

Strategic Plan 2024-27

| Focus Area | Goal | Objective |
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| 1) Community Engagement & Programming | Strengthen connections and relationships through targeted outreach and partnerships | <ol style="list-style-type: none"> 1. Begin outreach to the community for both Adult & Youth Services as capacity and staffing permit 2. Increase support for homeschoolers by fostering a relationship with local homeschool families 3. Collaborate with community partners on larger, high premium programs and projects 4. Review current PR strategies |
| | Ensure FCL is providing high quality services, programs, and resources to Freeport | <ol style="list-style-type: none"> 1. Continue to promote opportunities for curiosity, discovery, informed citizenship, and life-long learning through free and open access to information for all 2. Increase accessibility of Freeport-related holdings 3. Assess and evaluate current programs and services 4. Look into innovative and best practices for service delivery 5. Expand services and programs as necessary and as staffing allows |
| | Evaluate and modify Lending Services & Collections | <ol style="list-style-type: none"> 1. Regularly evaluate Lending Services & Collections – modify and expand as appropriate 2. Continue to build the collection of Freeport and Maine resources including indigenous peoples of the state 3. Create a DEI audit procedure for new items 4. Create a digital index of Reference and Archive collections |
| 2) Technology | Evaluate technology in the library from a patron and staff perspective | <ol style="list-style-type: none"> 1. Examine current technology offerings by identifying short & long-term needs 2. Ensure technology meets user and staff requirements 3. Provide technology support and education for the community and staff 4. Regularly review the library website for accessibility and best practice |
| 3) Staffing | Advocate & plan for additional staffing for service desks | <ol style="list-style-type: none"> 1. Utilize data collection for staffing requests and recommendations 2. Establish benchmarks 3. Develop a formal staffing plan |

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| | Support staff development by providing appropriate time, funds, and space | <ol style="list-style-type: none"> 1. Ensure staff are able to utilize training opportunities for professional development 2. Create dedicated spaces where staff can engage in self-directed learning, collaboration, and knowledge sharing 3. Establish quiet zones for staff to recharge and manage stress levels throughout the day |
| 4) Facilities | Provide users & staff with a welcoming, warm, inviting space that meets their needs and those of the community | <ol style="list-style-type: none"> 1. Continue to work with staff, town leadership, and stakeholders while evaluating the library's physical infrastructure and needed improvements and/or renovations 2. Work to improve patron usability and experience of the library while keeping environmental impacts in mind 3. Review and refresh staff workspaces 4. Explore and utilize digitization for in-house storage and access of collections |