

Howell Carnegie District Library Strategic Plan 2019-2022

Focus Areas:

Common Community Connections

- Collaboration and partnership with schools, community organizations, governments and businesses; to support learning to assist community members to be savvy information consumers and creators
- Connection and support of the businesses and civic organizations within our district
- Maintaining our designation as a MI-SBDC Business Resource Center, with trained staff to assist small business owners
- Acting as a cultural hub and catalyst for cultural development within our district

Plan of work 2019-2020:

- **Partnerships - deepening those we currently have and/or developing new ones**

Diverse Ideas & Learning

- Offering multi-channeled resources including books, e-resources (CDs, DVDs), magazines
- Maintaining our user friendly website and technology for all patrons
- Continuing literacy outreach to all ages from early learners through senior citizens
- Providing quality online research and study tools
- Coordinating and connecting with established external resources to explore museums and other arts and cultural organizations

Plan of work 2019-2020

- **Evaluating new website and master communication calendar**
- **Evaluating material budget and meeting digital collection demands**

Creativity & Critical Thinking

- Maintaining a vibrant historic building that is designed for impromptu conversations, study opportunities and mentoring
- Offering engaging programs and events geared to our diverse public
- Supporting local history, genealogy and archival collections
- Providing reading programs to support continued literacy improvement for students and fun and creative learning opportunities to involve community members of all ages

Plan of work 2019-2020

- Focus on underserved audience of High School Teens (programs, space, engagement)
- Focus on underserved audience of Young Adults (18-25, Millennials, those without kids)
- Potential LSTA Grant for Digitization of Photo Negative Collection in Archives (will hear in August 2019 if awarded)
- Security Cameras
- Pickup lockers available for use
- Landscaping

Teamwork & Collaboration

- Creating a healthy workplace where staff is engaged in ongoing conversations regarding our key missions
- Engaging with patrons to provide them with opportunities to explore new ideas and experiences
- Leadership that is strategic, empathic and motivating
- Always striving to understand our patrons needs and desires to build possibilities for future growth

Plan of work 2019-2020

- Surveying our users (multiple formats)

Ongoing staff focus:

- Improving communication
- Cross-training
- Increasing staff development opportunities
- Updating job descriptions