

Strategic Plan FY2024-2027

Boone County Public Library

To provide our community with continuing access to opportunities for learning, growth, and empowerment.

INTRODUCTION

Boone County Public Library's Strategic Plan is based on feedback, from both Boone County residents (community) and BCPL employees (staff), to questions intended to generate ways to better serve Boone County. The questions were asked on a weekly basis from October 2021 to March 2022. BCPL will make intentional choices to help both the community and BCPL solve today's challenges and plan for the future.

Built on community guidance, key areas of impact for BCPL include Youth and Family Learning, Technology and Access, Re-imagining Spaces, Boone County Culture and History, and Community Engagement. This plan outlines how BCPL intends to serve the community and the staff so that all feel welcomed, included, and find something to connect them to the world around them.

The plan for BCPL is based on three strategic directions defined in this document:

Services

Spaces

Staff

BCPL will create value for all stakeholders impacted by decisions, including community and staff. BCPL will work to provide services, spaces, and staff that are diverse, equitable, and inclusive. BCPL will maintain effective and sustainable library operations that provide tangible community benefits from well-planned library services, spaces, and staffing. Initiatives and key operational decisions will be carefully designed to maximize resources while managing costs and mitigating risks.

To maintain fiscal viability, BCPL will develop a plan to pursue multiple avenues of sustainable funding including, but not limited to, a Library Foundation (501c3), grants, applicable partnerships, and advocacy. As with any plan, the Strategic plan is not exhaustive and will not be fully achieved in the next few years. This plan allows BCPL to evolve in an era of rapid change while continuing to remain a good fiscal steward in the community.



Our Mission

Mission

Discover, explore, experience a lifetime of learning at Boone County Public Library.

Vision

The Boone County Public Library Board of Trustees envisions a Library that provides learning opportunities for the community to be empowered and to enrich their lives.



Our Vision



Our Purpose

Purpose

To provide our community with continuing access to opportunities for learning, growth, and empowerment.

OUR STRATEGIC DIRECTIONS

Services

BCPL's services will focus on delivering core Library services to meet the needs of the community and individuals on a daily basis with an equitable approach. BCPL will continue to listen to the community to ensure that services meet the needs of Boone County.

Goal 1 - Improve access to library services for underserved populations.

Objectives:

1. Identify specific areas of need and develop a plan of increased engagement and support.
2. Reflect our unique community throughout our programming and collection.

Goal 2: Create opportunities for learning and engagement that promote community wellbeing and engaged citizenship.

Objectives:

1. Support Kindergarten readiness to 3rd grade reading through literacy programming initiatives.
2. Focus programming and services on 21st Century Skill Development.

Spaces

BCPL will provide flexible gathering spaces that are both indoor and outdoor, physical and virtual, welcoming and comfortable, and bring the community together for shared experiences. BCPL's virtual spaces will be as engaging as the physical spaces. Central to the flexible gathering spaces is creating spaces that can adapt to the changing operational models of Boone County Public Library.

Goal 1: Create safe and inclusive spaces that cultivate a sense of belonging

Objectives:

1. Maximize the safety, security and flexibility of our spaces.
2. Improve navigation/wayfinding in our buildings and online.
3. Incorporate furniture and features that serve diverse cultures, abilities, and generations.
4. Enhance outdoor spaces to enable expanded programming and to support safe gathering.

Staff

BCPL staff, the most valuable resource, will be encouraged to be innovative, empowered, and engaged to support excellent customer experience whether public-facing or behind-the-scenes. Dedicated and engaged staff that are committed to BCPL's vision and values as well as fulfilling BCPL's mission and purpose, are key to successful implementation of the strategic initiatives. Staff serve many roles including coach, mentor, facilitator, teacher, and source of information.

Goal 1: Attract, retain, and develop a diverse and talented staff.

Objectives:

1. Update staff policies and benefits to be more competitive.
2. Evaluate and revise new hire training and on-boarding initiatives.
3. Revitalize internal trainings to support continuing education at all levels.
4. Explore expanded committee involvement, job shadow/mentorships, and networking opportunities.



WHO WE TARGET

Early Childhood

Boone County Public Library seeks to help meet the needs of early literacy in Boone County. Our Early Literacy Learning services and programs support the foundation of pre-reading and language enrichment skills crucial to the young child's cognitive and social development. Our professional librarians and early childhood educators work with parents, educators, and caregivers to provide the collections, resources, and support they need to assist young minds in being ready to read, which leads to a lifelong habit of reading for pleasure and knowledge.

Local History & Genealogy

Boone County Public Library Borderlands Archive and History Center seeks to create an extensive chronicle of Boone County's past. The Archive and History Center will acquire, organize, preserve, conserve, and promote access to its collection of archival records, rare books, printed materials, and non-textual materials to researchers, student, professionals, and the general public. With both a physical and digital collection, online resources, genealogy services, teacher resources, programming, and more, the Archive & History Center makes local historical interests and research easily accessible to the public.

Culture & Life Experiences

Boone County Public Library seeks to enhance learning spaces, educational materials, collections, and programming that engages the community. BCPL will provide experiences that enrich, inspire and increase literacy in such areas as reading, emerging technologies, finance, health, the environment and other contemporary issues.