

Joseph T. Simpson Public Library 2019-2024 Strategic Plan at a Glance

GOAL #1: COMMUNITY CONNECTION – Our library will create spaces and experiences that engage people and encourage library use to serve the needs of our diverse community.

- Establish a system within the library that fully ensures a culturally sensitive environment.
- Maintain a network to available resources and agencies that provide social services.
- Explore and develop strategic partnerships.

Core Values: Lifelong Learning, Community, Service, Access



Mission: Joseph T. Simpson Public Library is a community center for learning and leisure.

Vision: Simpson Public Library is a dynamic community asset that inspires lifelong learning, advances literacy, and connects people with resources for knowledge, discovery, and enrichment.

GOAL #2: SUSTAINABILITY – Our library will sustain and grow resources to advance the library’s mission, programs, and services.

- Ensure the short-term and long-term viability of the library board of trustees.
- Enhance our use of technology and marketing to get cardholders and potential cardholders excited about programs and services by educating them and providing a sense of the experience in order to get them more engaged.
- Strengthen the relationship with the Friends of the Joseph T. Simpson Public Library.
- Build and execute a plan to solicit fundraising sources and ensure the sustainability of the library through short- and long-term funding sources.
- Ensure the safety, security, accessibility, and usability of library facilities, grounds, and assets.
- Ensure program offerings and services meet the needs of the community.
- Complete a feasibility study to determine possibility for expansion of the facility.

GOAL #3: EXCELLENCE – Our library will maintain our Standards of Excellence Accreditation by actively working to sustain a well-managed, responsibly governed organization and to provide knowledgeable and welcoming staff and volunteers.

- Provide oversight for budgeting and financial planning.
- Provide oversight for the creation and monitoring of internal controls and accountability policies.
- Develop, support, and retain staff that are engaged in their work responsibilities.
- Recruit, develop, support, and retain volunteers that are engaged in their work responsibilities.
- Provide a fair and equitable evaluation process.
- Provide a fair and equitable salary structure and benefits in a prudent and fiscally manageable manner.

