

## **Library Strategic Plan: April of 2018 - April of 2019**

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 Organization Improvement
    - Goal 1: Retain and remunerate qualified library staffing
    - Goal 2: Developing and Sustaining Fundraising Initiatives
  - Strategic Systems Improvement
    - Upgrade the Library's internal connections and Public Wi-Fi Network
    - Goal 4: Make the library building's elevator American with Disabilities Act (ADA) compliant.
  - Strategic Services Improvement
    - Goal 5: Improving services for the public at the Library to meet changing and evolving community and informational needs.

### **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 Organizational Improvement

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

- Objective 1.1: Have a Full-time Teen Services/Young Adult Librarian.
- Objective 1.2: 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 2018 (May 1-2, 2018) through the Community Foundation for Greater New Haven.<sup>1</sup>

### Strategic Systems Improvement

#### Goal/Objectives 3: Upgrade the Library's internal connections and Public Wi-Fi Network

- Objective 3.1: Apply for Category 2 E-rate funding in the 2019 application cycle (funding for FY 2019-2020) to upgrade internal connections and the Public Wi-Fi Network.

#### Goal/Objective 4: Make the library building's elevator American with Disabilities Act (ADA) compliant.

- Objective 4.1: Finding funding based upon ADA elevator feasibility studies completed in the fall of 2017 by Pfaff Architects (Upper Nyack, NY) and spring of 2018 by Landmark Architects (Middletown, CT) that provided recommendations, specifications, and costs for an ADA compliant, self-service elevator.

### Strategic Services Improvement

#### Goal/Objective 5: Improving services for the public at the Library to meet changing and evolving community and informational needs.

- Objective 5.1: Obtain better financial support for library programming. Library programming from toddlers to adults is an alternative way, and an increasing important way, of reaching people other than by library materials, providing the same opportunities as library materials would for literacy, learning, information, ideas, knowledge, and recreational/cultural pursuits by bringing people together for live programs

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

---

<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.