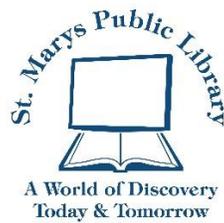




St. Marys Public Library

Strategic Plan 2022-2026



Our Strategic Plan

The St. Marys Public Library Strategic Plan 2022-2026 provides an overview of our direction over the next four years to support the community and build back stronger. The Library Board works to set this direction, provides governance and empowers the Library CEO to actively achieve these goals. We will use this plan to ensure that library services are meeting the evolving need of our community. Five key areas for growth are:

- Building Strong Community
- Diverse and Accessible Library Collections
- Dynamic and Accessible Library Spaces
- Fun and Inclusive Programs and Services
- Engaging and Supportive Lifelong Learning

We will actively move forward with our strategic initiatives and grow our community while being mindful of our deeply rooted foundational beliefs articulated in our Mission, Vision and Values Statements.

Mission, Vision, and Values Statements

Our Library has revisited and refreshed our statements to reflect the work the community and the Library Board wants to achieve.

Our Mission

The St. Marys Public Library provides free and equitable access to library services and promotes universal access to a broad range of knowledge, experience, resources, information and ideas in a welcoming and supportive environment.

Our Vision

Our Library encourages the spirit of exploration, the joy of reading and the pursuit of knowledge for people of all ages and backgrounds, beginning with the very young.

Our Library is a gathering place that connects people to each other, to their community, and to their hopes and dreams.

Our Library treasures the past and works to build a sustainable future that is full of possibilities.

Our Library is a strong community resource that promotes and enriches the democratic, cultural, educational and economic life of our municipalities.

Our Values

Stewardship, Sustainability and Accountability: Managing our resources effectively and responsibly toward a sustainable future.

Creativity: Encouraging innovation and the development of skills for a twenty-first century citizen.

Accessibility: Ensuring equitable and inclusive access to services, information and facilities by all members of our communities.

Respect and integrity: Valuing individual needs, experiences and differences, and conducting ourselves in an ethical and professional manner.

Community Connectedness: Providing quality services that meet the needs of the greater community and defining our role through close relationships with community partners and the Town.

Intellectual Freedom: Protect the free exchange of information and ideas.

Literacy and Lifelong Learning: Enriching lives through the joys of reading and continuous learning by supporting the kinds of literacies necessary to be a successful citizen.

Teamwork: Fostering a work culture that advocates innovation, leadership, cooperation, communication, respect, support and training.

Heritage: A deep appreciation for the community and its heritage and the role that our library has played within the Town.

Moving our Strategic Directions Forward – Our Initiatives

1. Building Strong Community

Firstly, by focusing on Community Connections, we will build on the belief that “together we are stronger” and will seek out and develop collaborative relationships with organizations and groups within our wider community. Our library is for all community members in St. Marys and Perth South, including community members who face challenges and barriers in a variety of ways. Our Library has the ability to level the playing field for many members of our community, and we will work to promote our services to improve the quality of life for all residents. We will use advocacy to relay the continuing value and relevancy of the library.

Initiatives to Achieve Strategic Direction

Foster community by providing opportunities for social interaction, sharing and informed civic dialogue
Embrace diversity and advocate for equity and inclusion within our community. Integrate diversity, equity and inclusion into our operations to eliminate barriers and enable equitable access. Cultivate opportunities to address social issues and celebrate new voices, ideas and differences
<p>Grow our relationships with service clubs, non-profits and our business community.</p> <ul style="list-style-type: none"> - Meet with the service clubs and the BIA annually over the next four years to share our new directions and promote library services - Partner to support initiatives which support the community and align with our strategic goals - Promote our services to partner audiences and encourage library awareness and use - Grow existing initiatives including our Community Pantry, lending of non-traditional materials and other initiatives that support these audiences
<p>Grow our relationship with PCIN members and continue to find and implement initiatives that make our work more efficient and impactful</p> <ul style="list-style-type: none"> - Opportunities around shared programming - Opportunities around shared casual staff
Continue to remain aware of initiatives outside of our County which may benefit our community and demonstrate leadership in bringing those ideas to our community partners
Actively seek input from the community and engage in conversations regarding where people are and what role the library can play in enhancing their lives
Keep the community informed on what is happening in both St. Marys Library and the larger Perth County Information Network (PCIN)

2. Diverse and Accessible Library Collections

We will grow our Library Collections, and will provide our community with the diverse, interesting and accessible collection they want. We will keep up to date on emerging trends in publishing and formats to provide entertainment, literacy, and knowledge to our community. We will grow our paper and electronic offerings and ensure timeliness, relevance, and representation of experience, thought and perspective.

Initiatives to Achieve Strategic Direction
Ensure our budget is reflective of growth and changes in popular formats
Ensure consortium relationships are strong and continue to offer access to a wealth of content
Look to support an Ontario wide e-collection of databases to supplement or replace our current offerings
<p>Continue to add accessible sections of the collection</p> <ul style="list-style-type: none"> - 2022 addition of material for patrons with Dyslexia (\$500 grant received) - Continue to access and promote the CELA materials to the community - Continue to ensure our accessible equipment is available to borrow
Install and maximize promotion of our PRC pickup kiosk

Continue to purchase materials that represent and support members of our community who are marginalized
Continue to grow our non-traditional collection items based on community demand and inspiration
Enhance ways to locate collection items that represent our diverse community

3. **Dynamic and Accessible Spaces** are a key focus for our library and as the community grows, we will grow with it. We will provide welcoming and accessible gathering places that highlight our heritage. Our spaces will welcome a variety of activities and community partners to meet the needs of the community, including those who face barriers. We will maximize the community’s investment and increase access for all.

Initiatives to Achieve Strategic Direction
Continue to lead creative placemaking, positioning the library as a “place” of literacy exploration
Secure additional space for programming, films, makerspace, studio and study/conference spaces for patrons and space to learn, be curious, experiment, play, create and just hang out
Continue to offer access to technologies that connect to the Internet, offer word processing, allow low to no cost 2D and 3D printing and scanning, video conferencing, meeting technologies, educational supports
Continue to represent and support members of our community who are marginalized via our free phone, low-cost printing, lending MiFis and laptops, access to meeting rooms and videoconferencing software
Continue to offer equipment that gives patrons an experience, including our piano keyboard, kayaks, fishing equipment, tennis and pickleball rackets, parks passes, museum passes, etc.
Offer space for the community to socialize and engage with others, where they can connect with power outlets, charge devices, and connect
Ensure we have a welcoming space for Adult Learning that the community can access, use and enjoy while they accomplish their goals
Continue to ensure our virtual presence is attractive, accessible and engaging for patrons
Implement some digital signage for sharing information with patrons

4. **Fun and Inclusive Programs and Services** are a core part of the work our library does to contribute to our communities' richness and experience. These include programming for all ages and experiences. Programming that speaks to diverse experiences and represents a wide array of thought, new perspectives and encourages community learning will be our focus. Whether they are storytimes filled with stories, songs and squeals of delight, information programs exploring new flavours or author readings which open our eyes to our community and the world beyond, the library will seek to offer engaging opportunities to connect. We will work with our county and regional partners to open up the world to our community and showcase our community to the region.

Initiatives to Achieve Strategic Direction
Continue to offer literacy-based programming for children and adults. <ul style="list-style-type: none"> - Summer Reading Program - Books Clubs - Writing workshops - Author events
Continue to offer programs that bring the world to our community via guest speakers, film screenings, shared programming with PCIN member libraries, author meet-and-greets
Continue to represent and support members of our community who are marginalized in our programming <ul style="list-style-type: none"> - Access to community supports (Community Resource Worker, nonprofit supports, etc.)
Highlight our community's diversity and strength through: <ul style="list-style-type: none"> - A Living Library Event - Celebrations commemorating the Indigenous Experience, Black History
Offer programming that encourages and facilitates social networking and community connectedness <ul style="list-style-type: none"> - Game nights, book clubs, lectures, maker programs, seminars, study space, workspace
Provide opportunities through the Adult Learning program that are fun, engaging and encourage learners to reach their desired goals
Make staff more accessible to the community through a Book-a-Librarian model <ul style="list-style-type: none"> - Build tech skills, build a book list, welcome a newcomer to our resources, show people how to use a database, show people how to use the makerspace

5. Engaging and Supportive Lifelong Learning

We will support a love of reading, lifelong learning, intellectual freedom and inclusivity by providing access to materials, experiences and perspectives that encourage thought, discussion and connection. We will inspire individual and community learning, support the community through programs and services that help them achieve their goals, and strive to remove barriers to their success. We will welcome new community members and engage those transitioning into new life stages and learning opportunities and support their success. We will offer supports that are flexible, responsive and accessible.

This approach to learning will include encouraging our own staff to be perpetual learners who continue to build skills as problem solvers and community builders.

Initiatives to Achieve Strategic Direction
Use social media channels to share initiatives and activities in the library and in our community
Grow our non-traditional collection to support lifelong literacy
Be responsive to feedback from the community about their life stages and needs
Provide a space for community members to engage and connect to learn new skills in person and digitally. <ul style="list-style-type: none">- How to play chess, how to apply to university, how to manage a budget, how to cook, how to create a podcast
Actively support staff development through webinars, conference participation and staff development days to continue to grow everyday skills as well as a deeper understanding of some of our strategic goals
Oversee an Adult Learning Program that assists in removing barriers to success
Creating a fun work environment where everyone is respected and heard