



Lakeland  
Library  
Region

# Strategic Plan

## 2016-2018

### *Our Vision is:*

A Region of connected, engaged, and thriving communities.

### *Our Mission is:*

To offer welcoming spaces, provide valuable resources, and build community connections.

### *We Value:*

Access for all

Diversity

Accountability

Community engagement

Inclusion

### *Tagline:*

Your Community. Your Library.

### *Consultation and Input Method*

In November and December of 2015, members of the public were invited to fill out a Community Satisfaction Survey to rate the quality and importance of existing library services and to solicit input on what role they wanted the library to play in the future. Over 230 people filled out the survey. In January of 2015, library staff members and board members were invited to fill out a short questionnaire asking for their input on the region's strengths, weaknesses, priorities, and values. 21 staff members and trustees responded. Using the responses to these tools, the regional management team identified key strengths and weaknesses and drafted the vision, mission, values, and the following priorities.



Lakeland  
Library  
Region

# Strategic Plan

2016-2018

## Priorities

- ***Strategic partnerships to foster targeted services***
  - ◆ Develop relationships with organizations and key individuals who have local or specialized expertise to ensure library services are relevant and impactful
- ***Staff and trustee development and education***
  - ◆ Increase Lakeland's service capacity through focused training and professional growth
- ***Internal and external communications***
  - ◆ Increase staff awareness and commitment through engagement and reduce duplication of effort through ideas sharing
  - ◆ Develop partner relationships with member municipalities and raise public profile of libraries and library services
- ***Accessibility of facilities, collections, and online resources***
  - ◆ Identify and reduce barriers to access, whether they are physical, virtual, or organizational
- ***Relationships with and services for First Nation communities and individuals***
  - ◆ Ensure our services reflect the diversity of our population and meet the needs of all our communities through partnerships and honest conversations
- ***Financial effectiveness and sustainability***
  - ◆ Funding methods are clear and explicable to stakeholders and ensure ongoing support for priority services