

## Strategic Goals (2023-2027)

### **Mission Statement**

We engage and enrich the hearts and minds of our community.

### **Vision Statement**

The Garden City Public Library serves our community as its center for life-long learning.

### **Values**

Family, Community, Nature, Civility, and Life-long Learning.

## **Goal I: Facilities**

The Garden City Public Library will provide a facility that has state of the art technology, is esthetically pleasing, and utilizes its space in an efficient, data-driven manner.

### **Objective A: The Library will provide state of the art technology.**

Action A1: Patrons will have access to current technology through equipment and/or education.

Action A2: The Library will utilize technology to create positive patron experiences and increase workflow efficiencies.

### **Objective B: Library spaces will be esthetically pleasing.**

Action B1: Financial resources will be used for ongoing maintenance and upkeep.

Action B2: Staff resources will be used to maintain cleanliness and cohesive design esthetic.

### **Objective C: Space will be utilized in an efficient, data-driven manner.**

Action C1: Accessibility of facilities and services will be reviewed, evaluated and adjusted as appropriate on a regular basis.

Action C2: Hours and days of operation will be reviewed and adjusted as needed.

## Goal II: Human Resources

The Garden City Public Library will maintain excellent human resources, including staff and administration, in order to carry out its mission.

### **Objective A: Staff will be highly trained.**

Action A1: The Library will standardize training.

Action A2: Professional development, continuing education, technological literacy, and cross training will be integral parts of the human resources plan.

### **Objective B: The Library will attract and retain qualified, well-trained staff.**

Action B1: The Library Director, in coordination with the Board, will follow City of Garden City Human Resource protocol to ensure that library positions are within their proper pay grades and, when appropriate, they will advocate for higher pay within those pay grades.

Action B2: The Library Director will use best practices to ensure that staff has a strong sense of pride and ownership in the Library.

## Goal III: Materials

The Garden City Public Library will provide patrons with materials that are current, relevant, and innovative while ensuring resources are used in an efficient and effective manner.

### **Objective A: Patrons will have access to materials that are current, relevant, and innovative.**

Action A1: Collection maintenance and development will occur regularly. Specific collections will be eliminated or added based on emerging trends.

Action A2: Innovation in material purchases will be valued, to include technological resources, but will not supersede patron desire for traditional library materials.

### **Objective B: Material purchases and shelf-space allocation will be data-driven.**

Action B1: A Collection Development Plan will be created and reviewed every three (3) years, including an analysis of usage and budget allocation.

Action B2: Shelf-space allocation will be reviewed on a regular basis to ensure collections with the highest use have proper placement within the Library.

## Goal IV: Programs and Services

The Garden City Public Library will promote educational and community-focused programs and services that are data-driven, innovative, and marketed to patrons.

### **Objective A: Programs and services will be educational or community-focused, data-driven, and innovative.**

Action A1: Programs will serve the function of either being educational or community building.

Action A2: Programs and services will be reviewed regularly and adjusted based on emerging trends.

### **Objective B: On-going efforts will ensure that the community is aware of programs and services available through the Garden City Public Library.**

Action B1: Community partnerships and cooperative endeavors will be developed and maintained.

Action B2: Marketing efforts will promote the library as a positive community experience.

*Adopted 03/08/2023*