

2021-2025 Strategic Plan Outline of Goals

Collection development education and awareness: The library's collection of books, DVDs, and audiobooks is ever evolving, with the goal of providing popular and current titles to readers of all interests, levels, and ages. Keeping the community aware of Roseburg Public Library's collection development goals is vital, as is listening to our patrons' collection development feedback.

1. Regular community engagement and feedback:
 - a. Post a monthly, quick question around the library: examples include asking for patron feedback on preferred genres, authors, booklists they are interested in, etc. **Implementation: 2021 and ongoing.**
Year 1 update: Not implemented in 2021. Staff plans to implement in 2022.
Year 2 update: Implemented and ongoing.
Year 3: update: Ongoing.
Year 4 update: Ongoing
 - b. Post monthly prompts to the community via the library's social media platforms, which closely resemble the question(s) posted around the library. **Implementation: 2021 and ongoing.**
Year 1 update: Not implemented in 2021. Staff plans to implement in 2022.
Year 2 update: Implemented and ongoing.
Year 3 update: We suspended this item because we don't have the capacity to moderate comments.
Year 4 update: Discontinued.
 - c. Include a semi-regular question with Kris's newspaper articles with the News Review; again, these questions will be similar to those posted on other platforms. **Implementation: 2021 and ongoing.**
Year 1 update: Implemented and ongoing.
Year 2 update: Ongoing.
Year 3 update: Ongoing.
Year 4 update: Ongoing.
2. Practice transparency in collection development goals and decisions:
 - a. Write newspaper articles twice a year on collection development, including outlining RPL's specific goals with collection development. **Implementation: 2021 and ongoing.**
Year 1 update: Implemented and ongoing.
Year 2 update: Ongoing.
Year 3 update: Ongoing.
Year 4 update: Ongoing.
 - b. Review the collection development policy once a year, to ensure day-to-day goals with collection development align with stated goals within the policy. This review will be done with the Library Commission. **Implementation: 2022.**

Year 1 update: Updated in 2021 to include electronic resources.

Year 2 update: Reviewed; no updates.

Year 3 update: Reviewed; no updates.

Year 4 update: Reviewed; no updates.

- c. Regularly post on social media about additions to the collection, newly curated booklists, underappreciated parts of the collection, and more. **Implementation: 2021 and ongoing.**
 - Year 1 update: Implemented and ongoing.
 - Year 2 update: Ongoing.
 - Year 3 update: Ongoing.
 - Year 4 update: Ongoing.
3. Increase awareness of collections that represent underserved communities:
 - a. Conduct a collection diversity survey to ensure that diverse perspectives are being appropriately represented in our youth and adult collection. **Implementation: 2025.**
 - b. Regular social media posts highlighting diverse collections, including additions to the collection, new booklists, etc. **Implementation: 2021 and ongoing.**
 - Year 1 update: Implemented and ongoing.
 - Year 2 update: Ongoing.
 - Year 3 update: Ongoing.
 - Year 4 update: Ongoing.
 - c. Curate and update booklists quarterly that focus on promoting diverse perspectives, authors, and stories from our catalog. **Implementation: 2023 and ongoing.**
 - Year 3 update: Implemented and ongoing.
 - Year 4 update: Ongoing.
 - d. Make connections with the local Cow Creek Band of Umpqua Tribe of Indians to potentially promote their education centers and bibliographies, and promote these resources through newspaper articles, social media, etc. **Implementation: begin outreach in the spring with summer reading, 2021 and ongoing.**
 - Year 1 update: Staff has connected with the Cow Creek Band of Umpqua Tribe of Indians to deliver grab-and-go craft kits to the tribal office. Staff has inquired about public programming partnership opportunities.
 - Year 2 update: Cow Creek Band of Umpqua Tribe of Indians suspended craft kit partnership.
 - Year 3 update: No change.
 - Year 4 update: No change.

Create opportunities for lifelong learning: The library serves as a unique setting for lifelong learning, especially by providing educational opportunities for all ages. Opportunities include computer classes, informative and fun STEAM programming, and learning about other cultures and perspectives.

4. Retain young readers as they mature:

- a. Host monthly tween programs, with particular emphasis on educational programs in a relaxed setting. Reach out to middle school libraries and the Douglas County Boys and Girls Club to supplement existing programs and resources. **Implementation: 2022 and ongoing.**
Year 1 update: Developed partnership with Boys and Girls Club to deliver grab-and-go craft kits.
Year 2 update: Partnered with Horizons foster care education program to offer educational/craft monthly programs with Youth Services Librarian.
Year 3 update: Continued Horizons foster care education program partnership. Visited Boys and Girls Club every week during the Summer Reading Program.
Year 4 update: Continued Horizons foster care education program and Boys and Girls Club partnerships. Hosted Horizons and Maple Corner Montessori middle school students during Americans and the Holocaust exhibition.
- b. Provide a short survey for program participants in order to gather feedback on engagement, interest in future programs, etc. **Implementation: 2022 and ongoing.**
Year 2 update: Not implemented in 2022. Staff plans to implement in 2023.
Year 3: Implemented through survey to storytime participants, focus groups, library use assessment survey.
Year 4: Distributed survey requesting feedback related to youth programs.

5. Bridge the digital divide:

- a. Add a section to the collection development policy regarding electronic resources. **Implementation: 2023.**
Year 1 update: Completed in 2021.
- b. Advertise access to databases provided by the State Library of Oregon on social media, articles, and other platforms. **Implementation: 2022 and ongoing.**
Year 1 update: Implemented in 2021 and ongoing.
Year 2 update: Ongoing.
Year 3 update: Ongoing.
Year 4 update: Ongoing.
- c. Create and teach a free basic computer skills class curriculum for adults. Each class will be held at least once a month. **Implementation: 2021 and ongoing.**
 - i. Reach out to local organizations and groups that would be interested in free computer skills classes for initial feedback on what specific skills to emphasize in the curriculum. **Implementation: 2021.**
Year 1 update: Curricula for three basic computer classes were created by the RARE AmeriCorps participant in 2021 and finalized by the UCAN AmeriCorps

participant in 2022. Staff will not proceed until the library returns to in-person programming.

Year 2 update: Deferred until AmeriCorps participant secured.

Year 3 update: Implemented by AmeriCorps participant. Based on participant feedback and staff experience, classes were discontinued in favor of providing one-on-one assistance.

Year 4 update: Discontinued.

- d. Host monthly or twice monthly “Tech Time” walk-in opportunities for patrons to get individualized technology assistance. **Implementation: 2022 and ongoing.**

Year 1 update: Because of the pandemic, deferring implementation to 2023.

Year 2 update: Deferred until AmeriCorps participant secured.

Year 3 update: Implemented by AmeriCorps participant.

Year 4 update: Discontinued because of staffing constraints. Staff assists patrons one-on-one upon request and when able.

- e. Establish a volunteer-run desk at the front to focus on providing as-needed technical help, including printing services and library computer use. Staff will step in for volunteers as needed. **Implementation: 2022 and ongoing.**

Year 1 update: Because of the pandemic, deferring implementation to 2023.

Year 2 update: Deferred until AmeriCorps participant secured.

Year 3 update: Not implemented. Staff continues to provide technical help.

Year 4 update: Not implemented. Staff continues to provide technical help.

- 6. Increase educational opportunities for all ages:

- a. Strengthen partnerships with schools, such as through class field trips to the library, cross-promotion of programs and opportunities, and advertising relevant library resources to the schools (for example, the teacher library card system). **Implementation: contact schools annually to arrange tours starting in the fall, reach out to schools about summer reading in the spring, 2022 and ongoing.**

Year 1 update: Youth services librarian regularly provides programming information to school media specialist at Roseburg Public Schools. Staff visited two elementary schools and one junior high school for six weeks in summer 2021 to promote the Summer Reading Program.

Year 2 update: Attended Green Elementary’s parents night; visited three elementary schools and one junior high school for five weeks in summer 2021. Shared programming information with staff at Roseburg Public Schools.

Year 3 update: Tours at library: Fullerton IV third graders, Fir Grove second graders, Winchester preschoolers. Visits to schools: Winchester Elementary, Fullerton IV Elementary, Hucrest Elementary. Summer visits to school: five weekly visits to Winchester Elementary.

Year 4 update: Tours at library: Fir Grove 2nd graders, Fullerton 3rd graders, Fir Grove kindergarteners, Winchester super readers, Green preschoolers, Calvary Christian Academy high schoolers, Winchester preschoolers, Eastwood preschoolers, Green preschoolers, Baker Web Academy, Calvary Christian Academy fourth and fifth graders. Outreach events: Sunnyslope Elementary,

Eastwood Elementary, Winchester Elementary. Summer visits to school: five weekly visits to Winchester Elementary.

- b. Develop a robust educational programming schedule for youth and adults, including inviting subject experts to come to the library to speak or conduct a workshop four times a year. **Implementation: plan programs in the early fall and spring, run programs throughout the following months, 2022 and ongoing.**

Year 1 update: Implemented in 2021 and ongoing.

Year 2 update: Ongoing.

Year 3 update: Ongoing.

Year 4 update: Ongoing.

Enhance community outreach and awareness: The library is more than just a physical building, and often serves as a mechanism for community connections and engagement. Outreach is a particularly powerful method of bringing a community together. Outreach not only makes the library's services and materials more accessible, it also gives a voice to underserved and underrepresented groups within the community.

1. Work with local nursing homes and senior living facilities to expand the homebound program:
 - a. Analyze the homebound program for effectiveness, and the potential for using this model on expanding to other parts of the community, such as with HADCO locations. **Implementation: 2023.**
Year 3 update: Initiated monthly programming at Sunshine Park Apartments with staff issuing cards and checking out materials at facility. Library regularly delivered materials to residents at five elder facilities.
Year 4: Based on increased use, revised homebound program to provide delivery/pickup twice a month. Continued monthly program at Sunshine Park through December 2024, then paused until Summer Reading Program because of low attendance and library staffing constraints.
2. Foster community book groups:
 - a. Work with Blue Zones to start a monthly walking book group. **Implementation: 2024.**
Year 4: Not implemented.
 - b. Explore grant opportunities for ordering book club kits. **Implementation: 2024.**
Year 4: Not implemented.
3. Bolster communications and avenues for information sharing:
 - a. Distribute a communications survey once every five years to find out how the community gathers information and news. **Implementation: 2024.**
Year 4: Deferred to 2025.
 - b. Review the library's social media platforms twice a year to assure that we are maximizing their potential according to community interests and staff capacity. **Implementation: 2024.**
Year 4: Reviewed Instagram and Facebook accounts. No changes.
4. Connect community groups and expand library services beyond the confines of the building:
 - a. Participate in outreach events at least four times a year, such as at the Umpqua Farmers' Market and Music on the Half Shell. **Implementation: 2022 and ongoing.**
Year 1 update: Because of the pandemic, deferring implementation to 2023.
Year 3 update: Staff attended Green Elementary's parents night in May, Costco Safety Day in July, Roseburg's 150 Party in the Park in October and the Festival of Trees in December.
Year 3 update: Staff attended Hispanic Heritage Festival in June, Movies in the Park in June, Pride Fest in July, Costco Safety Fair in July, Mercy Foundation's Festival of Trees in December.

Year 3 update: Staff attended First Thursday event in April, Farmer's Market in April, STEAM Extravaganza in May, Movies in the Park in June, Mercy/Sherm's Safety Fair in July, Mexican Consulate Event in July, Pride Fest in October, Neewollah in October.

5. Increase outreach to underserved communities.

- a. Host workshops and/or programs in Spanish twice a year, working with local community influencers in the Latinx community to help with promotion and program design. **Implementation: 2022 and ongoing.**

Year 2 update: Implemented monthly Spanish Storytime with Julia Masner.

Year 3 update: Changed to bi-monthly Spanish Club with Julia Masner.

Year 4 update: Paused because partner no longer available.

- b. Strengthen partnerships with the Cow Creek Band of Umpqua Tribe of Indians in order to host workshops and/or programs centered on Native American history, culture, events, and more twice a year. **Implementation: 2022 and ongoing.**

Year 2 update: Deferred until AmeriCorps participant secured.

Year 3: Not implemented.

Year 4: No change.

- c. Explore opportunities to support English as a Second Language (ESL) learners. Working to supplement the local school system's existing ESL resources.

Implementation: 2023.

Year 3: Shifted focus to expanding Spanish language collection.

Year 4: Continuing to develop physical Spanish language collection and provide access to Spanish-language materials on OverDrive ebook platform.

Explore opportunities for long-range, enhanced funding: A library's capacity, programming, and access to resources goes beyond the passion of its staff, volunteers and patrons. Regular funding is an essential component of a library's functioning, which can be supplemented with grants and donations.

1. Assess funding sourced by grants
 - a. Create a plan outlining grant opportunities and year-long grant application timeline, to document what grants are available and when applications are open. **Implementation: 2025.**
 - b. Assess the budget to see what areas are most impacted by grant funding, and analyze what areas need more funding, in order to set clear goals with grant opportunities in the future. **Implementation: 2025.**
 - c. Create a standard document to be referenced for future grant applications, in order to make grant applications less time consuming, and potentially allowing other staff members to write grants as well. **Implementation: 2025.**
2. Review with city manager potential opportunities for enhanced funding in the next five years. **Implementation: 2023.**

Year 3 update: Library Director and City Manager reviewed.

Year 4 update: No change.