

TCPL 2025 Strategic Plan

Draft

Mission Statement

TCPL is committed to fostering a welcoming, safe, and inclusive environment that inspires a love for learning, strengthens community connections, and ensures equitable access to information and resources for all.

Vision Statement

To be a vibrant community hub where learning is joyful, diversity is celebrated, and every individual has the opportunity to thrive through accessible and innovative library services.

Strategic Priorities & Goals

1. Community Engagement & Partnerships

Goal 1.1: Strengthen relationships with local schools, businesses, and cultural organizations to increase collaborative programming. Involve the community in strategic planning through surveys and focus groups, to ensure their ideas are represented.

- Launch a library ambassadors program to engage with diverse community groups.
- Develop joint programs with schools to support literacy and lifelong learning.
- Partner with local artists, authors, and historians to host cultural events and exhibits
- Expand the library's community footprint by ensuring we are represented at community events (Ithaca Fest, Apple Fest, Grass Roots, etc.)

Goal 1.2: Expand library volunteer opportunities to enhance public participation and engagement. * (Can we discuss making the volunteer coordinator a volunteer position as a way to get this going again?)*

- Create mentorship and internship programs for students and young professionals.
- Encourage community-led programming and initiatives.

2. Inclusivity & Accessibility

Goal 2.1: Expand library services to underserved populations by enhancing outreach programs and mobile library services. (Bookmobile!)

- Partner with local organizations to provide resources for non-English speakers and individuals with disabilities.
- Increase availability of materials in multiple languages and accessible formats (Braille, large print, audiobooks, and digital accessibility tools).
- Create designated quiet spaces and sensory-friendly hours for neurodiverse individuals.

Goal 2.2: Develop staff training programs on customer engagement, cultural competency, implicit bias, and accessibility best practices.

- Require annual diversity and inclusion training for all employees.
- Implement hiring practices that promote staff diversity and representation.
- Develop a customer service plan

3. Safety & Welcoming Spaces

Goal 3.1: Enhance physical and digital security measures to ensure a safe library environment for all patrons.

- Establish clear behavioral policies that promote respect and inclusivity.
- Provide training for staff on de-escalation techniques and emergency preparedness.

Goal 3.2: Improve library infrastructure to create more inviting and functional spaces.

- Develop outdoor reading and learning spaces to encourage community gathering *(Not sure how realistic this is but I think an outdoor area would be amazing)*
- Expansion/Improvement of current Spaces *(I'd love to do a community survey to see what patrons would like to see done here)*
- Ensure space complies with ADA accessibility standards.

4. Joy in Learning & Innovation

Goal 4.1: Promote literacy and lifelong learning through dynamic, engaging programs.

- Expand early literacy programs, including interactive storytelling and STEM learning.
- Offer digital literacy workshops for all age groups, covering topics from basic computing to cybersecurity.
- Introduce reading challenges and incentives to encourage a culture of reading.

Goal 4.2: Invest in technology and digital resources to enhance learning experiences.

- Develop a maker space with 3D printing, coding workshops, and creative technology labs.
- Expand access to e-books, online learning platforms, and virtual programming.
- Provide free digital toolkits and technology support for patrons.

Implementation & Evaluation

- **Annual Review:** Committee will conduct yearly evaluations to assess progress and gather community feedback.
- **Performance Metrics:** Track attendance, user satisfaction, resource circulation, and digital engagement to measure success.

- **Adjustments & Flexibility:** Adapt goals and initiatives based on emerging community needs and technological advancements.

By implementing this five-year strategic plan, TCPL will continue to serve as a cornerstone of knowledge, connection, and innovation, ensuring that learning remains a joyful and accessible experience for all.