

Louisburg Library
2016-2018

Strategic Plan

We are...

a community hub for idea makers, dreamers, knowledge seekers, relaxers, path blazers, readers, rule benders, back packers and reminiscers.

MISSION

Expect more. Create more opportunities

OUR VALUES

We are guided by these shared values in everything we do. We are:

Together — positive, forward thinking and a little weird

Committed — in pursuit of the extraordinary

Your answer — passionate, resourceful and approachable

STRATEGIC INITIATIVES

- I. Louisburg Library is a Learning Organization
- II. Louisburg Library is an Experience Library
- III. We Understand and Collaborate with Our Community to Shift Perceptions of what a 21st Century Library Does & CAN Do
- IV. Creativity and Innovation are Supported By Technology

I: LOUISBURG LIBRARY IS A LEARNING ORGANIZATION

As a place of ideas, supporting curiosity and discovery is paramount – for staff and customers.

Value: Eagerness to Learn

GOAL 1: Establish Louisburg Library as a center for ideas and innovation.

GOAL 2: Louisburg Library provides training for essential staff skills. Staff demonstrates ongoing learning and curiosity to stay ahead of the curve.

GOAL 3: Continue to grow a culture that supports problems solving, creativity and innovation.

GOAL 4: Louisburg Library staff understand and exhibit 21st century skills

Measures

- Tech I Competencies are tied to staff evaluations
- Rewards program implemented that recognizes creative ideas among staff
- Time is given to staff to explore creative ideas and endeavors

II: LOUISBURG LIBRARY IS AN EXPERIENCE LIBRARY

People bump into information. Surprise and delight ensue. That's what a 21st Century library is all about.

Value: Passion for our product.

GOAL 1: Hospitality becomes the cornerstone of the library experience.

GOAL 2: Through the arts and sciences, guests gain a better understanding of themselves and their community.

GOAL 3: Louisburg Library engages the community in creating, producing and sharing products and ideas.

GOAL 4: Experience Zones support 21st century skills, critical thinking, collaboration and creativity.

GOAL 5: Authors, artists and specialists contribute to the library experience.

Measures

- Usage statistics and community feedback regarding programs and experiences is gathered the majority of feedback is rated as positive
- Build Nature Explore outdoor community garden on Harvest Drive land

III: WE UNDERSTAND AND COLLABORATE WITH OUR COMMUNITY

We are partners in our guests' lives. We support and learn from each other.

Value: Compassion for our customers and for each other

GOAL 1: Create and implement an information gathering strategy to identify community assets.

GOAL 2: Community members connect and share their expertise through library sponsored programs, initiatives and mentoring.

GOAL 3: Personnel, Trustees & Friends advocate for the library out in the community.

GOAL 5: Collections, programs and services integrate and reflect the community. We strive to give our customers what they want, when and where they want it in an easy and intuitive way.

Measures:

- Partner inventory is created that contains a list of community and Endowment partners district-wide.
- Formalize process of recruiting partners and community experts to better gauge community participation.

IV: CREATIVITY AND INNOVATION ARE SUPPORTED BY TECHNOLOGY

We believe everyone is creative. We provide tools for people to explore their creativity and connect with others and ideas.

Value: passion for our product

Goal 1: Louisburg Library becomes a destination for people to explore technology and ideas

Goal 2: expand technology training for identified staff to support content

Goal 3: create digital learning labs that serve people of all ages

Goal 4: Continue to develop the district's online services and community

Measures:

- Increased participation of community with online presence, including website, catalog and social networking sites
- Encourage and market e-content collection.

V: SHIFT PERCEPTIONS OF WHAT A 21ST CENTURY LIBRARY DOES & CAN DO

The new style of library supports creativity and ideas. We want Kansas to understand what a library can be and how important we are in Miami County and beyond. We are partners in our customers' lives. We support and learn from each other.

Values: Compassion for our customers and for each other & an Optimistic attitude—we believe that anything is possible

Goal 1: Collections, programs and services integrate and reflect the community. We strive to give our customers what they want, when and where they want it in an easy and intuitive way.

Goal 2: Our community gains a better understanding about us as a new style of library and its impact on the district's quality of life.

Goal 3: Create and implement an information gathering strategy to identify community assets.

Goal 4: Develop and implement the Libraries CAN awareness campaign and advocacy program.

Goal 5: Personnel, Trustees & Friends help shift perception of libraries by advocating for the library out in the community.

Measures:

- Partners regularly seek out Louisburg Library for ongoing partnerships
- Reactivate the Louisburg Library Endowment Association
- Revitalize and grow the Friends of the Louisburg Library group
- Increased requests for visits or information from other libraries
- Positive brand association through surveys and focus groups

Approved by the Louisburg Library Board of Trustees on March 1, 2016

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