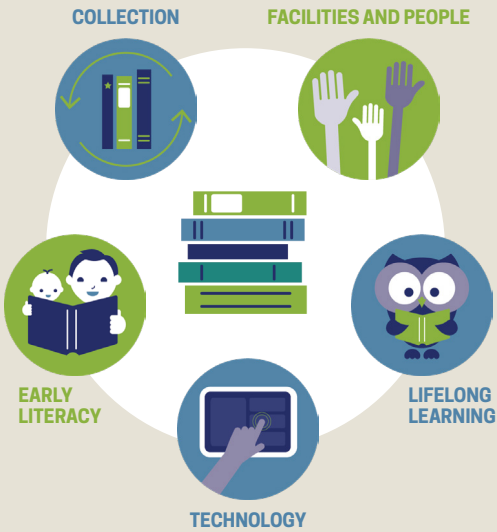
We are known for being:

- Dependable
- Essential
- Inclusive
- Innovative
- Responsive
- Trustworthy

Position

Our community values the library system as a lifelong source of inspiration and knowledge for everyone.

Core Services



COLLECTION Maintain and circulate a curated and balanced collection of catalogued books and other materials selected for a wide range of interests for adults, youth, and children in the community.

FACILITIES AND PEOPLE Provide a pleasant experience and convenient space for library users, with trained volunteers and professional staff available for guidance in the acquisition of information.

TECHNOLOGY Provide access to the Internet and a variety of digital media with subsequent digital skills training.

EARLY LITERACY Provide special programming to encourage children's literacy.

LIFELONG LEARNING Provide adult and teen programs that encourage lifelong learning.

Reimagine our library services ← Imperatives → Invest in our people and culture

Objective

- Increase library usage as measured by the number active library cards.
- Deepen programming impact as measured by overall participation and participation by target demographics.
- Increase utilization of technology resources as measured by overall usage and participation by target demographics.

Initiative

- Work with community partners to implement county-wide building and technology projects.
- Develop a programming roadmap with community input that includes expanded offerings for children and underserved populations.
- Develop and implement a community engagement strategy that increases the number of active users and leverages visibility for building projects.

Objective

- Increase the ratio of volunteers to staff.
- Improve staff and volunteer retention as measured by voluntary turnover.

Initiative

- Strengthen existing employee retention activities with a focus on improved work/life balance and providing competitive pay and benefits.
- Reinvent the roles staff and volunteers collectively play to shape a strong library culture.
- Execute a volunteer recruitment and retention strategy that closes the gap on the ratio of volunteers to staff required to deliver optimal service.