



Meherrin Regional Library System

Serving Brunswick, Greenville and Emporia • www.meherrinlib.org

Strategic 5 Year Plan

2010-2015

Mission: To serve as an essential public asset by providing evolving information, serving as a repository of knowledge, and promoting reading, life-long learning and enjoyment for all.

Vision: To be an example of excellence in all that we do.

Core Values: Service, diversity, equitable access, excellence, reading, life-long learning, evolving resources and technology, pursuit of information, innovation, building relationships and partnerships, fun and enjoyment

Roles:

- Reference Library
- Educational Support Center
- Popular Materials Library
- Preschooler's Door to Learning
- Resource & Depository for Local History & Genealogy Research

2010-2011

Circulation/Adult Services

Goal: Attract and increase people using the library by 1%

Objective: further educate the public with the love of reading, learning, information and enjoyment

Goal: Restructure circulation work space at libraries

Objective: improve work space, ease of access, workflow, ingress and egress, and level of functionality for conducting library business

Cataloging/Collection Development

Goal: Update cataloging rules and collection development plan

Objective: enhance resource offerings with unified ease of access while maintaining a balanced collection

Administration

Goal: Keep all plans up to date

Objective: have viable tools to reference, following the organization's mission, vision and core values, with specific goals, objectives and direction guiding the organization as ever changing internal and external issues impact and shape the organization

Goal: Seek two additional funding sources

Objective: increase revenues lead to increased public opportunity, educational resources and opportunities

Goal: Develop new staff evaluation forms

Objective: develop a skill as well as performance measurement of achievement for all positions while setting standards for higher performance and job satisfaction giving a fresh approach to the evaluation process

Goal: Increase Library Board Development

Objective: increase Library Board knowledge and skills to further enable the membership to lead the organization in meeting public wants and need within required parameters of a regional library system

Technology

Goal: Maintain and implement annual Technology Plan

Objective: achieve technology needs following a systematic and logical approach utilizing library funds for maximum products and services in technology while meeting all state and ERate requirements as well as staff and patron needs

Children's & Youth Services

Goal: Increase youth library usage by 2%

Objective: through a fun and safe learning environment offering opportunity to explore new areas of knowledge, use technology, and have input into library offerings youth will be better prepared for their next level of learning and accomplishment

2011-2012

Circulation/Adult Services

Goal: Increase adult programming by two programs

Objective: further develop adult learning and enjoyment at the library

Cataloging/ Collection Development

Goal: Evaluate implementation of new cataloging rules and collection development

Objective: materials are in the catalogue and they can be found within subject, author, title and other cataloging classifications. Functionality, accuracy, and maximum turnaround time is achieved.

Administration

Goal: Keep all plans up to date

Objective: have viable tools to reference, following the organization's mission, vision and core values, with specific goals, objectives and direction guiding the organization as ever changing internal and external issues impact and shape the organization

Goal: Obtain a new community partner

Objective: increase learning and offerings to the people we serve

Technology

Goal: Maintain and implement annual Technology Plan

Objective: achieve technology needs following a systematic and logical approach utilizing library funds for maximum products and services in technology while meeting all state and ERate requirements as well as staff and patron needs

Children's and Youth Services

Goal: Library programs meet youth needs and wants

Objective: serve as a safe haven for youth to gather, to learn, to obtain social interaction, to enjoy the love of reading, to develop life-long learning, to develop skills and to gain pleasure plus value from library resources and services.

2012-2013

Circulation/Adult Services

Goal: Increase circulation of audio books by 2%

Objective: increase offerings for enrichment, diversity and enjoyment by patrons

Goal: Increase timeliness in meeting reader service needs of patrons

Objective: more satisfied patrons

Cataloging/Collection Development

Goal: Update series processing

Objective: eliminate breaks in collections when a volume is lost, missing or damaged increasing patron reading enjoyment and accessing volumes in a series

Administration

Goal: Keep all plans up to date

Objective: have viable tools to reference, following the organization's mission, vision and core values, with specific goals, objectives and direction guiding the organization as ever changing internal and external issues impact and shape the organization

Goal: Implement an off-site Staff Development Day

Objective: have staff embrace a new learning environment while further building staff relationships, gaining knowledge and learning skills. A well developed staff enriches the community we serve.

Technology

Goal: Maintain and implement annual Technology Plan

Objective: achieve technology needs following a systematic and logical approach utilizing library funds for maximum products and services in technology while meeting all state and ERate requirements as well as staff and patron needs

Children and Youth Services

Goal: Increase home school use at each library by 2%

Objective: increase awareness and use of the library providing learning, social interaction, resources and services benefiting the home school population.

Goal: Develop YA outreach program

Objective: enhance the learning opportunities and offerings, as well as enjoyment of reading to YA

2013-2014

Circulation/Adult Services

Goal: Add two auto attendant machines

Objective: increase ease of access and turnaround time for patron check out including as a cost effective and efficient method which allows for higher success in meeting reader service needs.

Goal: Inventory the Collection

Objective: keep the collection circulating, current, timely, concise, balanced and in good condition. Identify lost, missing and damaged materials resulting in greater patron satisfaction.

Cataloging/Collection Development

Goal: Review department functions

Objective: efficiency, effectiveness, accuracy, and timeliness in cataloging and processing results in greater access and positive use of the library resources and services by patrons

Administration

Goal: Keep all plans up to date

Objective: have viable tools to reference, following the organization's mission, vision and core values, with specific goals, objectives and direction guiding the organization as ever changing internal and external issues impact and shape the organization

Technology

Goal: Maintain annual Technology Plan

Objective: achieve technology needs following a systematic and logical approach utilizing library funds for maximum products and services in technology while meeting all state and ERate requirements as well as staff and patron needs

Children's and Youth Services

Goal: Partner with a new organization to serve youth

Objective: give new and valued learning experiences plus skills to youth while further assisting them in their social and educational development

2014-2015

Circulation/Adult Activities

Goal: Create one new display option at each library

Objective: increase patron awareness of our offerings and material locations, as well as holidays, celebrations, and current events in an aesthetically pleasing and easy to understand format encouraging additional library use, learning, enrichment and enjoyment

Cataloging/Collection Development

Goal: Review all technical services functions

Objective: maintain a well balanced collection which is easy to access, relevant and up to date in meeting patron needs

Administration

Goal: Keep all plans up to date

Objective: have viable tools to reference, following the organization's mission, vision and core values, with specific goals, objectives and direction guiding the organization as ever changing internal and external issues impact and shape the organization

Technology

Goal: Maintain and implement annual Technology Plan

Objective: achieve technology needs following a systematic and logical approach utilizing library funds for maximum products and services in technology while meeting all state and ERate requirements as well as staff and patron needs

Children's and Youth Services

Goal: Develop a volunteer network for youth programming

Objective: create new learning opportunities for our youth and community participation in library offerings

Approved Meherrin Regional Library Board of Trustees on April 28, 2010