



## **Curtis Library Strategic Plan Summary**

**2024**

2024 Mission Statement:

We enhance the quality of life in our towns by providing community, connections, creativity, information, and ideas.

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2024 Vision Statement:

To be a both a true north - a fixed point in a spinning, changing world – but also a model for productive change, always there to provide the ideas, information, and connections that will help guide our community and allow each person in it to thrive.

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2024 Diversity, Equity, and Inclusion Policy

The Board of Directors of Curtis Memorial Library recognizes and affirms the dignity of the library’s employees and all those the library serves, regardless of heritage, education, beliefs, race, income, gender, age, sexual orientation, gender identify, national origin, and physical or mental capabilities.

The people who use, work, and volunteer at Curtis Memorial Library come from all walks of life. Therefore, it is important that we make diversity, equity, and inclusion a priority in planning, programming, decision making, staff, staff training, collection development, and services. With humility we strive to provide a safe, respectful space for diverse voices and perspectives and to be effective advocates for all people in our community.

## 2024 Core Values of Librarianship

Curtis Library subscribes to the core values of librarianship as defined by the American Library Association (ALA). The ALA Core Values were updated in 2024 and are as follows:

- **Access**

Access provides opportunities for everyone in the community to obtain library resources and services with minimal disruption. Library workers create systems that ensure members of their community can freely access the information they need for learning, growth, and empowerment regardless of technology, format, or delivery methods.

- **Equity**

Library workers play a crucial role in fostering equity by actively working to dismantle barriers and create spaces that are accessible, welcoming, and beneficial for all. This is accomplished by recognizing and addressing systemic barriers, biases, and inequalities to create inclusive library environments where everyone can benefit from the library's offerings and services.

- **Intellectual Freedom and Privacy**

Intellectual freedom empowers people to think for themselves and to make informed decisions while respecting each individual's dignity and independence. Library workers encourage people to cultivate curiosity and form ideas by questioning the world and accessing information from diverse viewpoints and formats without restrictions or censorship. The right to privacy is a crucial safeguard to this freedom, ensuring everyone has the right to develop their thoughts and opinions free of surveillance.

- **Public Good**

Public good is working to improve society and protect the rights to education, literacy, and intellectual freedom. Libraries are an essential public good and are fundamental institutions in democratic societies. Library workers provide the highest service levels to create informed, connected, educated, and empowered communities.

- **Sustainability**

Sustainability means making choices that are good for the environment, make sense economically, and treat everyone equitably. Sustainable choices preserve physical and digital resources and keep services useful now and into the future. By supporting climate resiliency, library workers create thriving communities and care for our common good for a better tomorrow.

## Proposed Cornerstone Strategies For 2024 - 2028

Cornerstone strategies are the foundational areas of focus for the Library over the next three to five years. They are a continuation of the Library's current work but they also reflect the need for the Library to change and evolve to meet the new needs of our community.

### Be a passionate advocate for reading and open access to information

- Ensure access for all to ideas and information via tools such as the Library's new EV bookmobile
- Ensure the library's collection represents diverse identities and viewpoints
- Maintain a collection (traditional and electronic) that meets/exceeds our community's expectations
- Expand the Library's digital resources in response to community demand
- Foster literacy for all ages
- Be an advocate for intellectual freedom
- Provide reading resources (beyond books) to support all readers: readers' advisory, book clubs, author talks, etc.

### Create community

- Provide space and resources to support mini-communities of interest that make up the larger community: artists, musicians, historians, seniors, new parents, entrepreneurs, preschoolers, groups doing social justice work around issues such as homelessness and food insecurity.
- Both inside and outside the Library continue to create informal, third-place gathering spaces where relaxed connections can happen between library patrons of all ages; for example, the Youth Services play room, a coffee café, benches within mini-gardens around the Library
- Continue to provide community-wide events that encourage informal community interactions such as Community Reads, Winter Carnival, How-to Festival, Garth Williams exhibit, the Robert McCloskey exhibit

### Help our community develop the tools and skills to thrive in an environment of perma-crisis and constant change:

- Make the Library buildings living examples of sustainable practices
- Provide programming to educate/inform how community members can live more sustainably and build resiliency into their lives
- Ensure that the Library is able to be available and provide resources (books, Internet, digital programming, charging stations) during periods of community shut-down (pandemic, weather)
- Provide community education about technology as it changes and evolves
- Act as a catalyst for conversations about social justice issues and a hub for connecting groups addressing those issues
- Support civic engagement and democracy

Demonstrate the Library's commitment to excellence in internal operations and external services

- Maintain and continue to grow financial support for the Library
- Focus on diversity of Board and staff; support staff compensation, training, and job satisfaction
- Continue to focus on outstanding customer service and the Library user's experience
- Support the care, maintenance and updating of the Library's building and grounds to ensure they are welcoming and enjoyable places to spend time
- Support the evolution of the Library's infrastructure to meet changing needs: e.g. bookmobile parking, lobby renovation, electrical access for digital devices, furniture updates, storage, care for the 1904 Building