

## Library Strategic Plan: May of 2019 - May of 2020

The purpose of this strategic plan is to improve the Library's structure as an organization, to improve the systems that the Library uses, and to improve services to the public. This is a short-range strategic plan that achieves substantial goals. At the expiration of this strategic plan, either another short-range strategic plan or a long-range strategic plan will be implemented.

The plan is organized as follows:

- ❖ Section A: Mission , Vision, and Values
- ❖ Section B: Strategic Goals and Objectives
  - Strategic Systems Improvement
    - Goal 1: Renovate and Repair the Library Building
    - Goal 2: Upgrade the Library's Internal Connections and Public Wi-Fi Network
    - Goal 3: Make the Library Building's Elevator American with Disabilities Act (ADA) Compliant
  - Strategic Organization Improvement
    - Goal 1: Retain and remunerate qualified library staffing
    - Goal 2: To Develop and Sustain Fundraising Initiatives
    - Goal 3: To Assess/Benchmark the Library's Operations

### Section A: Vision, Mission, and Values

#### **Vision**

The Hagan Memorial Library will become the educational and cultural center of East Haven. The library will:

- Become the informational hub of the community
- Stay abreast of current trends and new technologies
- Recognize and respond to community needs
- Create and maintain a comfortable library environment, easy to use and accessible to all.

#### **Mission Statement**

The Hagan Memorial Library is the center for community enrichment and as such it seeks to provide information, resources and programs for lifelong learning as well as to improve to the quality of life of East Haven residents by providing a top notch collection of materials in multiple formats, current technology, and cultural opportunities.

#### **Library Values**

- Equitable access to information, ideas, and creative works
- Intellectual freedom and diversity of opinion and cultures
- Lifelong learning and the love of reading
- Responsiveness to community demands
- Excellence in service.

## Section B: Strategic Goal and Objectives

### **Strategic Systems Improvement**

#### **Goal/Objective 1: Goal 1: Renovate and Repair the Library Building**

- Objective 1: Based upon Landmark Architect's Roof Assessment Report in May of 2018 funding the replacement of the deteriorating flat roofing areas to the library building with code compliant flat roof areas and repairing the slate tile roof.

#### **Goal/Objective 2: Upgrade the Library's internal connections and Public Wi-Fi Network.**

- Objective 2.1: Apply for Category 2 E-rate funding in the 2020 application cycle (funding for FY 2020-2021) to upgrade internal connections and the Public Wi-Fi Network.

#### **Goal/Objective 3: Make the Library Building's Elevator American with Disabilities Act (ADA) Compliant.**

- Objective 3.1: Funding, based upon ADA elevator feasibility study completed in the spring of 2018 by Landmark Architects (Middletown, CT) that provided recommendations, specifications, and costs for an American with Disabilities (ADA) compliant and self-service elevator.

### **Strategic Organizational Improvement**

#### **Goal/Objectives 1: Retain and remunerate qualified library staffing.**

- Objective 1.1: Set the pathway for the future transition to new management and leadership at the Library.

#### **Goal /Objectives 2: To develop and sustain fundraising initiatives.**

- Objective 2.1: The Library's participation in the Great Give 2020 (May 2020) through the Community Foundation for Greater New Haven.<sup>1</sup>

#### **Goal/Objective 3: To assess/benchmark the Library's operation.**

- Objective 3.1: Read the Aspen Institute's: (1) *Rising to the Challenge: Re-envisioning Public Libraries*, and (2) *Connecticut Rising to the Challenge*. Then complete the Aspen Institute's: (1) *Action Guide for Re-Envisioning Your Public Library*, and (2) *Best Practices in Connecticut Libraries Guide*. Submit the documentation that this was done to the Division of Library Development of the Connecticut State Library.

Approved by the Board of Trustees on March 18, 2015

Approved Revision by the Board of Trustees on February 18, 2016

Approved Revision by the Board of Trustees on April 20, 2017

Approved Revision by the Board of Trustees on April 19, 2018

Approved Revision by the Board of Trustees on May 16, 2019

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<sup>1</sup> The Library's efforts started in 2015-16 with the establishment of its giveGreater.org profile and participation in the Great Give 2016.